



# **Annual Survey of Private and Semi-Government Sector Employment - 2022**

**Working Hours  
Earnings  
Labour Cost**

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





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## PREFACE

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

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

Therefore, in order to achieve these objectives, the survey on “Working Hours and Labour Cost” was launched in the year 2020 by the Statistics Division of the Department of Labour. This will be carried out annually in order to collect information on employees working in private and semi-government sector establishments that contribute to the Employee's Provident Fund. The third report of 'Annual Survey of Private and Semi-Government Sector Employment - 2022' has been compiled based on 2022 survey results.

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

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

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

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



H.K.R.A. Jayasundara

Commissioner General of Labour

## ACKNOWLEDGEMENT

The Report of ‘Annual Survey of Private and Semi-Government Sector Employment - 2022’ is the third annual report based on the findings of the ‘Survey of Working Hours and Labour Cost-2022’ survey. All the employees of private and semi-government sectors that pay EPF and belong to all establishments and enterprises were covered in this survey.

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

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

The sample frame was updated with the cooperation of the Employees’ Provident Fund Division under the direction of Mrs. A.M.G.N.D. Sumanasena, Commissioner of Labour. The survey questionnaires were printed by the Printing division of the Department, under the direction of Mr. W. A. Ranjith, Head of the division. Distribution of the survey questionnaires was done by the Postal branch of the Department of Labour under the direction of Mrs. H.T.P. Abayarathna, Commissioner of Labour (Administration) on this postal survey.

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

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

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

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



V. P. Lalith  
Deputy Director (Statistics)

## EXECUTIVE SUMMARY

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

In year 2022, the total workforce of the private and semi-government sector was estimated as 2,291,898 with 2,264,478 employees (almost 99 percent), 16,049 employers and 11,370 contributing family workers. Out of the total employees, 59.3 percent were male employees and 40.7 percent were female employees. Geographically, 38 percent of employees were congregated in Colombo district and 63 percent of them distributed within the Western province.

In this survey, the respective establishments reported that 96.7 percent of their employees were full-time workers and 2.1 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 47 percent, 44 percent and 9 percent respectively.

‘Manufacturing of wearing apparel’ activity solely consists of 16.7 percent of employees of the total workforce. Occupation wise, ‘Plant and machine operators and assemblers’ and ‘Elementary occupations’ accounted for 25 percent, 15 percent of the total work force.

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

Few female stereotype activities with more than 60 percent of female employees were observed in ‘Education’, ‘Health’ and ‘Manufacture of wearing apparel’. About 55 percent are female in the Tea plantation.

According to the survey results, the average weekly working hours of an employee in the private and semi-government sectors is reported as 51.2 hours with 51.9 hours for men and 50.2 hours for women respectively. Compared to major economic sectors, the industry sector reported the highest average weekly working hours of 53.6 hours. By occupation, ‘Plant and Machine Operators and Assemblers’ reported the highest average weekly working hours of 54 hours, and ‘Managers’ and ‘Professionals’ reported the lowest of 46 hours.

When considering the three selected working bands of (40-44) hours, (45-49) hours and (50 and over), highest number of employees, 53.1 percent males and 58.9 percent females belonged to (45-49) 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. In 2022, employees who worked more than 48 hours in the private and semi-government sector establishments are reported as 45.3 percent. Gender-wise, it is reported that 36.8 percent of female and 50.2 percent of male.

In earnings, the average nominal monthly earnings of private and semi-government sector employees reported as Rs. 62,797 while male employees received Rs. 73,732 and female employees received Rs. 46,843. The monthly real wages of male and female employees reported as Rs. 42,157 and Rs. 26,783 respectively. Regarding the key economic activities, all activities reported gender disparity of earnings in 2022.

Average nominal earnings by economic activity which recorded the range of nominal monthly earnings lies between Rs. 33,075 for agriculture sector employees to Rs. 156,384 for ICT employees. Occupation wise the high and low income lies between 159,794 for managers and Rs. 28,852 for skilled agriculture workers. The survey reveals that more than 48 percent of employees belonged to Rs. 20,000-49,999 wage group. The wage group of 100,000 or more mainly consist of Service sector employees by 64.9 percent.

It is estimated that out of the total employees, 10.6 percent males and 15.6 percent females were suffering from Low pay rate. On average 10.9 percent of employees belonged to low pay group in 2022. The average gender wage gap of these employees was reported as 36.5 percent.

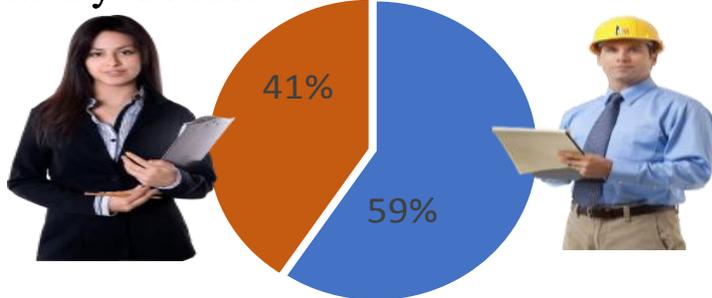
Out of the total labour cost borne by the establishments, about 83 percent was spent on wages of the employees. It includes 58 percent basic salary, 16 percent allowances, and 9 percent overtime.

# KEY FINDINGS

## 1. EMPLOYMENT

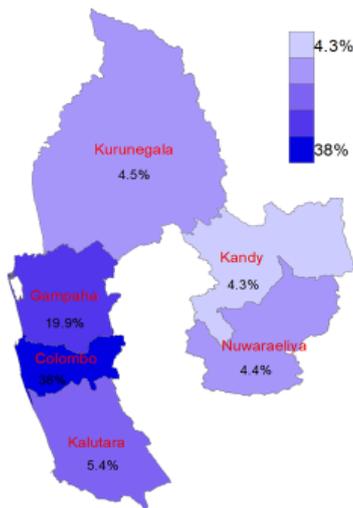


### 1.1 By Gender



✚ Out of the total employees in private and semi government sector male employees are accounted for 59 percent.

### 1.2 By Geographical Distribution



✚ Colombo and Gampaha districts deployed 38 percent and 19.9 percent of employees respectively.

✚ More than 75 percent of the employees were gathered in the 6 districts of Colombo, Gampaha, Kalutara, Kurunegala, Nuwara Eliya and Kandy.

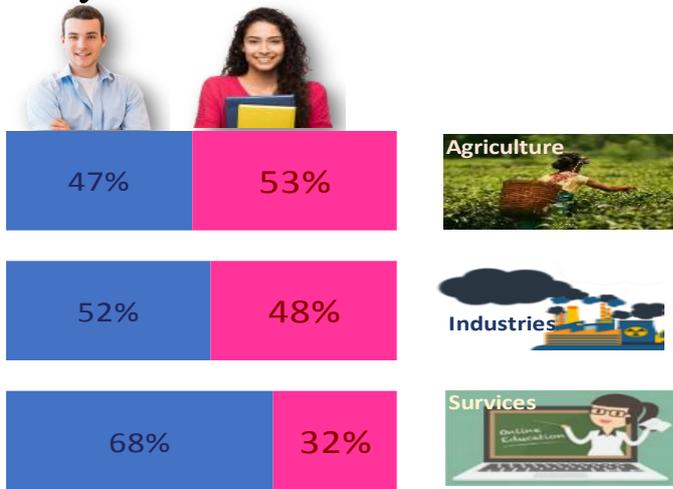
### 1.3 By Major Economic Activity



✚ Almost half of the total employees worked in the Service sector.

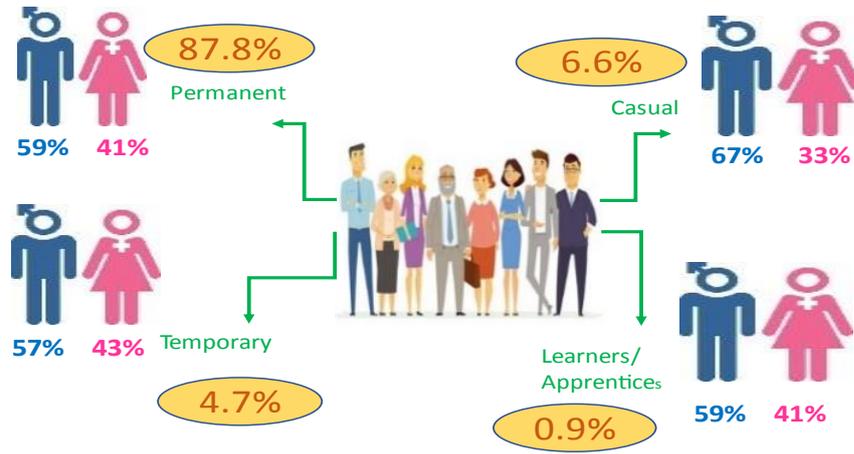
✚ 44 percent were employed in Industry sector

### 1.4 By Sector and Gender



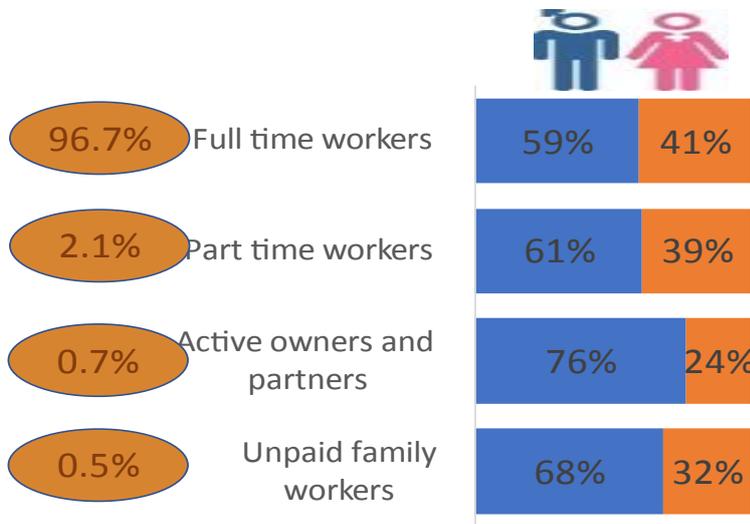
- Highest gender disparity is observed in Service sector.
- In Agriculture sector higher percentage is consist of females by 53 percent.

### 1.5 By Type of Employment and Gender



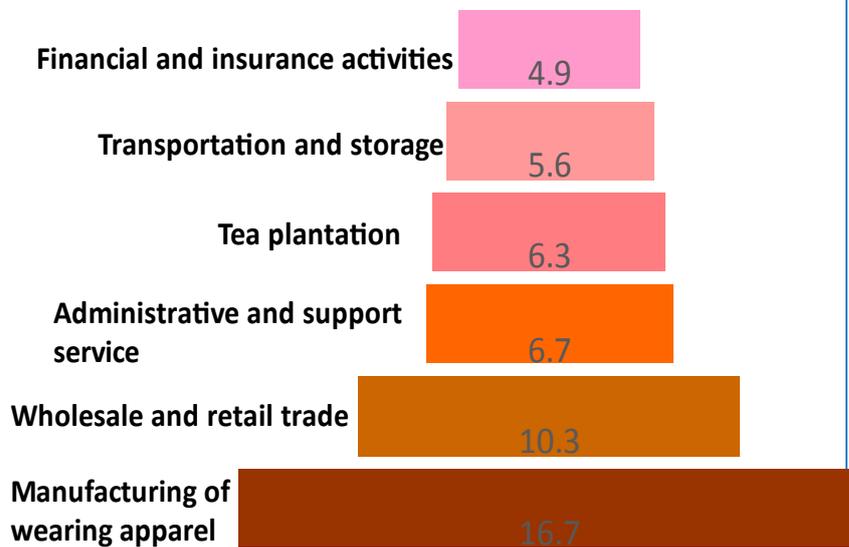
- Out of the total employees, 87.8 percent are Permanent and 4.7 percent are Temporary employees.

### 1.6 By Employment Status and Gender



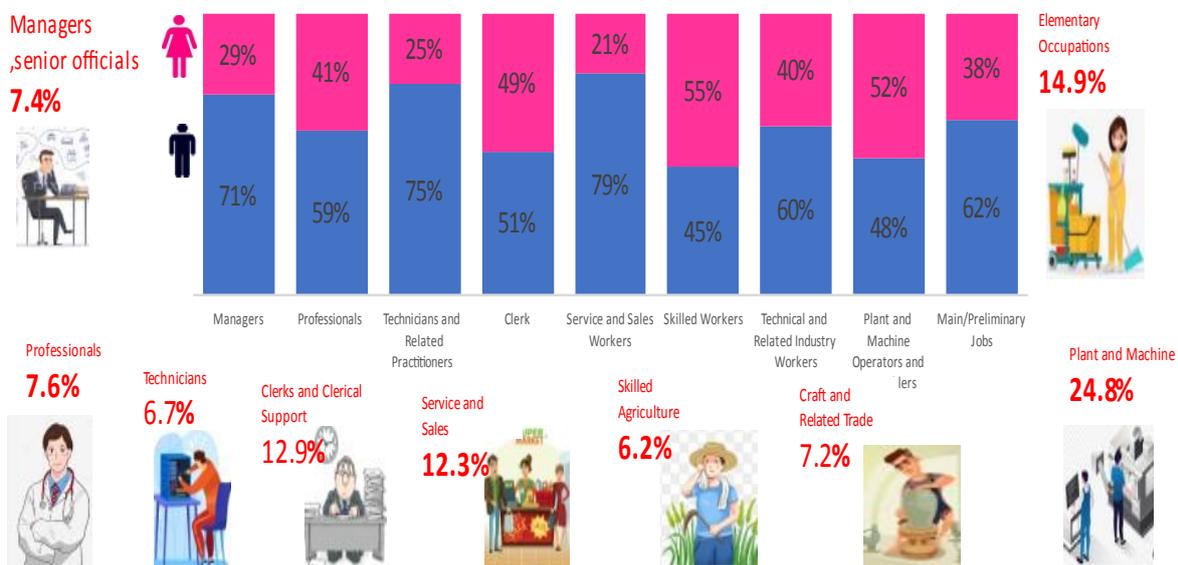
- 'Full time' workers accounted for 96.7% of the employees while 'Active Owners and Partners' reported only for 0.7%.
- Out of that 0.7 percent, 76 percent are males.

## 1.7 By Highest Employment Capacity



Almost 50 percent of employees gathered into 6 economic activities.  
 ‘Manufacture of Wearing Apparels’ activity alone stands for 16.7 percent of the total employees

## 1.8 By Occupation Category and Gender

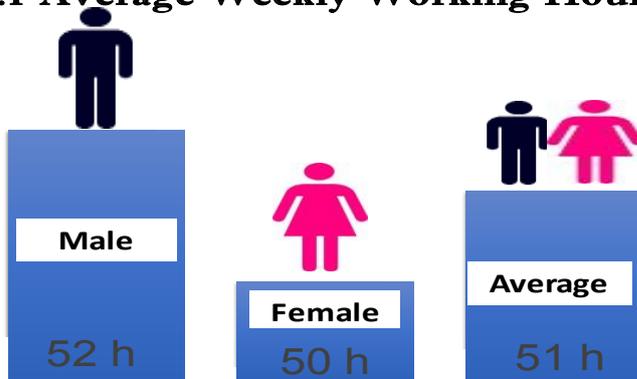


Out of the total employment, nearly 25 percent were Plant and Machine Operators and Assembles .  
 The top jobs as Managers/Senior Officials and Professionals consisted of only 15 percent of the workforce.

## 2. WORKING HOURS

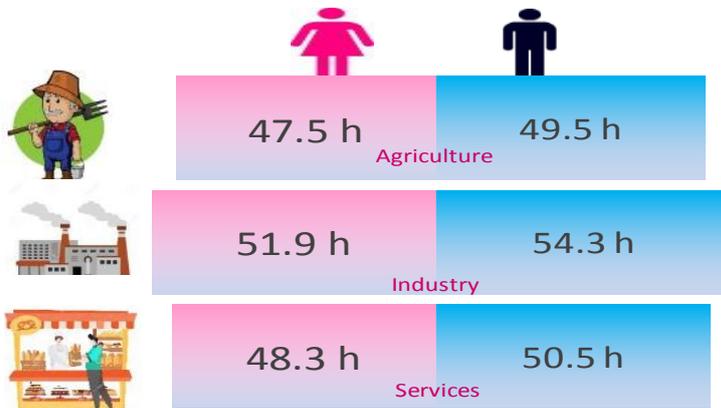


### 2.1 Average Weekly Working Hours of Employees by Sex



On average, an employee of private and semi government sector works for 51 hours including over time.

### 2.2 Average Weekly Working Hours of Employees by Major Economic Activity



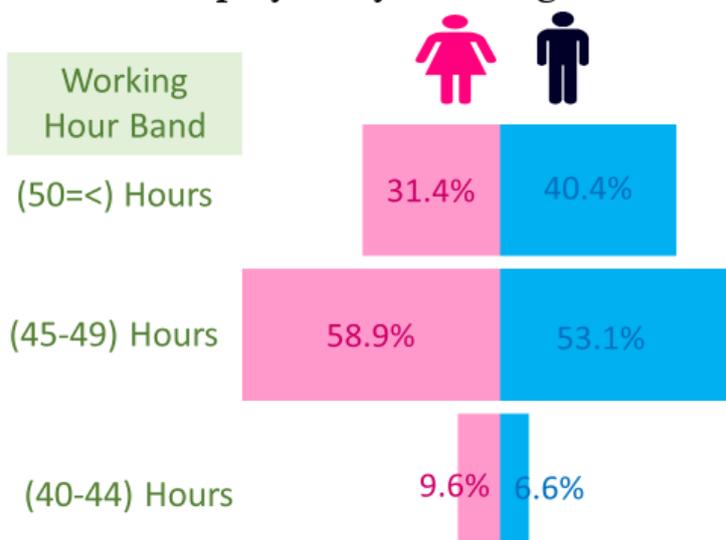
Highest 'Average weekly working hours' were reported for Industrial economic activities, Male employees 54.3 hours Female employees 51.9 hours including overtime

### 2.3 Average Weekly Working Hours by Occupation Group



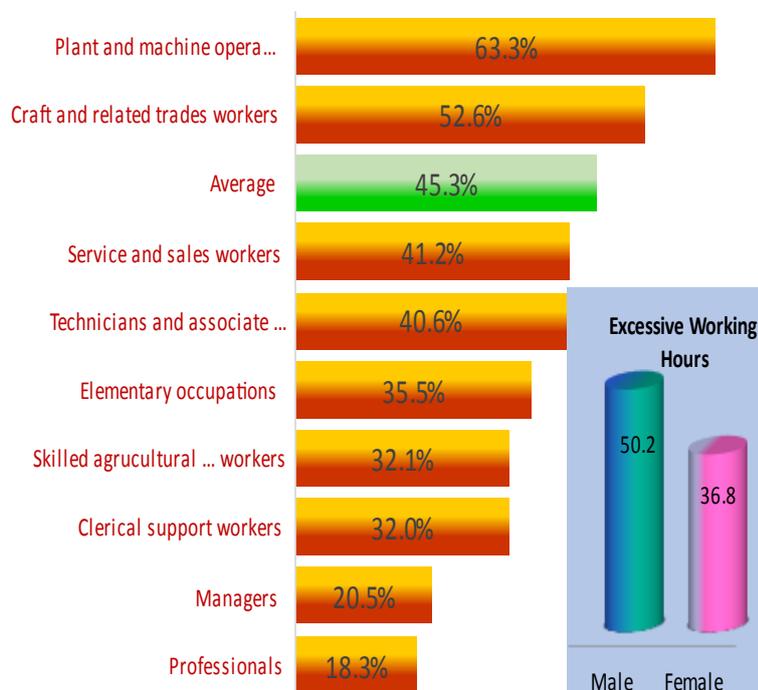
The longest working hours were recorded for Male workers in 'Plant and Machine Operators' 59 hours per week and Female workers in 'Plant and Machine Operators' 56 hours.

## 2.4 No. of Employees by Working Hour Band



- ✚ The majority of employees belonged to (45-49) hour working band.
- ✚ From male employees 6.6 percent and from female employees 9.6 percent belonged to 40-44 hour working band.

## 2.5 No. of Employees by Excessive Working Hours



- ✚ On average, 45.3 percent of private and semi-government sector workers in Sri Lanka work more than 48 hours a week.
- ✚ 63.3 percent of “Plant and Machine Operators and Assemblers” work more than 48 hours a week
- ✚ Only 13% of professionals work more than 48 hours a week
- ✚ A higher proportion Male employees work longer hours than Females counterpart.

# 3. EARNINGS



## 3.1 Mean Monthly Earnings by Gender

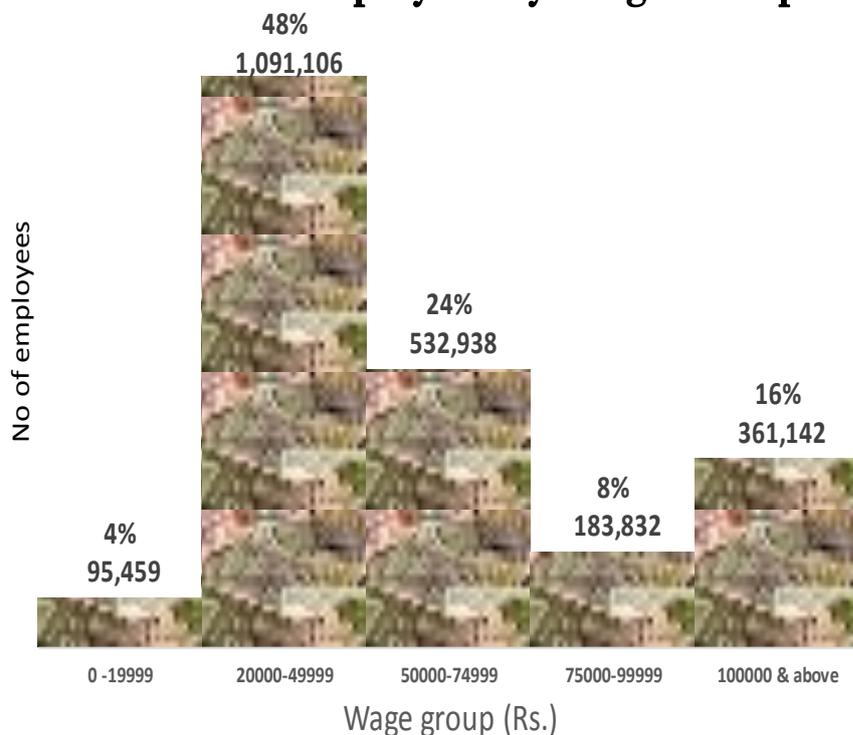


## 3.2 Monthly Nominal and Real Earning



- On average male employees paid Rs. 73,732 and female employees Rs. 46,843 at nominal rate.
- Average monthly earnings of a person in private and semi government sectors reported as Rs. 62,797 with real value of Rs. 35,905.

## 3.3 Number of Employees by Wage Group

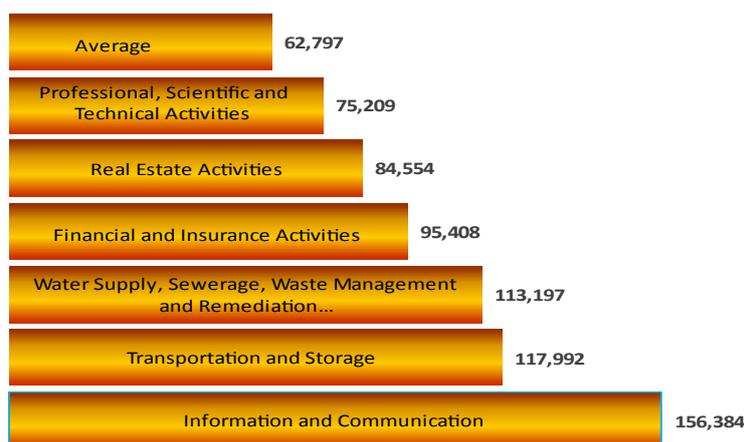


- Almost half of the total employees received wages in between Rs. (20,000 - 49,999)
- Only 16% received equal or more than Rs. 100,000

### 3.4 Mean Monthly Earnings by Occupation and Gender

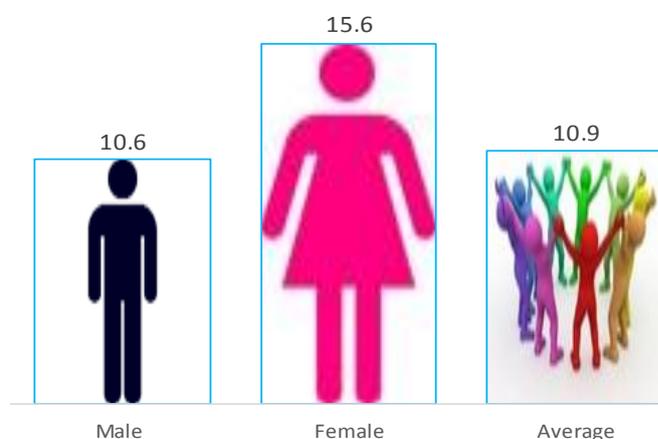


### 3.5 Highest Paid Economic Activities



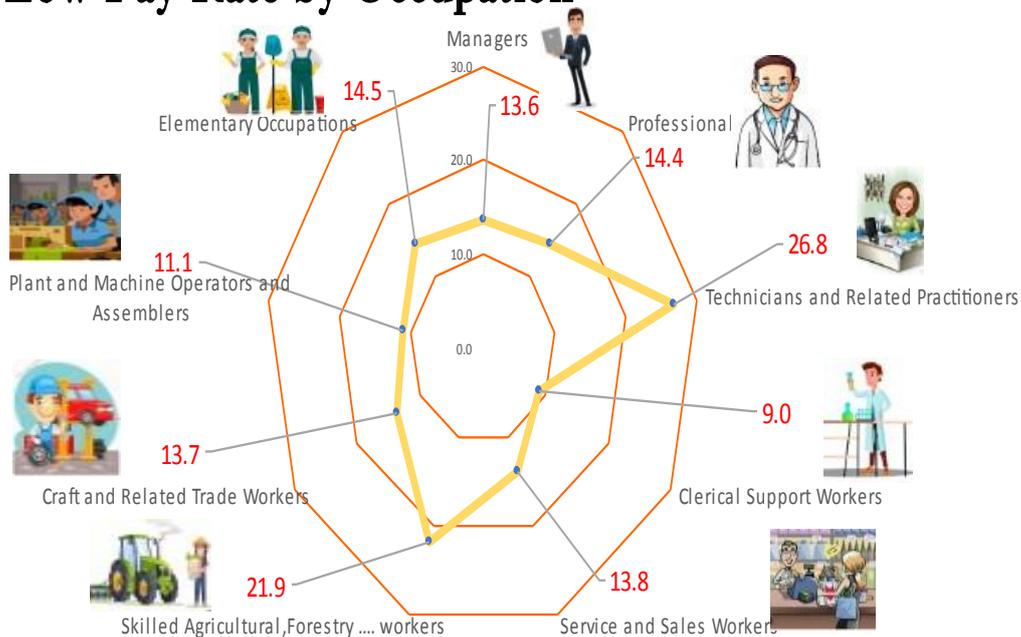
+ Activities of 'Information and Communication', 'Transportation and Storage' and 'Water Supply, Sewerage, Waste Management and Remediation' reported as the remarkably highly paid economic activity.

### 3.6 Low Pay Rate by Gender



+ Low pay = < 2/3 of the median hourly earnings of all employees.  
 + On average 10.9 % of employees suffer from low pay.  
 + Female employees experience 15.6 % of Low Pay Rate compared to their male counterpart.

### 3.7 Low Pay Rate by Occupation



- ✚ The highest low pay rate of 26.8 % is experienced by ‘Technicians and Related Professionals’.
- ✚ Only 9 % of ‘ Clerical Support Workers’ reported low pay rate, recorded as minimum.

### 3.8 Gender Wage Gap



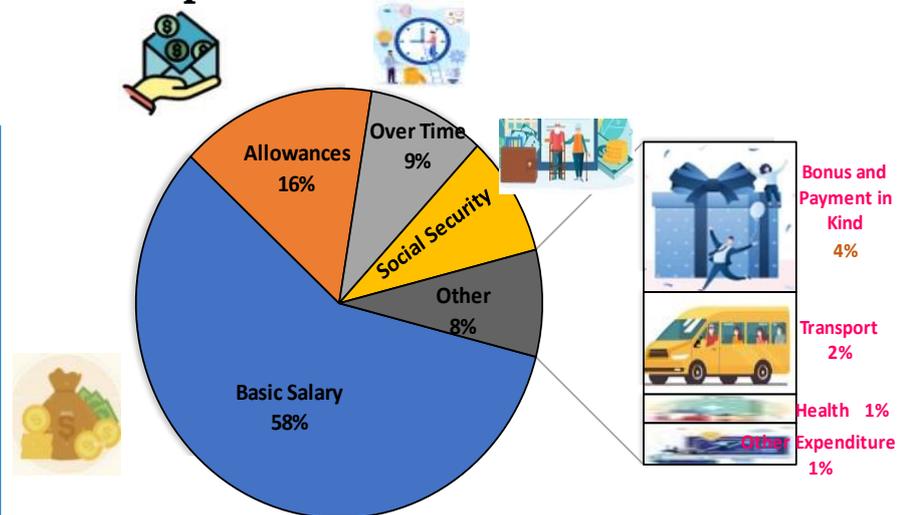
- ✚ On average Gender Wage Gap reported as 36.5 %.
- ✚ This indicates that female employee wages are 36.5% less than male employees.

## 4. LABOUR COST

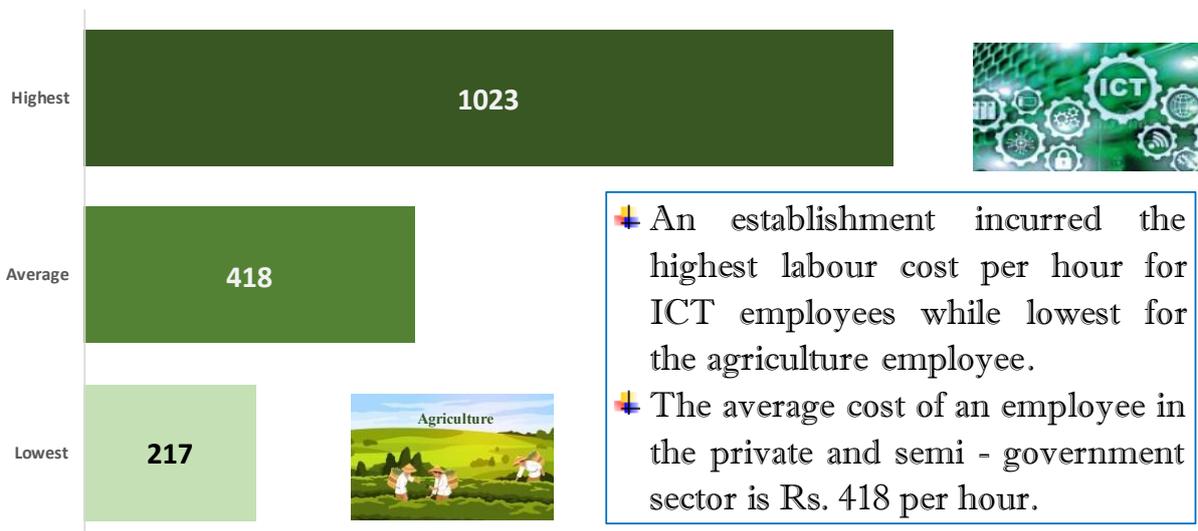


### 4.1 Average Share of Components of Labour Cost

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



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





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# CHAPTER 1

## INTRODUCTION

**Background**

**Main Objectives**

**Periodicity**

**Coverage**



## INTRODUCTION

### 1.1. Background

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

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

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

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

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

### 1.2. Main Objectives

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

### 1.3. Periodicity

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

### 1.4. Coverage

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

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 belong to the ‘Employees Provident Fund’ were covered in this survey. The list of companies that paid EPF in the previous year were considered as the framework of the active company list for the current year.

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

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



## **CHAPTER 2**

# **METHODOLOGY**

**Data Collection**

**Reference Period**

**Sample Design**

**Estimation Procedure**

**Limitations**



## METHODOLOGY

### 2.1. The Questionnaire

The questionnaire consists of 16 questions. Four major sections which were covered in the questionnaire are (1) identification information of establishments, (2) information of working hours and income of employees, (3) labour cost borne by the establishments, and (4) the labour demand.

Usual number of hours worked with and without OT per month was used to compile the working hours. The Income of employees were compiled using basic salary, cost of living allowances and other allowances, overtime allowances, transport allowances, and payments in kind. To compile the total labour cost borne by the companies, the social security payments, expenditure on health 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 2022 (1<sup>st</sup> of January to 31<sup>st</sup> of December). The survey was carried out from February 2022 to January 2023 as a postal survey and the questionnaires were sent to the selected companies in every month.

### 2.4. Sample Design

Within the framework of private and semi-government sector establishments contributing to the Employees' Provident Fund, establishments with employees less than 5, (5-99) and 100 and above were reported as 3.9 percent, 21.9 percent, and 74.2 percent, respectively. Establishments with less than 5 employees were excluded from the survey considering the low share of output and other practical difficulties.

Size of the Company (no. of employees)	Employment (%)
0-4	3.9
5-99	21.9
100 and above	74.2

The sample consists of two segments; small and medium scaled companies with less than 100 employees and large companies with 100 or more employees. The total sample size was 6000. Out of this total sample, 2,371 (39.5 percent) establishments have been drawn from small and medium establishments, using the sampling technique SRS and 3,633 (60.5 percent) large establishments with employees equal or more than 100 were covered through the full enumeration. Table 2.1 gives the sample distribution for number of employees for the year 2022.

**Table 2.1: Sample Allocation by Number of Employees.**

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

### 2.5. Estimation Procedure

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

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

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

$n$  = Number of size classes of persons engaged.

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

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

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

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

### 2.6. Determination of Weights

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

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

### 2.7. Limitations

There are several limitations to mention in this survey. The survey did not cover micro-enterprises with less than 5 employees, and employees with their own accounts were not included in the survey.

# **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 - 2022’ were based on the recommendations of International Labour Organization.

### 3.1. Establishment Survey

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

### 3.2. Employed

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

### 3.3. Employees

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

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

### 3.4. Employment Status

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

### 3.5. Employee Type

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

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

### **3.6. Working Time**

Three concepts of working time are associated with this survey:

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

### **3.7. Earnings**

Earnings are comprised of four components:

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

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

### **3.8. Labour Cost**

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

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

### **3.9. Gender Wage Gap**

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

### **3.10. Low Pay Rate**

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

### **3.11 Excessive Working Hours**

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

### **3.12. Average Annual Working Hours**

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

### **3.13. Mean Nominal Hourly Labour Cost**

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

### **3.14. Mean Nominal Earnings**

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





## **CHAPTER 4**

# **OVERVIEW OF ESTABLISHMENTS**

**Geographical Distribution**

**Economic Activity**

**Legal Status**

**Registration Institute**



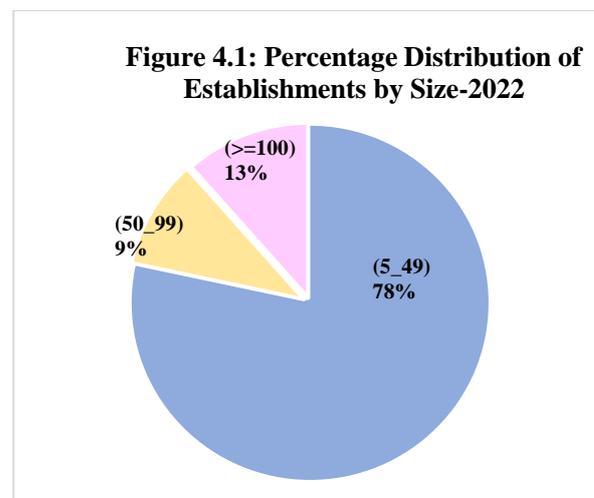
## OVERVIEW OF ESTABLISHMENTS

The survey of “Working Hours and Labour Cost–2022” 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 as a mandatory defined contribution retirement scheme to ensure a pension the country’s workforce in the private and semi-government sectors who do not enjoy pension benefits. The largest pension fund in Sri Lanka, the 'Employee Provident Fund' is administered by the Department of Labour and fund is managed by Central Bank of Sri Lanka. In the year 2022, around 69,000 establishments reported paying EPF and establishments with less than 5 employees, shared 58.2 percent and establishments with employees equal or greater than 5 shared 41.8 percent.

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

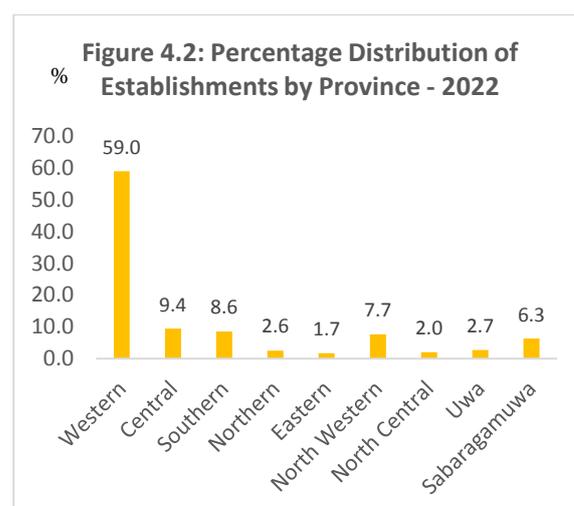
### 4.1. Establishments by Size

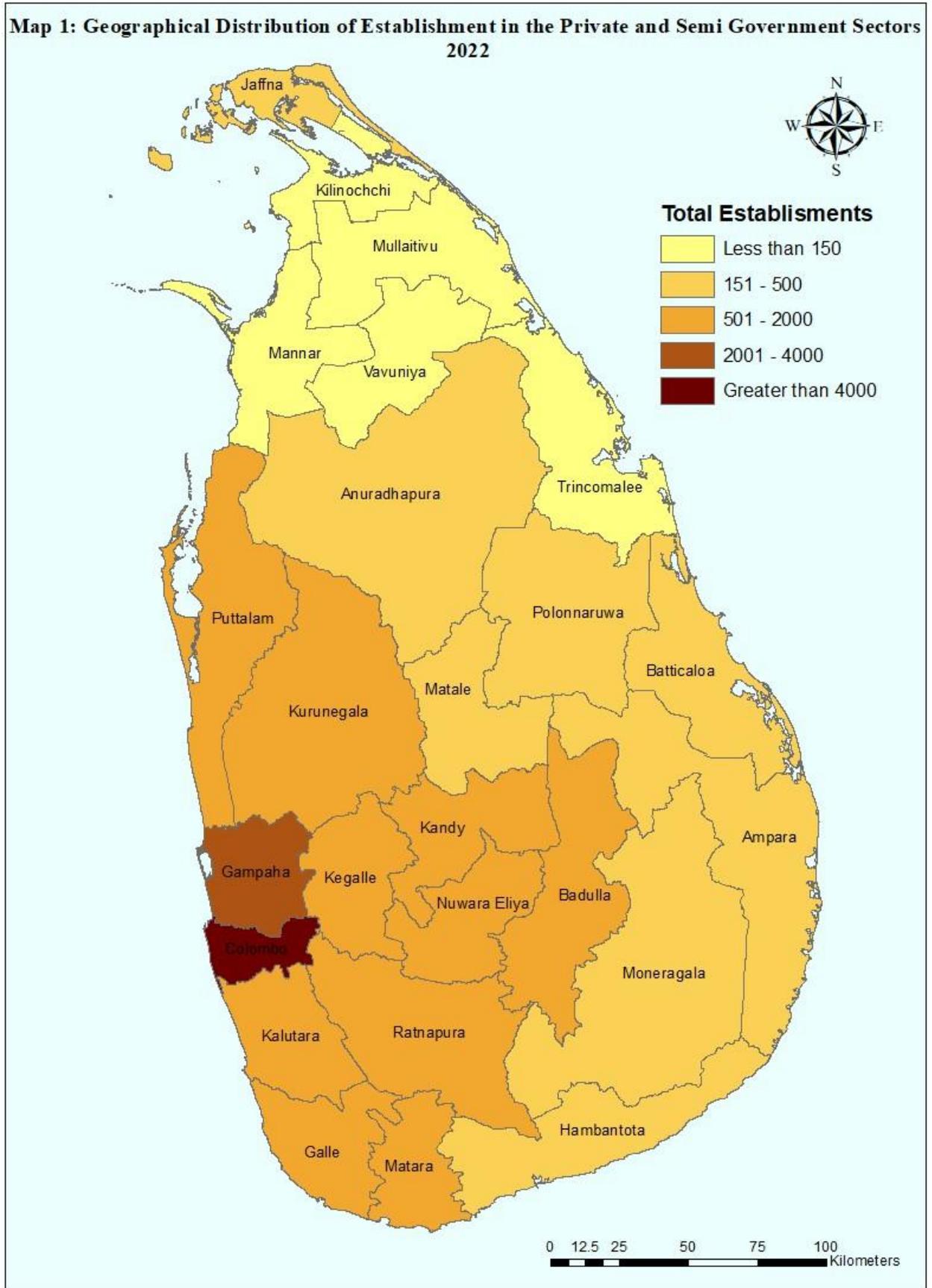
Establishments were divided into three main groups by size of the employment as employees (5 – 49), (50-99), and (100 and over). Out of the total establishments with employment of 5 or more, the largest proportion of approximately three-fourths belonged to the (5-49) group in 2022. Similarly, employment with (50-99) and (100 and over) establishments represent 9 percent and 13 percent respectively (Figure 4.1).



### 4.2 Establishments by Geographical Distribution

The geographical distribution of private sector and semi-government sector establishments with more than 4 employees paying Employees' Provident Fund clearly shows that more than half of them belong to the Western Province. Eastern and North -Central Provinces reported very less numbers establishments as 1.7 percent, and 2.0 percent respectively. (Figure 4.2).





**Table 4.1: Percentage Distribution of Establishments by District-2022**

<i>District</i>	(%)
<i>Colombo</i>	41.0
<i>Gampaha</i>	12.6
<i>Kalutara</i>	5.4
<i>Kandy</i>	6.1
<i>Matale</i>	1.4
<i>Nuwara-eliya</i>	1.9
<i>Galle</i>	4.1
<i>Matara</i>	3.3
<i>Hambantota</i>	1.2
<i>Jaffna</i>	1.6
<i>Mannar</i>	0.2
<i>Vavuniya</i>	0.4
<i>Mullaitivu</i>	0.1
<i>Kilinochchi</i>	0.3
<i>Batticaloa</i>	0.7
<i>Ampara</i>	0.6
<i>Trincomalee</i>	0.5
<i>Kurunegala</i>	5.0
<i>Puttalam</i>	2.7
<i>Anuradhapura</i>	1.4
<i>Polonnaruwa</i>	0.6
<i>Badulla</i>	2.2
<i>Monaragala</i>	0.6
<i>Ratnapura</i>	3.7
<i>Kegalle</i>	2.6
<i>Total</i>	100.0

The highest number of establishments are reported for Colombo and Gampaha districts, which are reported as 41.0 percent and 12.6 percent respectively. Kilinochchi, Mannar, and Mullaitivu districts reported the lowest number of establishments and their representations were 0.3, 0.2, and 0.1 percent respectively. (Table 4.1).

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

### **4.3. Establishments by Economic Activity**

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

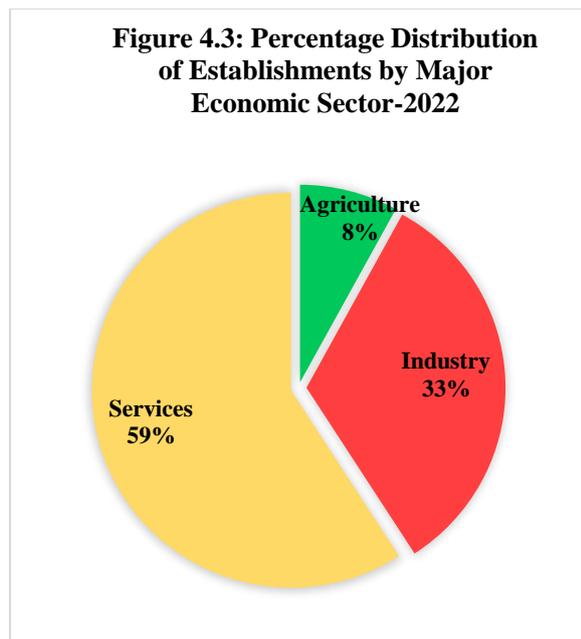
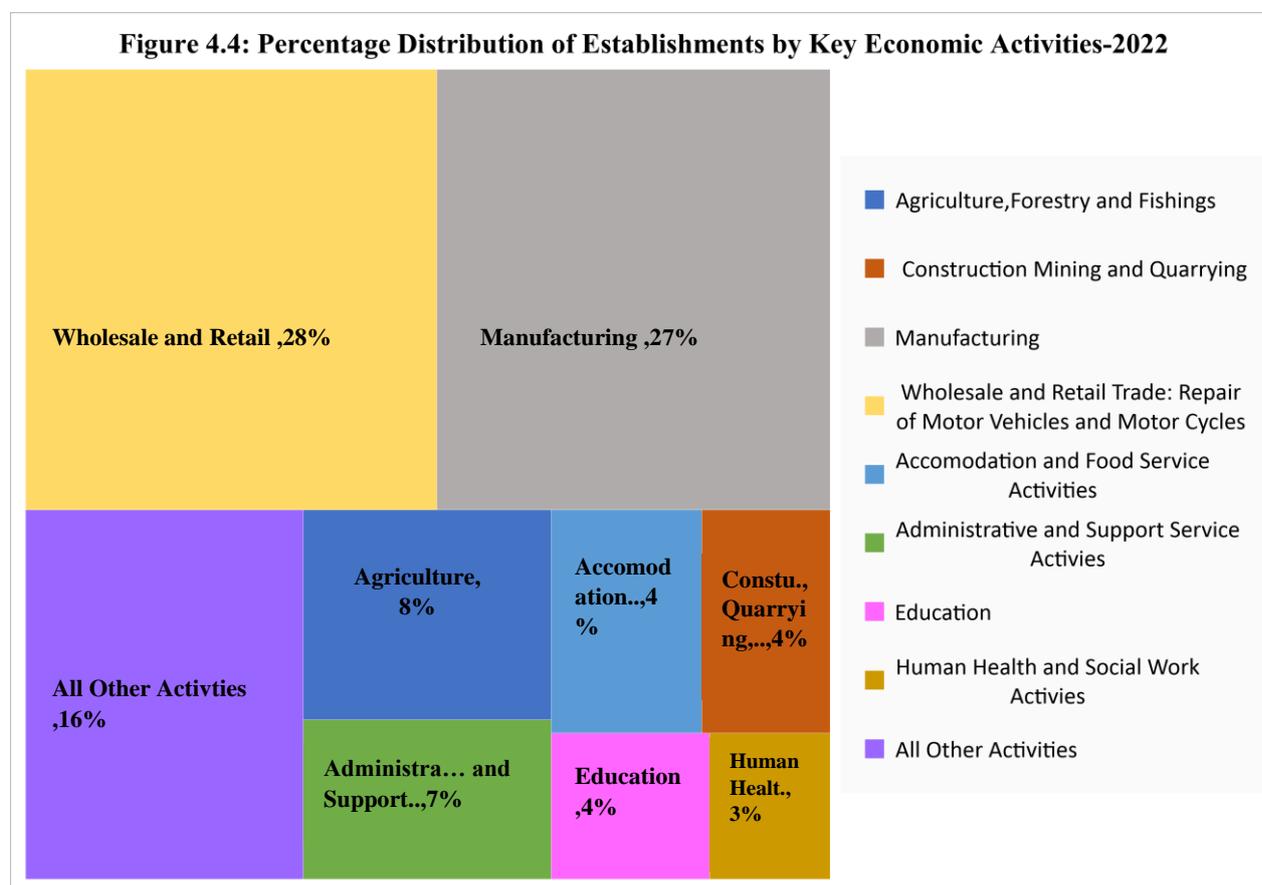


Figure 4.4 illustrates the percentage distribution of establishments by key economic activities. The highest numbers of establishments, 28

percent and 27 percent were recorded for ‘Wholesale and Retail Trade’ and ‘Manufacturing’ activities respectively. Considering the total number of establishments, the ‘Agriculture’ sector establishments mainly consist of plantation establishments, accounting for 8 percent, followed by ‘Administrative and Support Services’ 7 percent. The three activities of ‘Accommodation and Food Services’, ‘Construction Mining and Quarrying’ and ‘Education’ are reported at 4 percent. ‘Health’ services are reported at 3 percent. The establishments that carried out all other economic activities are accounted for 16 percent.



**Table 4.2: Percentage Distribution of Establishments by Major Economic Activities and Size– 2022**

	No of Establishments by Economic Activities				Total No.
	(5-49) (%)	(50-99) (%)	(100 ≤) (%)	Total (%)	
<i>Agriculture</i>	66.2	9.7	24.2	100.0	2,245
<i>Industry</i>	75.1	9.5	15.4	100.0	9,507
<i>Service</i>	81.9	7.9	10.2	100.0	17,132
<i>Total</i>	78.5	8.5	13.0	100.0	28,884

As shown in Table 4.2, out of the total establishments, 78.5 percent belonged to the category of employee capacity (5-49) in the year 2022. Agriculture, Industry, and Service establishments 66.2, 75.1, and 81.9 respectively belonged to this category. Only 13.0 percent out of the total establishments, belonged to the

category of employees 100 and above. Only 8.5 percent belong to the 50-99 employees category. Figure 4.5 clearly depicts this situation. In that, all economic activities except ‘Arts, Entertainment and Recreation’ reported more than 50 percent in the category of employee capacity (5-49).

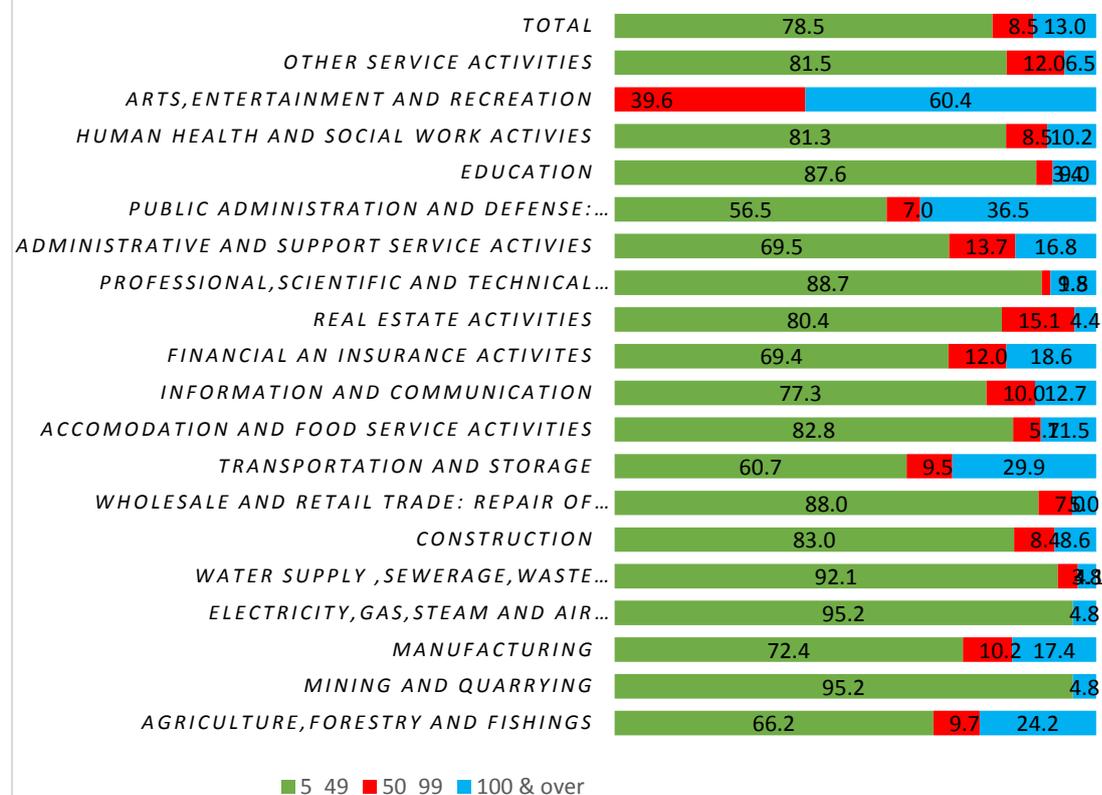
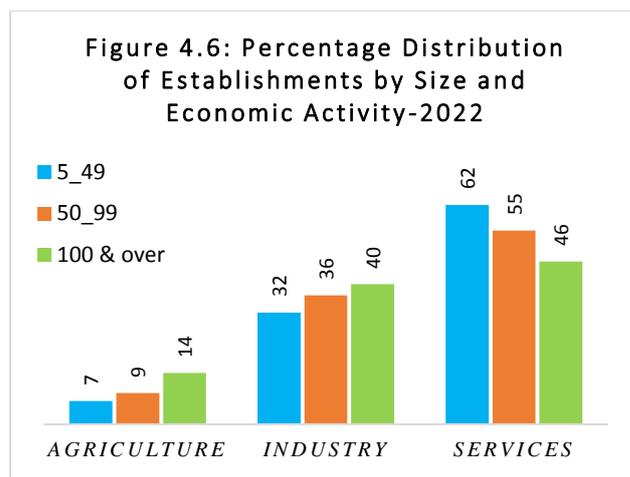
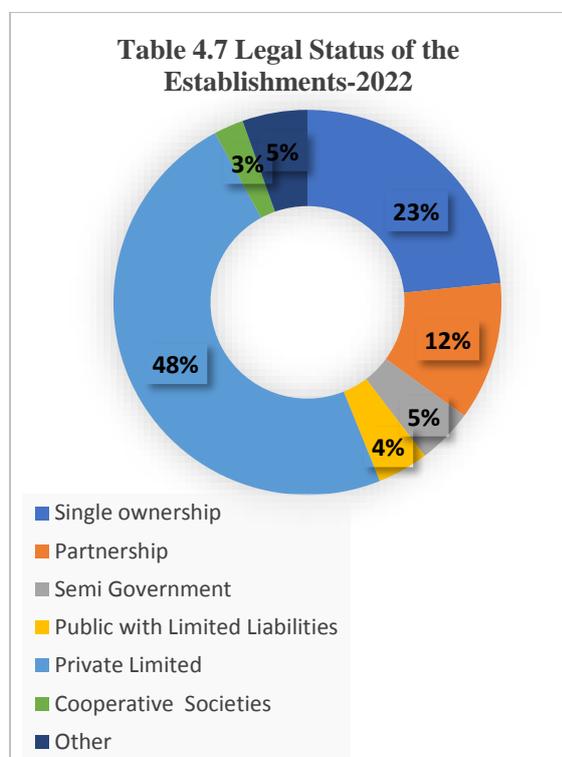
**Figure 4.5: Percentage Distribution of Establishments by Size and the Economic Activity-2022**

Figure 4.6 shows the distribution of establishments in employees (5-49), (50-99), and 100 and over establishments within the main sectors of the economy. The service sector shows the highest proportions of all three types as 62 percent, 55 percent, and 46 percent in (5-49), (50-99), and 100 & above establishments respectively.



#### 4.4. Establishments by Legal Status

Out of the total establishments, 48 percent were ‘Private limited establishments’ while 23 percent were ‘Single ownership establishments’. 4 percent belonged to ‘Public with limited liabilities’ and 5 percent belonged to ‘Semi-government’ sector establishments, (Figure 4.7).



‘Partnership’ or ‘Private limited’ establishments, mainly consisted with workforce ranging from 5-49, which is categorized as small establishments. The legal status of ‘Semi government’ establishments, reported 40.1 percent, which belonged to the largest employee category of 100+.

Table 4.3: Percentage Distribution of Establishments by Legal Status and Size -2022

Legal Status	Size (Employment number)			Total
	5-49	50-99	100≤	
Single Ownership	90.9	4.6	4.6	100
Partnership	89.2	5.2	5.7	100
Semi-Government	50.1	9.8	40.1	100
Public with Limited	58.0	12.5	29.5	100
Private Limited	74.8	10.6	14.6	100
Cooperative Societies	51.5	20.3	28.2	100
Other	87.9	4.9	7.2	100

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

#### 4.5. Establishments by Registration Institute

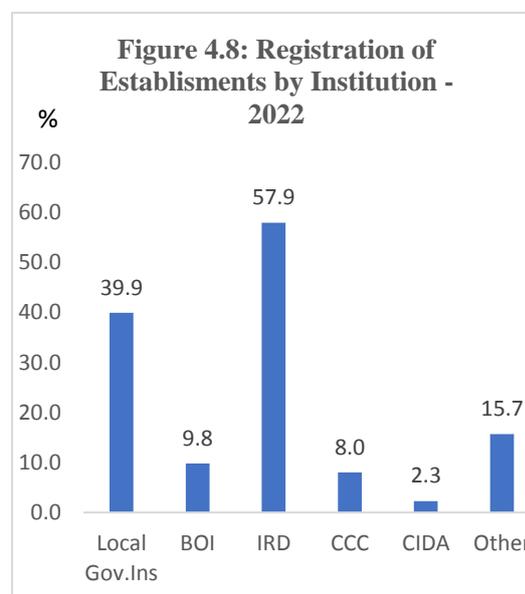
Registering an establishment is an essential step in establishing a successful business. It provides legal protection, credibility, brand protection, access to funding, and tax benefits. The establishments for this in Sri Lanka are the Divisional Secretariat and the Department of the Registrar of Companies.

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

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

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

semi-government sector establishments, the highest number of establishments were registered in the 'Inland Revenue Department' (57.9 percent). 39.9 percent are registered in 'Local Government Institutions (Municipal Councils/ Urban Councils/ Pradeshiya Sabhas)' while 9.8 percent and 8.0 percent are registered with the 'Board of Investment' and the 'Ceylon Chamber of Commerce' respectively.



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



# CHAPTER 5

## EMPLOYMENT

**Geological Distribution**

**Employment Status**

**Employment Category**

**Employment by Occupation Category (ISCO-88)**

**Employment by Economic Activity (ISIC - Rev 4)**

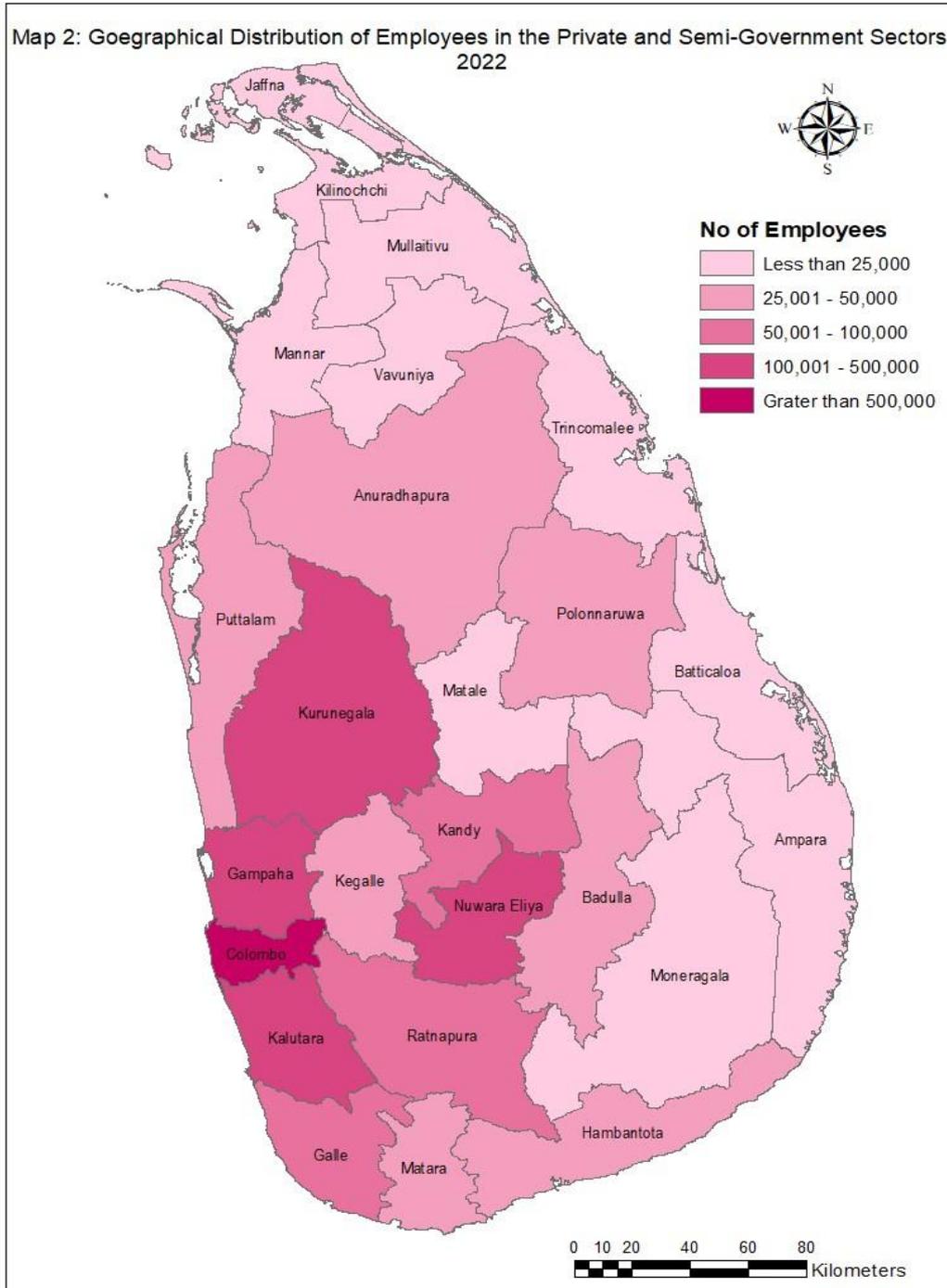


## EMPLOYMENT

### 5.1. Geographical Distribution

The survey reveals that 2.2 million persons are employed in the private and semi-government sectors in 2022, and out of that 1.34 million

(59.3 percent) are males and 0.92 million (40.7 percent) are female

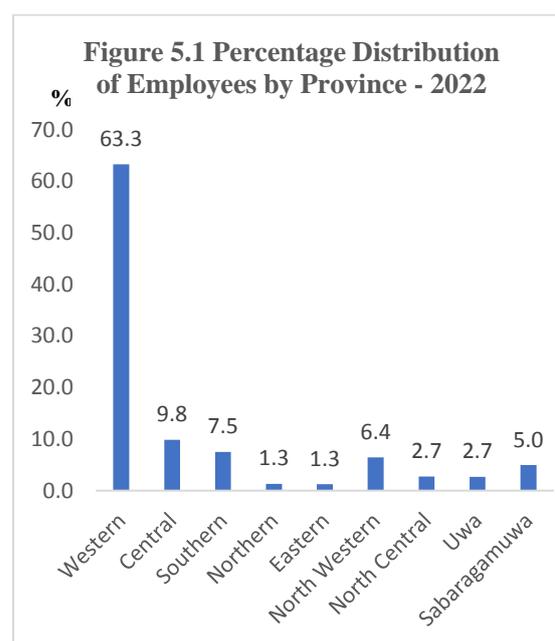


The geographical distribution of employees within the districts is clearly shown in Map 2. The highest number of employees (more than 0.5 million employees) worked in Colombo district. Gampaha, Kalutara, Nuwara eliya and Kurunegala districts were reported as the districts with between 0.1-0.5 million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

**Table 5.1: Percentage Distribution of Employees by District - 2022**

District	Total	
	No.	(%)
Colombo	860,767	38.0
Gampaha	451,102	19.9
Kalutara	121,211	5.4
Kandy	98,354	4.3
Matale	24,491	1.1
Nuwara eliya	100,144	4.4
Galle	95,050	4.2
Matara	42,481	1.9
Hambantota	32,187	1.4
Jaffna	10,913	0.5
Mannar	302	0.0
Vavuniya	2,524	0.1
Mullaitivu	6,293	0.3
Kilinochchi	9,223	0.4
Batticaloa	19,395	0.9
Ampara	4,373	0.2
Trincomalee	4,794	0.2
Kurunegala	102,297	4.5
Puttalam	43,449	1.9
Anuradhapura	35,225	1.6
Polonnaruwa	26,699	1.2
Badulla	48,753	2.2
Monaragala	12,207	0.5
Rathnapura	72,009	3.2
Kegalle	40,239	1.8
Total	2,264,478	100.0

The male-to-female ratio of 59:41 reported in this survey for private and semi-government sectors shows a slight deviation from the male:female ratio of 65:35 reported in the LFS for the total workforce in the year 2022. Even though the average gender proportion of employees remains at 59:41, considerable deviations were visible at the district level.



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

## 5.2. Employment by Status of Employment

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

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

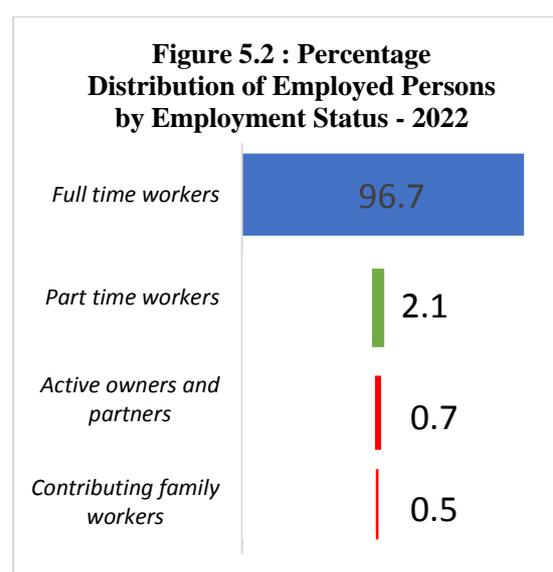
**Table 5.2: Percentage Distribution of Total Employed Persons by Employment Status, Major Economic Activity and Gender - 2022**

Employment Status	Total Employed Persons			Major Economic Activity					
	No.	Male	Female	Agriculture		Industries		Service	
		(%)	(%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Full-time workers	2,216,627	100.0	100.0	7.4	11.9	39.2	52.4	53.4	35.8
Part-time workers	47,851	100.0	100.0	10.4	22.1	28.1	19.0	61.5	58.9
Active owners and partners	16,049	100.0	100.0	7.7	5.0	39.2	34.9	53.0	60.1
Contributing family workers	11,370	100.0	100.0	21.6	56.6	30.6	10.9	47.8	32.5
<b>Total</b>	<b>2,291,898</b>	<b>100.0</b>	<b>100.0</b>	<b>7.6</b>	<b>12.2</b>	<b>38.9</b>	<b>51.5</b>	<b>53.6</b>	<b>36.3</b>

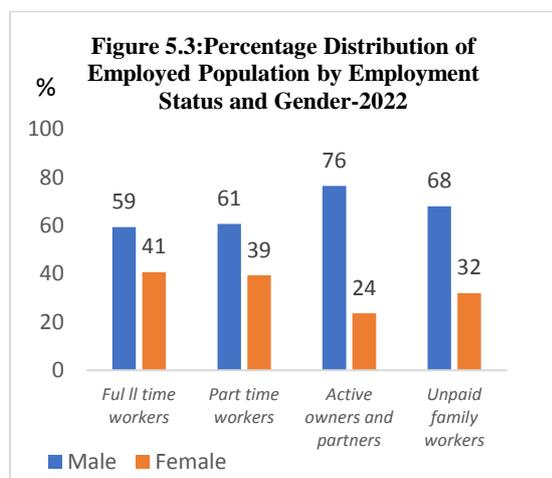
Employment statuses by gender and the distribution of employed persons among the major economic sectors are given in Table 5.2. According to the table, the highest percentage of male employees in all employment statuses have been reported in the service sector while female employees have been reported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

Figure 5.2 depicts the distribution of employed persons by employment status. Out of the total employed persons, 96.7 percent are full-time workers and 2.1 percent of them are part-time workers. The share of employers to the total was reported as 0.7

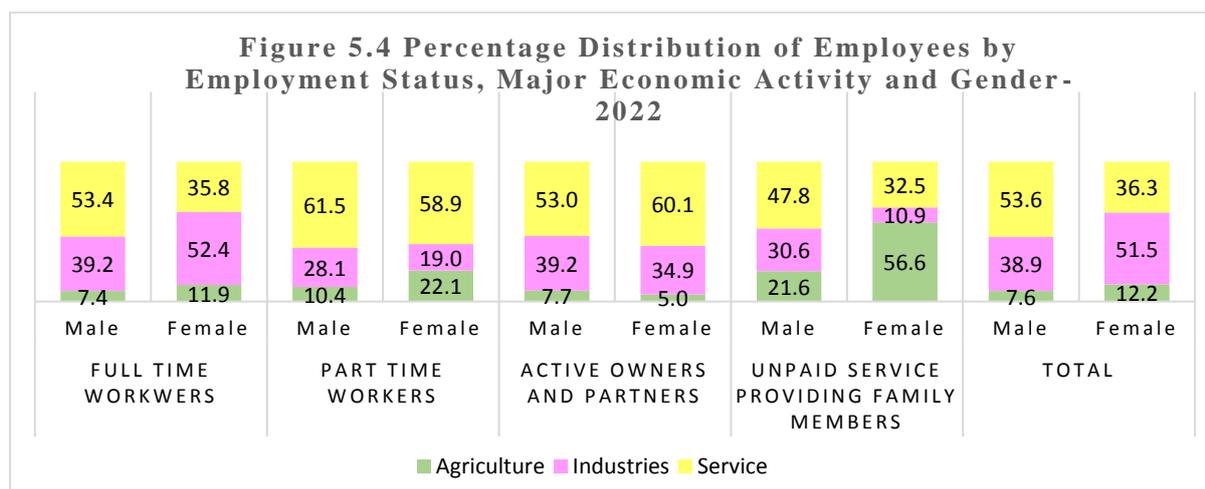
percent and contributing family workers was 0.5 percent.



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



Employment status by major economic sectors by gender is clearly illustrated in Figure 5.4. When the male and female full-time workers in the industry sector are compared, females (52.4 percent) reported higher than males. In the agriculture sector, comparatively, to other statuses, both Contributing Family Workers (56.6 percent) and Part-Time 22.1 percent) female workers are higher than male counterparts. It is reported that 53.0 percent of male employers (active owners and partners) and 60.1 percent of female employers belong to the service sector.



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

Gender wise all the employment types more or

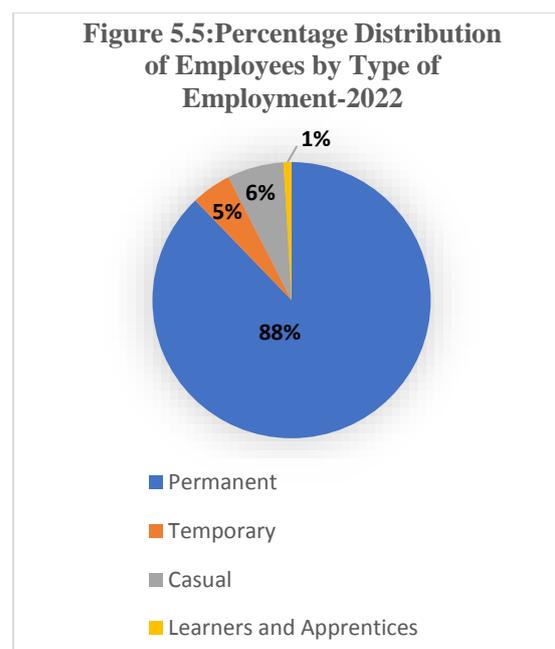
less follows the general pattern of 59:41 Male: Female

**Table 5.3: Percentage Distribution of Employees by Type of Employment and Gender – 2022**

<i>Employment Category</i>	<i>Male (%)</i>	<i>Female (%)</i>	<i>Total No.</i>
<i>Permanent</i>	58.9	41.1	1,989,126
<i>Temporary</i>	56.9	43.1	105,716
<i>Casual</i>	67.2	32.8	148,611
<i>Learners and Apprentices</i>	58.7	41.3	21,025
<i>Total</i>	59.3	40.7	2,264,478

Figure 5.5 clearly shows that out of the total employees, the highest number of 88 percent belonged to the ‘permanent’ while 5 percent and 6 percent belonged to the employment types of ‘temporary’ and casual. The employees in ‘learners and apprentices’ were 1 percent in 2022.

In table 5.4 shows the distribution of employees by type of employment in major economic activities. According to that 90 percentage of the total employment belongs to both industry and service activities. 75.1 percent of learners and apprentices and 71.8 percent of casual workers belong to the service sector.

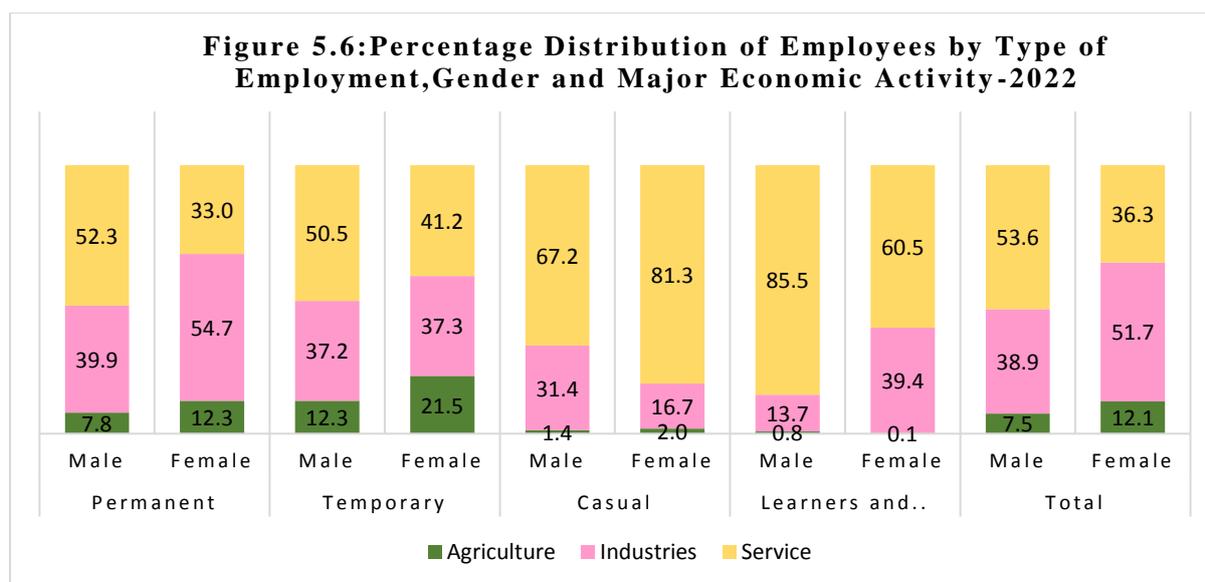


**Table 5.4: Percentage Distribution of Employees by Type of Employment and Major Economic Activity – 2022**

<i>Employment Category</i>	<i>Agriculture (%)</i>	<i>Industries (%)</i>	<i>Services (%)</i>	<i>Total (No)</i>
<i>Permanent</i>	9.6	46.0	44.4	100.0
<i>Temporary</i>	16.2	37.3	46.5	100.0
<i>Casual</i>	1.6	26.6	71.8	100.0
<i>Learners and Apprentices</i>	0.5	24.3	75.1	100.0
<i>Total</i>	9.3	44.1	46.6	100.0

Figure 5.6 portrays the distribution of male and female employees within the major economic activities by type of employment. Considering the service sector most people are engaged as casual workers (67% male and 81% female). It

is reported that 85.5 percent of male learners and apprentices are engaged in the service sector. In Agriculture activities, all employment types reported more female employees than male counterparts.



### 5.3. Employment by Occupation

**Table 5.5: Percentage Distribution of Employees by Occupation Category and Gender-2022**

Occupation Category (ISCO)	Employees			
	Total		Male	Female
	No.	(%)		
Senior Officials and Managers	168,681	100.0	71.1	28.9
Professionals	171,067	100	58.6	41.4
Technicians and associate professionals	150,985	100	74.8	25.2
Clerical and Support workers	293,032	100	51.0	49.0
Service and sales workers	279,287	100	78.6	21.4
Skilled agricultural workers	140,171	100	45.2	54.8
Craft and related Trades workers	162,150	100	60.1	39.9
Plant and machine operators and assemblers	560,655	100	48.4	51.6
Elementary Occupations	338,448	100	61.9	38.1
<b>Total</b>	<b>2,264,478</b>	<b>100.0</b>	<b>59.3</b>	<b>40.7</b>

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

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

that, the highest number of employees i.e. approximately one-fourth of them belonged to ‘Plant, machinery operators and assemblers’. It clearly shows that ‘Elementary occupations’ and ‘Service and sales workers’ are accountable for 15 percent and 13 percent of total employees respectively.

**Figure 5.7: Percentage Distribution of Employees by Occupation Category - 2022**

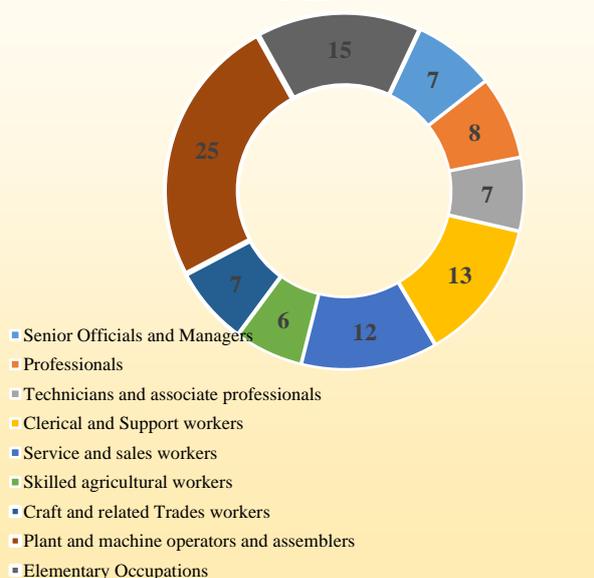
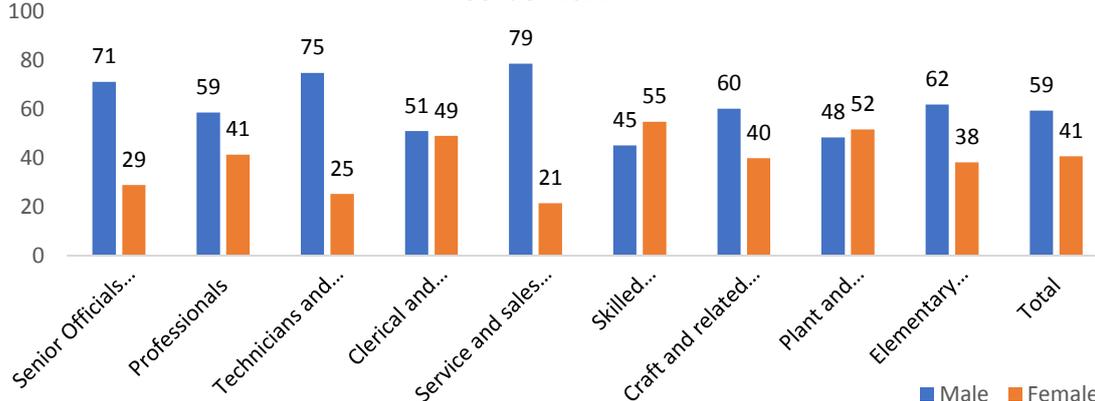


Figure 5.8 clearly depicts the gender disaggregation of occupations in private sector establishments. The highest gender disparity was reported for ‘Service and sales workers’, i.e., 79 males:21 females. The highest female contribution of 55 percent was recorded for Skilled Agricultural Workers. The occupation categories of ‘Plant and Machine operators and Assemblers’ and ‘Clerical and Support Workers’ also reported nearly 50 percent female participation in 2022.

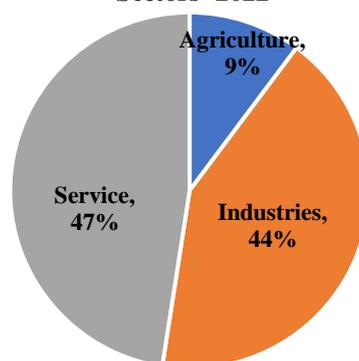
**Figure 5.8: Percentage Distribution of Employees by Occupation Categories and Gender-2022**



#### 5.4. Employment by Economic Activity

The overall distribution of private sector employees within the three major economic sectors: Agriculture, Industry, and Services are depicted in Figure 5.9. The employment representation in these three sectors is reported as ‘Agriculture’ sector at 9 percent, ‘Industries’ and ‘Service’ sector at 44 and 47 percent respectively.

**Figure 5.9: Percentage Distribution of Employees by Major Economic Sectors- 2022**



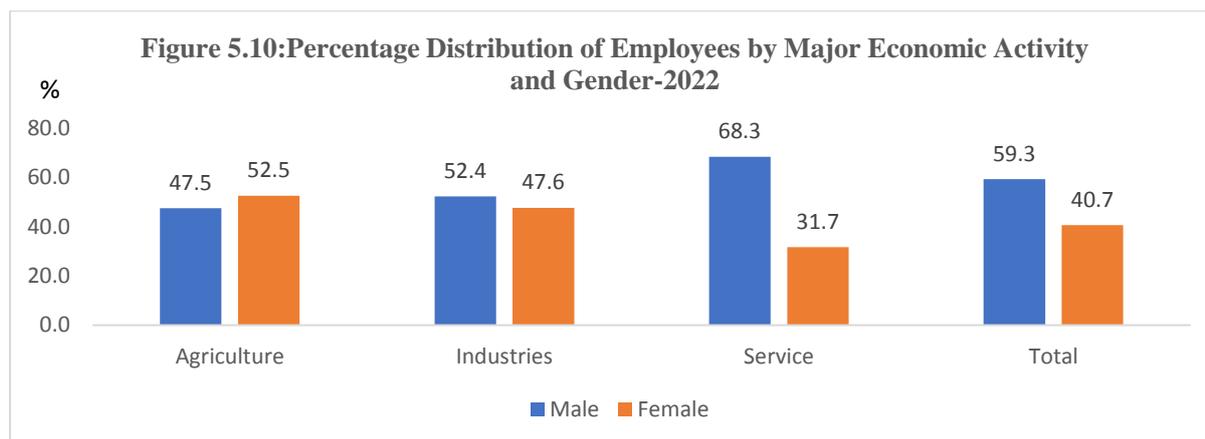
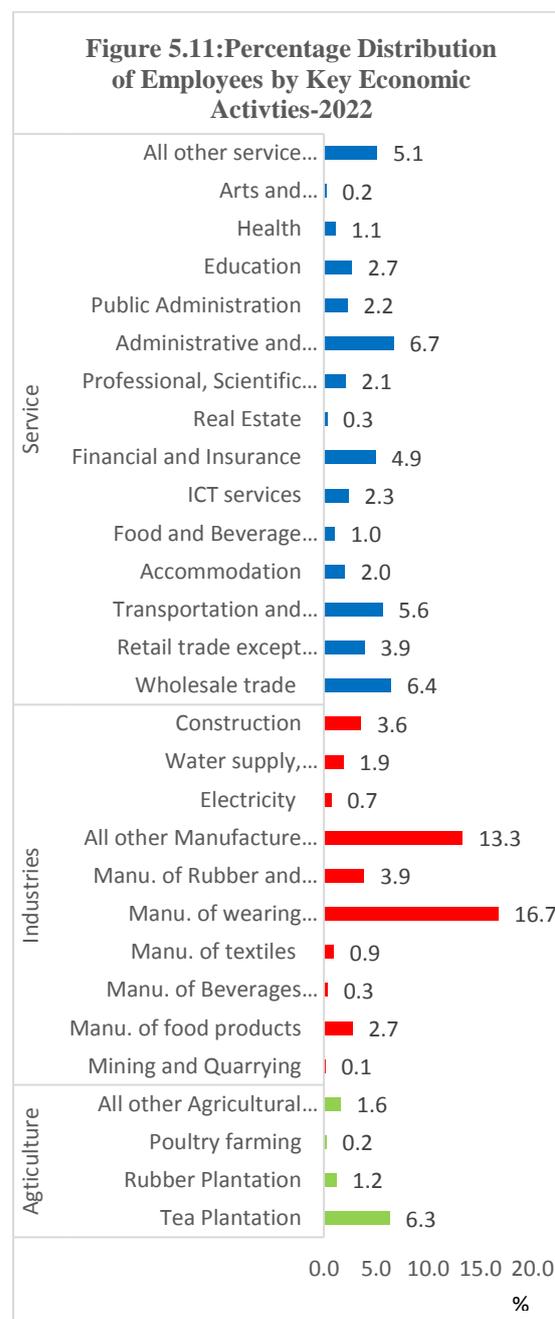


Figure 5.10 shows the percentage distribution of the number of employees by gender in these three sectors. The highest gender disparity of 68.3 percent male: 31.7 percent female, was reported for the 'Services' sector. In the 'Agricultural' sector, a slight increase of female workers (52.5 percent) was recorded over male workers (47.5 percent).

Employee distribution among important economic activities are shown in Figure 5.11. It clearly visualizes the employee density at each economic activity. The economic activity of 'Manufacturing of Wearing Apparels' alone has the highest employment density of 16.7 percent, followed by 'All other Manufacture Activities' of 13.3 percent. In the industrial sector, apart from the apparel industry, the 'Construction' and 'Food manufacturing' industries have recorded 3.6 percent and 2.7 percent of employee capacities respectively.

In the agriculture sector, 'Tea growing activity' which is mostly conducted by the tea plantations recorded 6.3 percent.



In the service sector, the highest workforce of 6.7 percent was accounted for ‘Administrative and Support Activities’, while ‘Wholesale trade’ and ‘Transportation and Storage’ accounted for 6.4 percent and 5.6 percent respectively.

The employee distribution by sex of the key economic activities is given in Table 5.6. The overall female: male ratio in the economy generally remains at 59:41 percent, but when looking at key economic activities separately, it

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

Comparatively higher proportions of female employees are reported in ‘Manufacturing of Wearing apparel’, ‘Health’ ‘Education’ and ‘Tea Plantation’, activities by 75.4 percent, 70.9 percent, 63.6 percent and, 55.3 percent, respectively.

**Table 5.6: Percentage Distribution of Employees by Key Economic Activity and Gender-2022**

<i>Economic Activity</i>	<i>Total (No)</i>	<i>Male (%)</i>	<i>Female (%)</i>
<i>Tea Plantation</i>	142,863	44.7	55.3
<i>Rubber Plantation</i>	26,902	48.9	51.1
<i>Poultry farming</i>	5,246	60.8	39.2
<i>All other Agricultural activities</i>	36,415	55.5	44.5
<i>Mining and Quarrying</i>	2,920	91.8	8.2
<i>Manufacturing of food products</i>	61,666	57.3	42.7
<i>Manufacturing of Beverages and Tobacco</i>	7,723	68.0	32.0
<i>Manufacturing of textiles</i>	21,364	53.2	46.8
<i>Manufacturing of wearing apparel</i>	378,225	24.6	75.4
<i>Manufacture of Rubber and plastic products</i>	87,300	88.4	11.6
<i>All other Manufacture activities</i>	301,112	60.1	39.9
<i>Electricity</i>	15,699	93.0	7.0
<i>Water supply, sewerage, and waste management</i>	42,389	78.7	21.3
<i>Construction</i>	80,473	90.5	9.5
<i>Wholesale trade</i>	145,247	67.7	32.3
<i>Retail trade except Motor Vehicles</i>	87,800	67.0	33.0
<i>Transportation and Storage</i>	127,288	86.1	13.9
<i>Accommodation</i>	44,822	85.5	14.5
<i>Food and Beverage services</i>	23,279	84.3	15.7
<i>ICT services</i>	52,725	67.6	32.4
<i>Financial and Insurance</i>	111,760	64.9	35.1
<i>Real Estate</i>	6,625	78.4	21.6
<i>Professional, Scientific, and Technical Activities</i>	46,543	67.7	32.3
<i>Administrative and Support Activities</i>	151,052	69.1	30.9
<i>Public Administration</i>	50,794	54.3	45.7
<i>Education</i>	60,729	36.4	63.6
<i>Health</i>	24,934	29.1	70.9
<i>Arts and Entertainment and Recreation</i>	5,020	58.0	42.0
<i>All other service activities</i>	115,565	74.9	25.1
<i>Total</i>	2,264,478	59.3	40.7



## **CHAPTER 6**

# **WORKING - HOURS**

**Average Weekly Working Hours**

**Average Annual Working Hours**



## WORKING HOURS

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

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

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

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

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

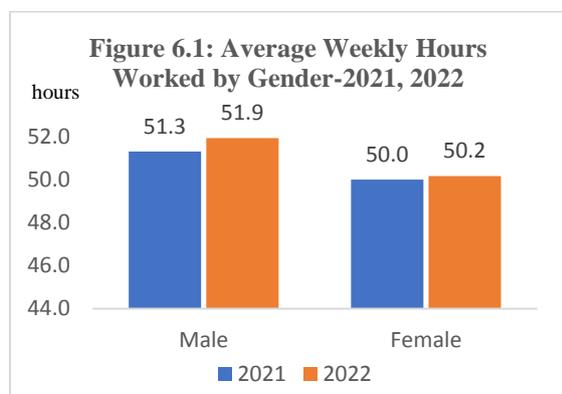
- (i) Time 1: Employment in excessive working time (more than 48 hours per week)
- (ii) Time 2: Employment by weekly hours worked
- (iii) Time 3: Average annual working time per employed person.

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

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

## 6.1 Average Weekly Working Hours

### 6.1.1 Average Weekly Working Hours by Economic Activity and Gender

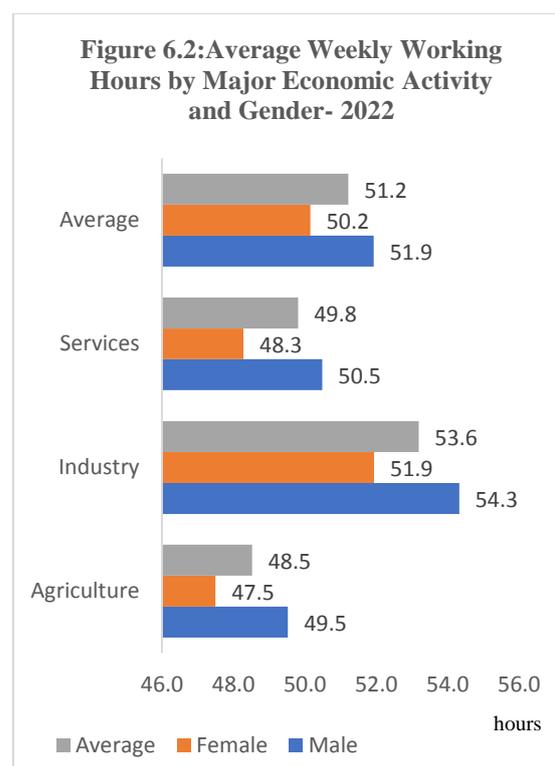


According to Figure 6.1, the average weekly working hours of the private and semi-government sectors in 2022, male and female employees reported as 51.9 hours and 50.2 hours respectively. In comparison to the year 2021, in the year 2022, both male and female employees have reported a slight increase in average weekly working hours.

**Table 6.1: Average Weekly Hours Worked per Employee by Major Economic Activity and Gender -2022**

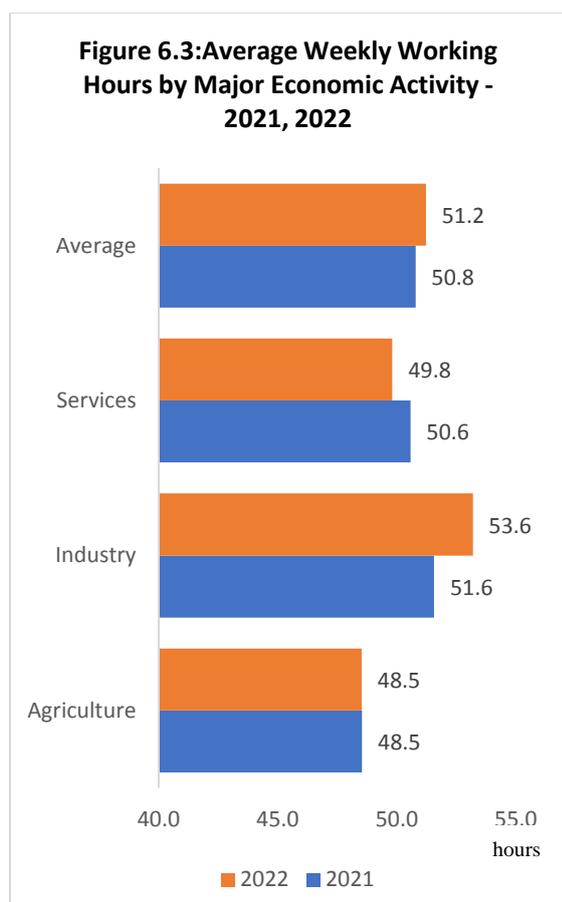
<i>Major Economic Activity</i>	<i>Male</i>	<i>Female</i>	<i>Average</i>
Agriculture	49.5	47.5	48.5
Industry	54.3	51.9	53.6
Services	50.5	48.3	49.8
Average	51.9	50.2	51.2

Table 6.1 shows the average working hours including OT hours in the three major economic activities by gender. The average working hours ranged from 48-54 hours depending on the number of days worked per week.



When looking at the major economic sectors, male employees in the industry activities have worked an average of 54.3 hours per week. The female workforce in industry activities also showed the highest number of working hours compared to the agriculture and service activities. Female employees in agriculture activities reported the lowest working hours of 47.5 (Figure 6.2).

Figure 6.3 shows the change in average weekly working hours in the years of 2021, 2022. An increase in average weekly working hours is shown in industry sector. Average weekly working hours in the service sector reported a decrease from 50.6 to 49.8.



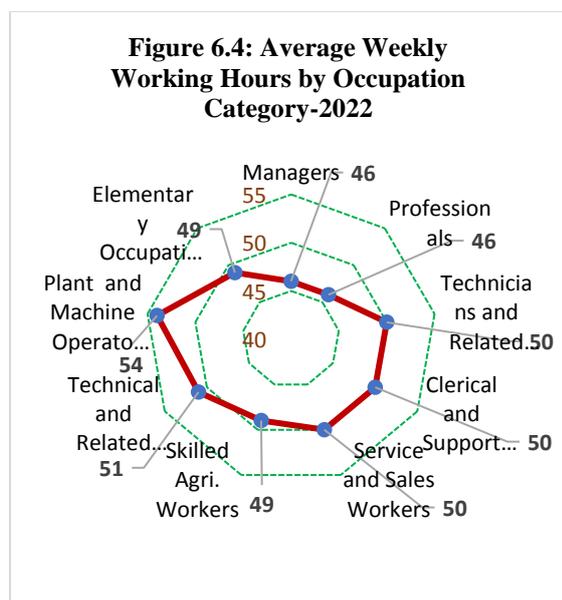
The average working hours for an employee according to economic activity is shown in Table 6.2. Male workers in the manufacturing industries reported at 56 and female workers in the wholesale and retail trade activity reported at 54 as the highest number of average working hours per week. It is reported that male and female employees working in the agricultural sector work 50 hours and 48 hours respectively. On average the highest number of average working hours per week reported in the manufacturing activity as 54 hours per week.

**Table 6.2: Average Weekly Hours Worked per Employee by Economic Activity and Gender - 2022**

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

### 6.1.2. Average Weekly Working Hours by Occupation Category

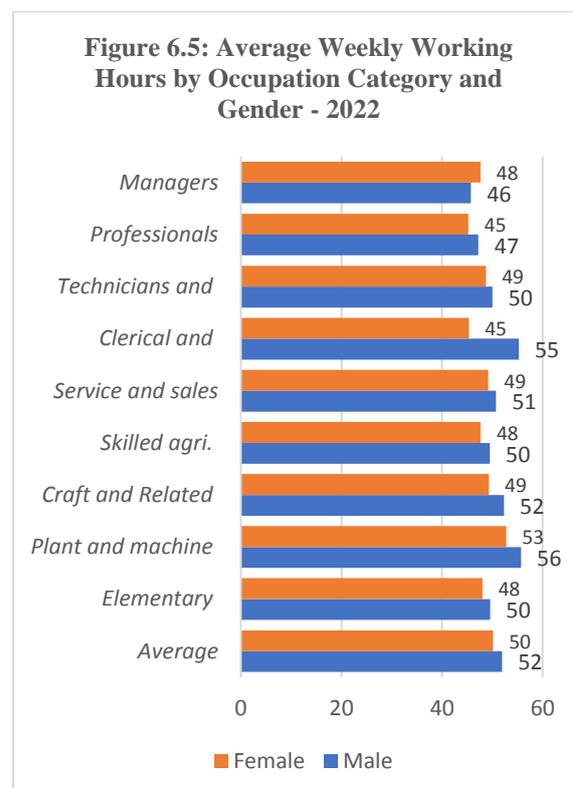
Average weekly working hours by occupation category are shown in Figure 6.4. The highest average working time of 54 hours per week is reported for 'Plant and Machine Operators and Assemblers'. 'Managers' and 'professionals' reported an average weekly work time of 46 hours.



Average weekly working hours by occupation category and gender are shown in Table 6.3 and Figure 6.5. The longest working hours for females were reported as 'Plant and Machine Operators and Assemblers' at 53 hours per week. The lowest number of hours were reported for 'Professionals' and 'Clerical and Support Workers' as 45 hours per week. The highest average working hours for males were reported for 'Plant and Machine Operators and Assemblers' as 56 hours per week.

**Table 6.3: Average Hours Worked per Week by Occupational Category and Gender 2022**

Occupation (ISCO-88)	Average weekly working hours with OT		
	Male	Female	Avg.
Managers	46	48	46
Professionals	47	45	46
Technicians and	50	49	50
Clerical and	55	45	50
Service and sales	51	49	50
Skilled agri.	50	48	49
Craft and Related	52	49	51
Plant and machine	56	53	54
Elementary	50	48	49
Average	52	50	51



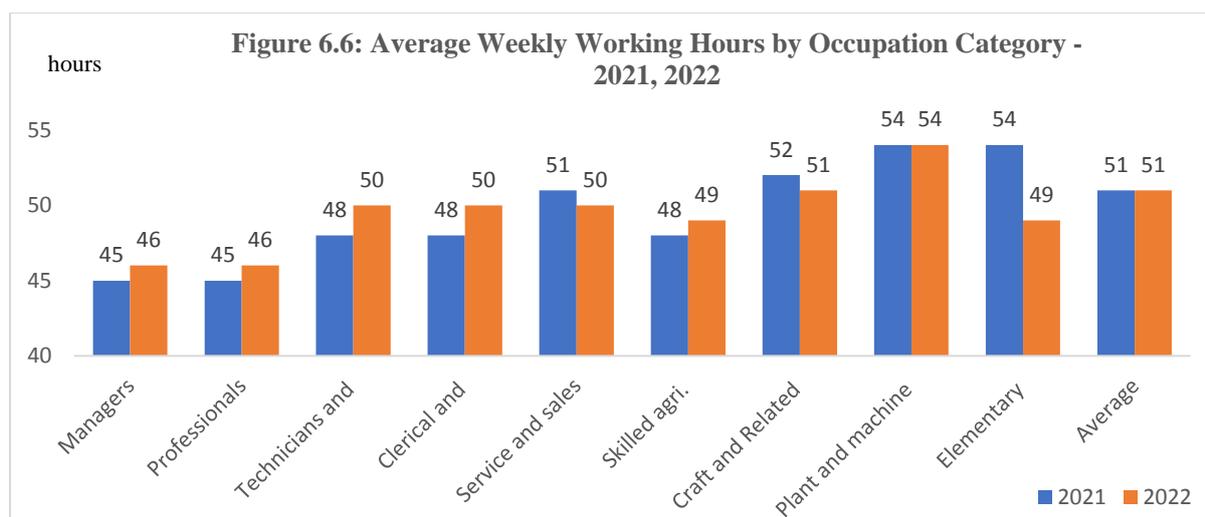


Figure 6.6 shows the average weekly working hours by occupation category in 2021 and 2022. Accordingly, the average weekly working

hours which was 51 remain unchanged from 2021 to 2022. The highest difference is reported for 'Elementary Occupations'.

### 6.1.3. Average Weekly Working Hours by Selected Working Band

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

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

**Table 6.4: Percentage Distribution of Male and Female Employees Worked at Selected Hour-Bands by Occupation Category - 2022**

Occupation	Male (%)			Female (%)		
	(40 - 44) hours	(45-49) hours	(50 $\leq$ ) hours	(40 - 44) hours	(45-49) hours	(50 $\leq$ ) hours
Managers	28.5	51.2	20.3	10.0	80.2	9.8
Professionals	4.7	82.5	12.8	29.0	62.7	8.3
Technicians and Associate	5.6	61.6	32.8	5.4	63.8	30.8
Clerical and related	4.7	59.8	35.5	34.6	52.7	12.6
Service and Sales Workers	9.3	48.7	42.0	7.7	56.8	35.5
Skilled Agriculture Workers	2.0	69.9	28.1	3.0	78.5	18.5
Craft and Trade Workers	4.8	45.4	49.8	2.3	59.5	38.2
Plant and Machine Operators, Elementary Occupation	0.5	32.4	67.1	0.2	47.4	52.4
Average	6.6	53.1	40.4	9.6	58.9	31.4

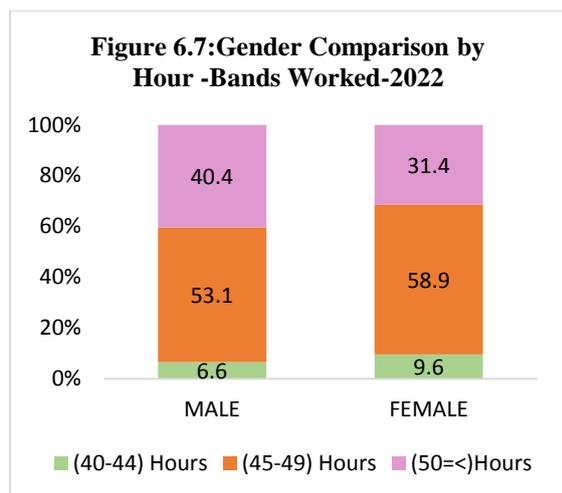
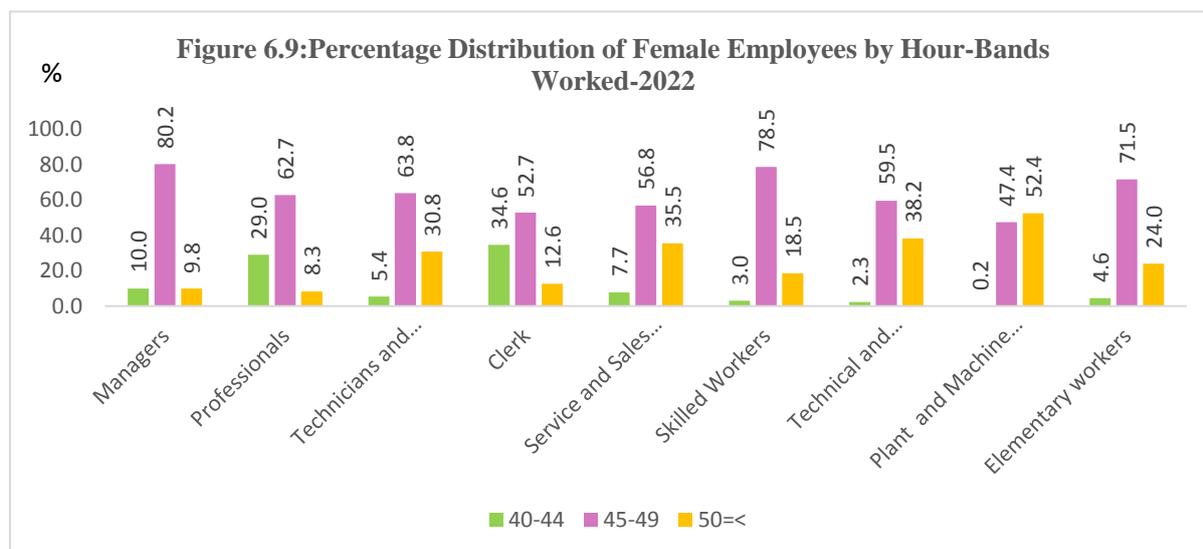
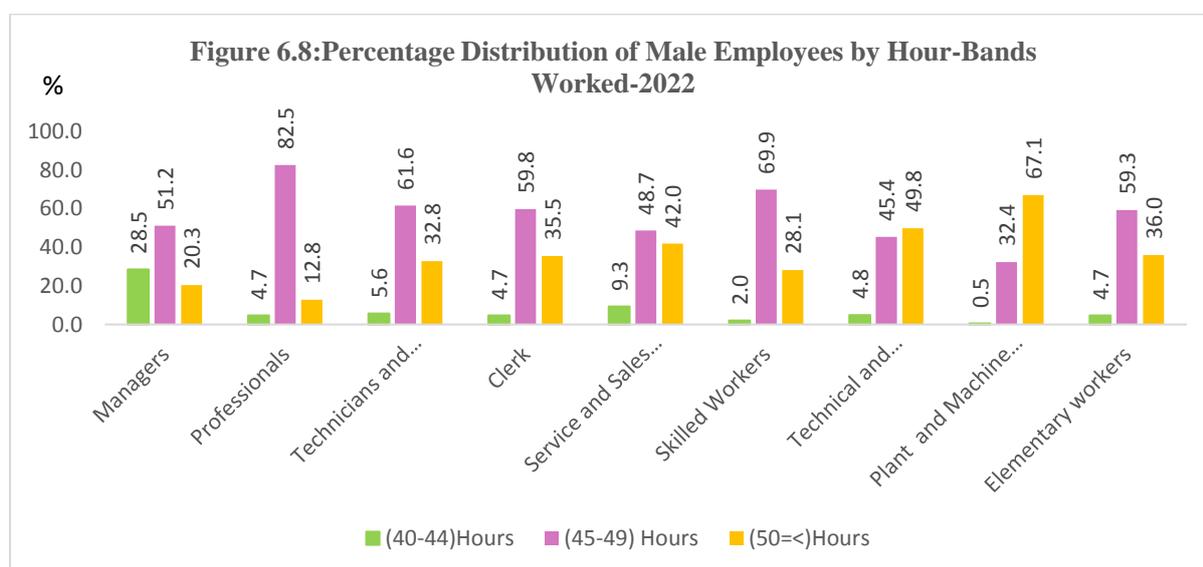


Figure 6.7 clearly shows the comparison of males and females working in these selected

hour bands. Nearly 53 percent of males and 59 percent female work in the 45-49 hour band. 40.4 percent of males have tended to work more hours for week and they belong to the hour band of 50 hours or more.

Employees working in selected working hour bands by gender and occupation are given in Figures 6.8 and 6.9. These figures clearly illustrate that all occupation category except ‘Plant and Machine Operators and Assemblers’ were in the 45-49 hour band.



#### 6.1.4. By Excessive Working Time

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

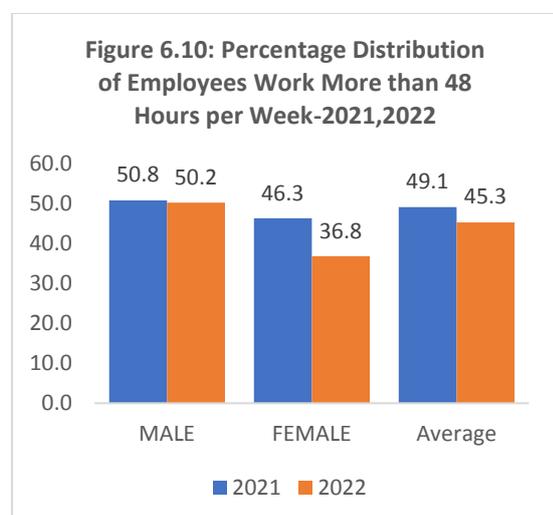


Figure 6.10 shows the percentage distribution of employees working more than 48 hours per week for the years 2021 and 2022. In 2022, employees who worked more than 48 hours in the private and semi-government sector establishments are reported as 45.3 percent. Gender-wise, it is reported that 36.8 percent of females and 50.2 percent of males have

worked in excess of 48 hours. Considering the year 2021, the number of employees working more than 48 hours has decreased by 8 percent.

## 6.2. Average Annual Working Hours

### 6.2.1. Average Annual Working Hours By Economic Activity

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

The average annual working hours per employee in 2022 was 2,664 hours. For males and females, it was 2,700 hours and 2,608 hours respectively (Table 6.5). Accordingly, highest value of annual working hours were reported in the manufacturing activity as 2,904 hours for males and 2,717 hours for females.

**Table 6.5: Average Annual Hours Worked per Employee by Economic Activity and Gender – 2022**

Economic Activity	Average Annual Hours Worked per Employee		
	Male	Female	Average
<i>Agriculture</i>	2576	2470	2523
<i>Mining and quarrying</i>	2456	2496	2460
<i>Manufacturing</i>	2904	2717	2805
<i>Electricity</i>	2499	2332	2488
<i>Water supply, sewerage</i>	2425	2450	2430
<i>Construction</i>	2653	2261	2605
<i>Wholesale and retail trade</i>	2692	2807	2723
<i>Transportation and storage</i>	2645	2358	2606
<i>Accommodation and food service</i>	2481	2472	2480
<i>Information and communication</i>	2730	2493	2654
<i>Financial and insurance</i>	2400	2389	2396
<i>Real estate activities</i>	2811	2406	2723
<i>Professional, scientific and technical</i>	2650	2305	2541
<i>Administrative and support service</i>	2751	2553	2690
<i>Public administration</i>	2601	2366	2499
<i>Education</i>	2486	2343	2395
<i>Human health and social work</i>	2583	2412	2474
<i>Arts, entertainment and recreation</i>	2481	2428	2459
<i>Other service activities</i>	2511	2337	2453
<i>Average</i>	2700	2608	2664

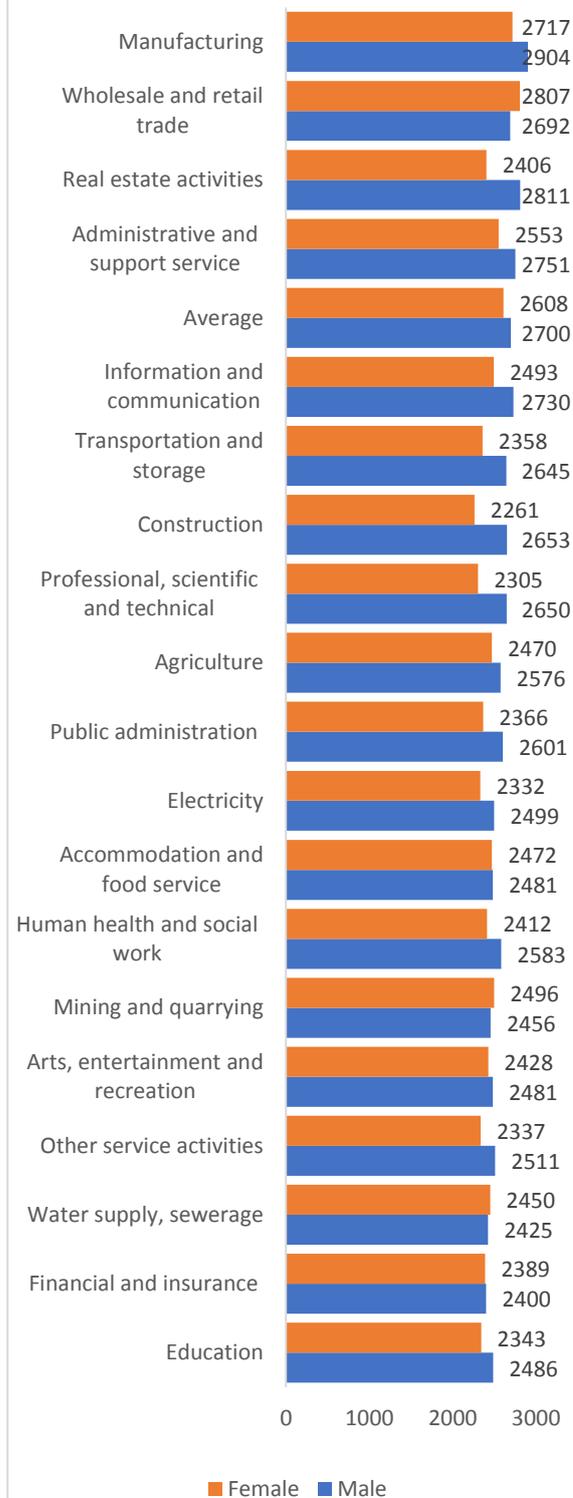
**Figure 6.11: Average Annual Working Hours per Employee by Economic Activity and Gender-2022**

Figure 6.11 clearly depicts the average annual working hours per employee by economic activity. Except “Mining and quarrying”, “Water supply” and “Wholesale and retail trade” in all other activities, the average annual working hours of females are lesser than the male counterpart.

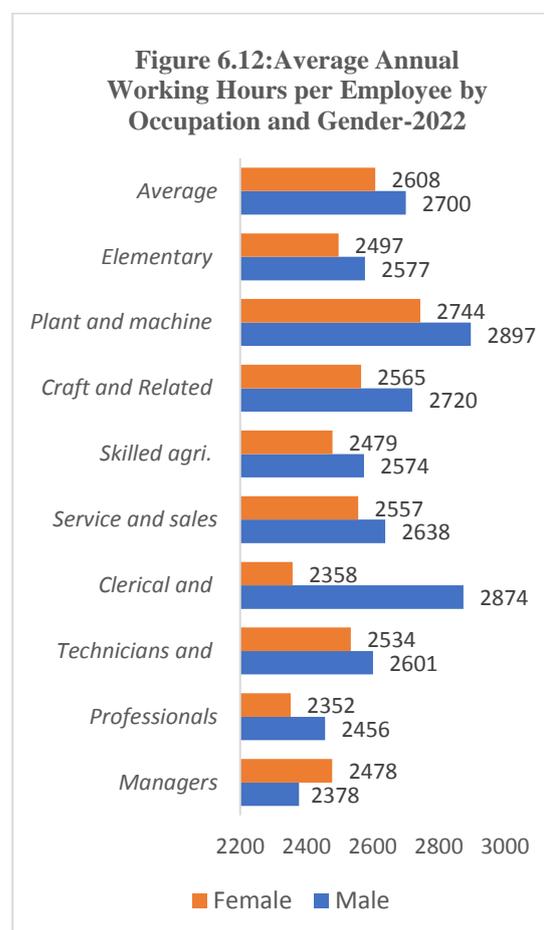
### 6.2.2. Average Annual Working Hours by Occupation

**Table 6.6 Average Annual Hours Worked by Occupation and Gender - 2022**

Occupation	Hours per Employee		
	Male	Female	Average
Managers	2378	2478	2405
Professionals	2456	2352	2414
Technicians and	2601	2534	2588
Clerical and	2874	2358	2621
Service and sales	2638	2557	2621
Skilled agri.	2574	2479	2527
Craft and Related	2720	2565	2657
Plant and machine	2897	2744	2818
Elementary	2577	2497	2547
Average	2700	2608	2664

Annual working hours by occupation categories and gender in private sector establishments are given in Table 6.6. and it is shown graphically by figure 6.12. Accordingly, On average the longest working hours were reported for 'Plant and Machine Operators and Assemblers' as 2818 hours per

year. The lowest number of hours were reported for 'Managers' as 2405 hours per year. The lowest average working hours for females were reported for 'Professionals' at 2352 hours per year.





# CHAPTER 7

## EARNINGS

**Mean Monthly Nominal Earnings**

**Mean Monthly Real Wages**

**Mean Hourly Nominal Earnings**

**Low Pay Rate**

**Gender Wage Gap**



## EARNINGS

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

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

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

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

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

The annual national consumer price index (NCPI) for 2022 which was prepared by the Department of Census and Statistics was used to deflate the nominal earnings to prepare real earnings.



## 7.1. Mean Monthly Nominal Earnings

### 7.1.1. Monthly Nominal Earnings by Economic Activity

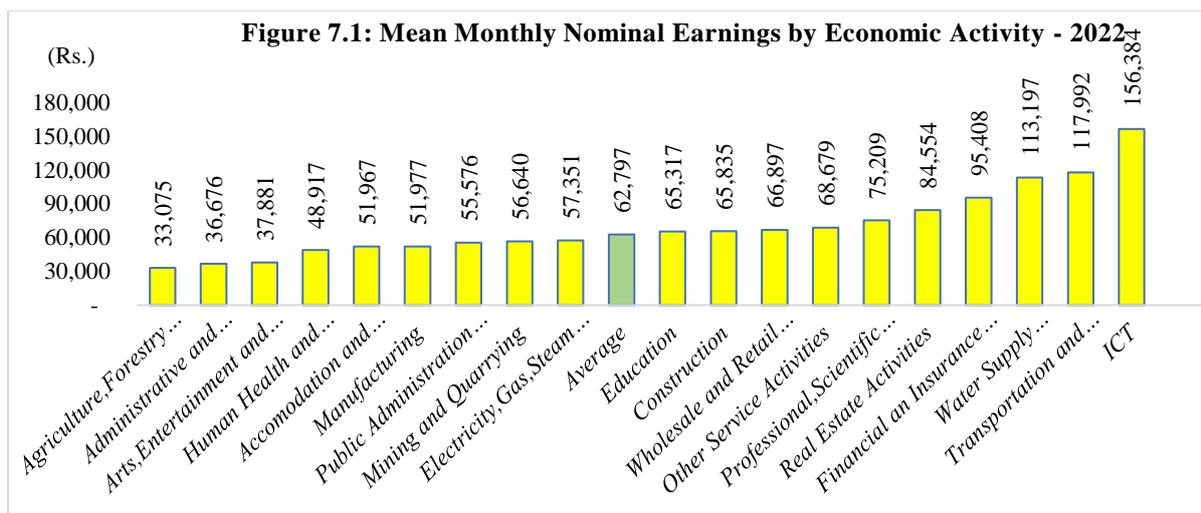
Mean monthly nominal earnings by economic activities are given in Table 7.1. Mean nominal earnings were calculated as total nominal earnings per month divided by the total number of employees at each economic activity. These values were further disaggregated by gender.

The mean nominal monthly earnings of male and female were recorded as Rs. 73,732 and Rs.

46,843 respectively. The average monthly nominal earning was reported as Rs. 62,797. (Table 7.1) These results confirm that there is an unambiguous discrepancy in the salaries of male and female employees. The average monthly nominal earnings of female employees are 36,787 and 36.5 percent lesser than the male counterpart.

**Table 7.1: Mean Monthly Nominal Earnings by Economic Activity and Gender – 2022**

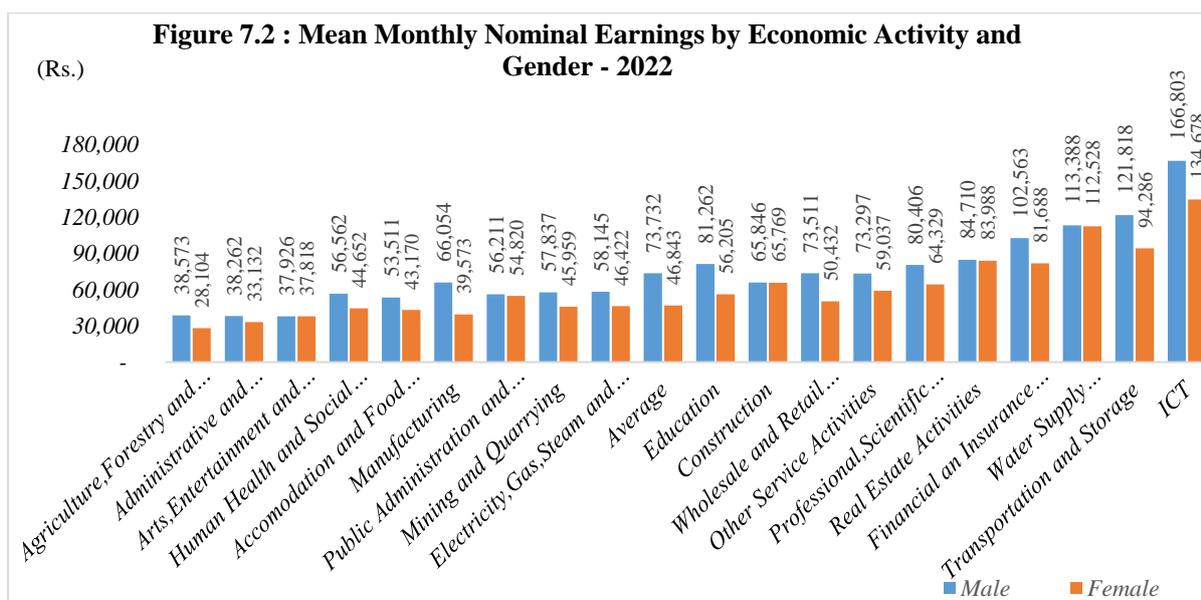
<i>Economic Activity</i>	<i>Nominal earnings</i>		
	<i>(Rs.)</i>		
	<b>Average</b>	<b>Male</b>	<b>Female</b>
<i>Agriculture</i>	33,075	38,573	28,104
<i>Mining and Quarrying</i>	56,640	57,837	45,959
<i>Manufacturing</i>	51,977	66,054	39,573
<i>Electricity</i>	57,351	58,145	46,422
<i>Water Supply, Sewerage</i>	113,197	113,388	112,528
<i>Construction</i>	65,835	65,846	65,769
<i>Wholesale and Retail Trade</i>	66,897	73,511	50,432
<i>Transportation and Storage</i>	117,992	121,818	94,286
<i>Accommodation and Food Service</i>	51,967	53,511	43,170
<i>ICT</i>	156,384	166,803	134,678
<i>Financial and Insurance</i>	95,408	102,563	81,688
<i>Real Estate Activities</i>	84,554	84,710	83,988
<i>Professional, Scientific and Technical</i>	75,209	80,406	64,329
<i>Administrative and Support Service</i>	36,676	38,262	33,132
<i>Public Administration</i>	55,576	56,211	54,820
<i>Education</i>	65,317	81,262	56,205
<i>Human Health</i>	48,917	56,562	44,652
<i>Arts, Entertainment and Recreation</i>	37,881	37,926	37,818
<i>Other Service Activities</i>	68,679	73,297	59,037
<i>Average</i>	62,797	73,732	46,843



According to the mean monthly nominal earnings, the highest paid economic activity was identified as ‘Information and communication technology (ICT)’ with mean monthly nominal earnings of Rs. 156,384. while the least paid activity recorded as ‘Agriculture’ with mean monthly nominal earnings of Rs. 33,075. Out of the key economic activities, the employees of economic activities including ‘Water supply’, ‘Transportation and Storage’ and ‘ICT’ earn

high monthly wages more than Rs.1,00,000 (Figure7.1).

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



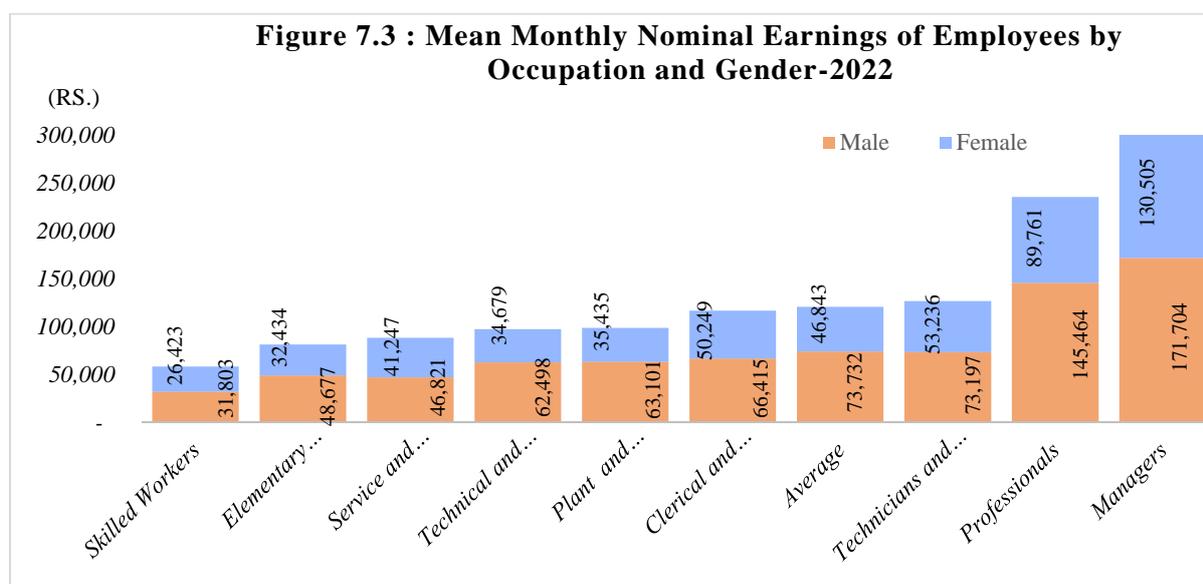
### 7.1.2. Mean Monthly Nominal Earnings by Occupation

Table 7.2 shows the mean monthly nominal earnings by gender and occupation. ‘Skilled Agricultural Workers’ reported the lowest monthly earnings compared to the other occupation categories; which is almost 54 percent lower than the average nominal monthly earnings of Rs.62,797 the highest

deviation when compared with other occupations. In all categories, female employees get lower wages than males and on average female monthly earnings are 36 percent lesser than males. It is clearly depicted in Figure 7.3.

**Table 7.2: Mean Monthly Nominal Earnings by Occupation and Gender – 2022**

Occupation	Mean Monthly Nominal Earnings (Rs)		
	Male	Female	Average
Managers	171,704	130,505	159,794
Professionals	145,464	89,761	122,409
Technicians and associate professionals	73,197	53,236	68,167
Clerical related workers	66,415	50,249	58,495
Service and sales workers	46,821	41,247	45,628
Skilled Agricultural workers	31,803	26,423	28,852
Craft and related trades workers	62,498	34,679	51,393
Plant and Machine operators, assemblers	63,101	35,435	48,829
Elementary occupations	48,677	32,434	42,483
Average	73,732	46,843	62,797



## 7. 2. Mean Monthly Real Earnings

### 7.2.1. Mean Monthly Real Earnings by Economic Activities

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

average nominal monthly wage by consumer price index in order to control the changes in consumer prices over time. In this study, the mean real wages are calculated by deflating average nominal wages by NCPI 2022 and discussed at disaggregated levels of sex, economic activity, and occupation category. The annual NCPI value for 2022 was reported as 174.9 (Base year;2021)

**Table 7.3: Mean Monthly Real Earnings by Economic Activity and Gender – 2022**

<i>Economic Activity</i>	<i>Mean Monthly Real Earnings</i>		
	<i>(Rs.)</i>		
	<b>Average</b>	<b>Male</b>	<b>Female</b>
<i>Agriculture</i>	18,911	22,055	16,069
<i>Mining and Quarrying</i>	32,384	33,069	26,278
<i>Manufacturing</i>	29,718	37,766	22,626
<i>Electricity</i>	32,791	33,245	26,542
<i>Water Supply, Sewerage</i>	64,721	64,830	64,338
<i>Construction</i>	37,642	37,648	37,603
<i>Wholesale and Retail Trade</i>	38,249	42,030	28,835
<i>Transportation and Storage</i>	67,463	69,650	53,908
<i>Accommodation and Food Service</i>	29,712	30,595	24,682
<i>ICT</i>	89,414	95,370	77,003
<i>Financial and Insurance</i>	54,550	58,641	46,705
<i>Real Estate Activities</i>	48,344	48,433	48,021
<i>Professional, Scientific and Technical</i>	43,001	45,973	36,780
<i>Administrative and Support Service</i>	20,970	21,876	18,944
<i>Public Administration</i>	31,776	32,139	31,343
<i>Education</i>	37,345	46,462	32,135
<i>Human Health</i>	27,968	32,339	25,530
<i>Arts, Entertainment and Recreation</i>	21,659	21,685	21,623
<i>Other Service Activities</i>	39,267	41,908	33,755
<i>Average</i>	35,905	42,157	26,783

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 2022. Gender wise male employees and female employees received Rs 42,157 and Rs 26,783 as average monthly wages respectively. Economic activity wise mean monthly real wages range from Rs (22,055-95,370) for males and Rs (16,069-77,003) for females.

### 7.2.2. Mean Monthly Real Earnings by Occupations

The average real wages by occupation groups are shown in Figure 7.4. The real wages ranged from Rs. 91,363 to Rs. 16,496 from ‘Managers’ to ‘Skilled agricultural workers’. The average real wages of ‘Skilled agricultural workers’ is reported lower than the Elementary occupations.

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

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

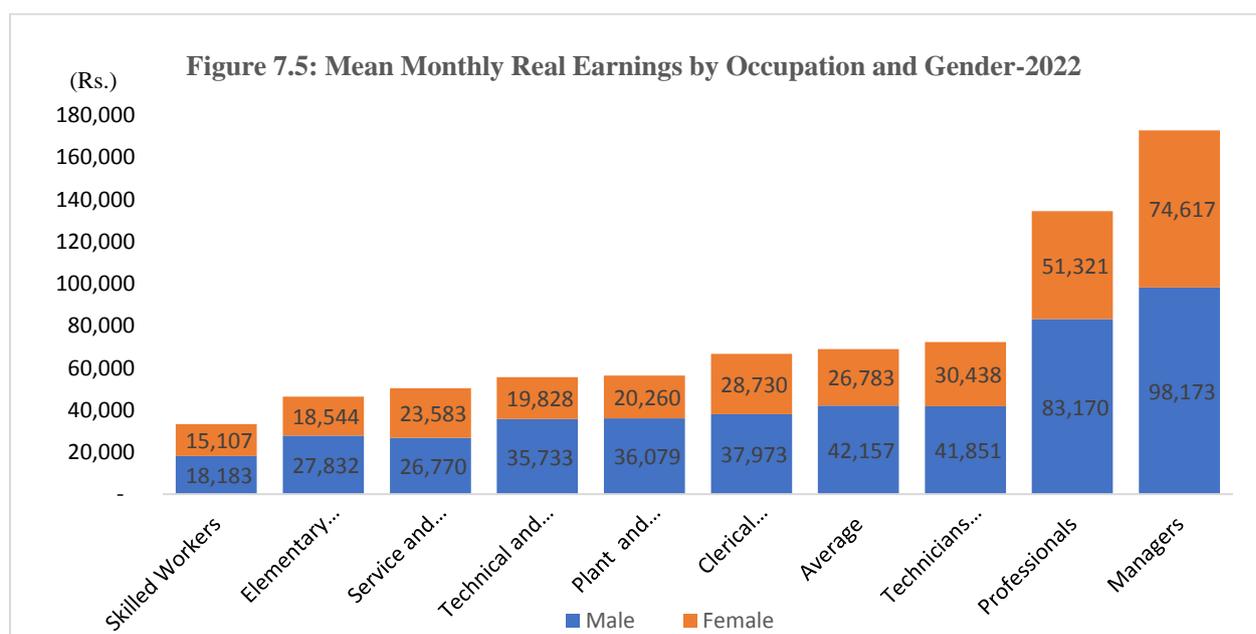
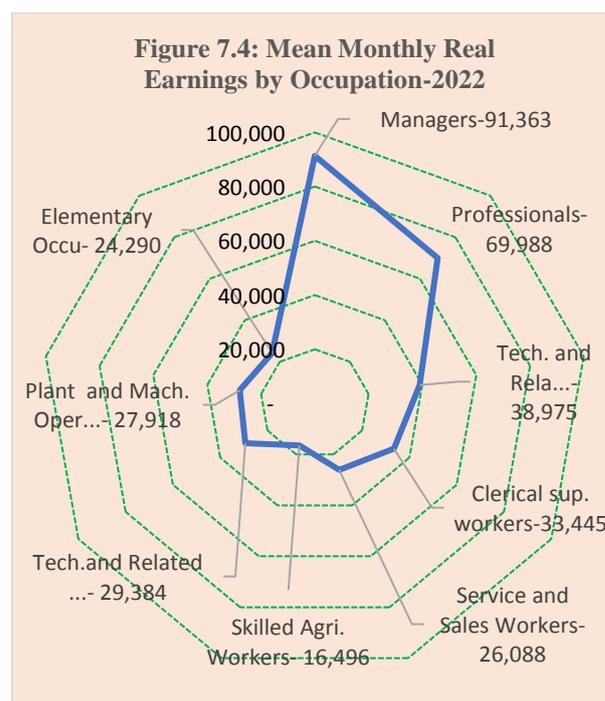
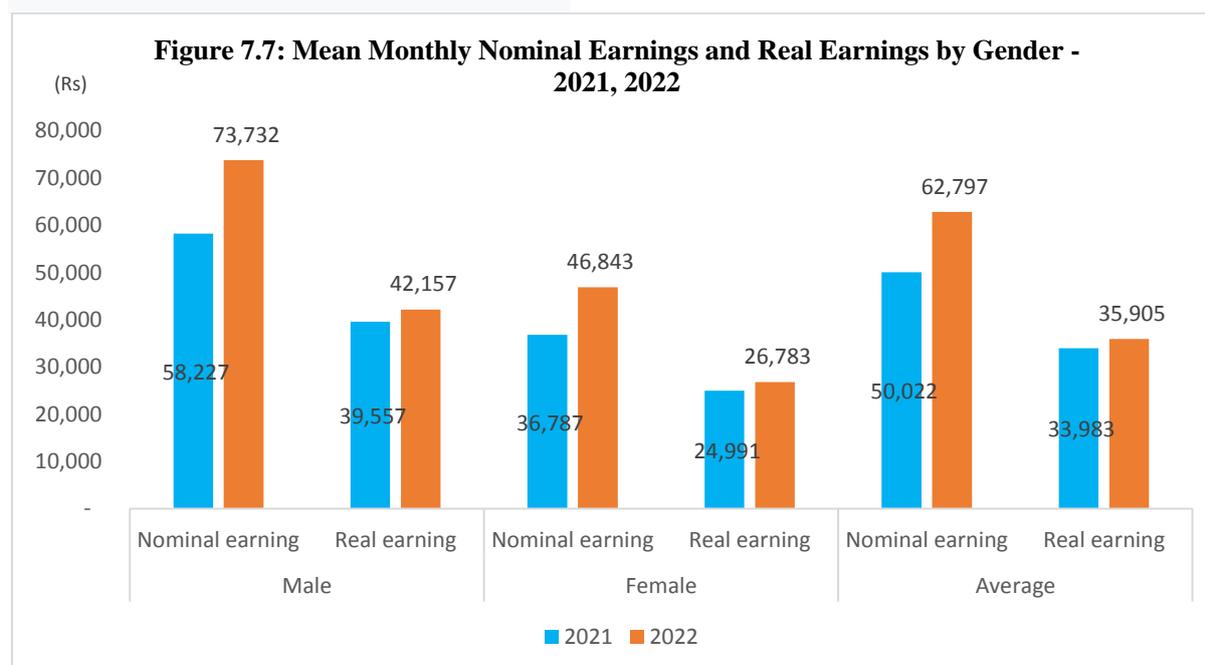
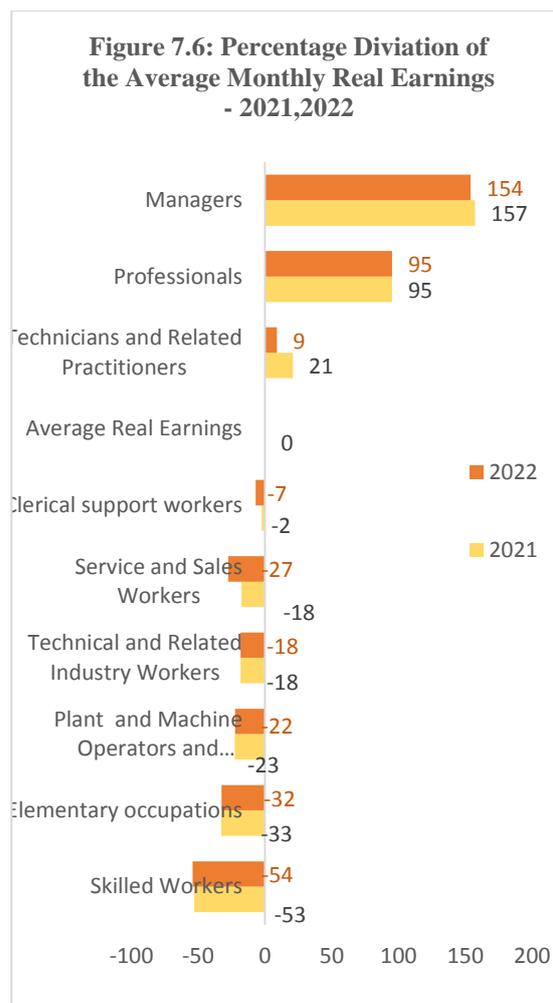


Figure 7.6 shows the percentage deviation of monthly real wages in each occupation from the average monthly real wage in 2021 and 2022. In both 2021 and 2022, only the occupations of 'Managers', 'Professional', and 'Technicians and associate professionals' showed salaries above the average and all other occupations reported salaries below the average.

In 2022, the average real wages of 'Managers' recorded as 154 percent higher than the average, while 'Skilled agricultural workers' reported their real wages is 54 percent lesser than the average real wage.

Mean monthly nominal earnings and mean monthly real earnings by gender in 2021 and 2022 are shown in Figure 7.7. Compared to 2021, in 2022, average nominal monthly earnings increased by 26 percent from 50,022 to 62,797, but real monthly nominal earnings increased slightly from 33,983 to 35,905 by 6 percent.

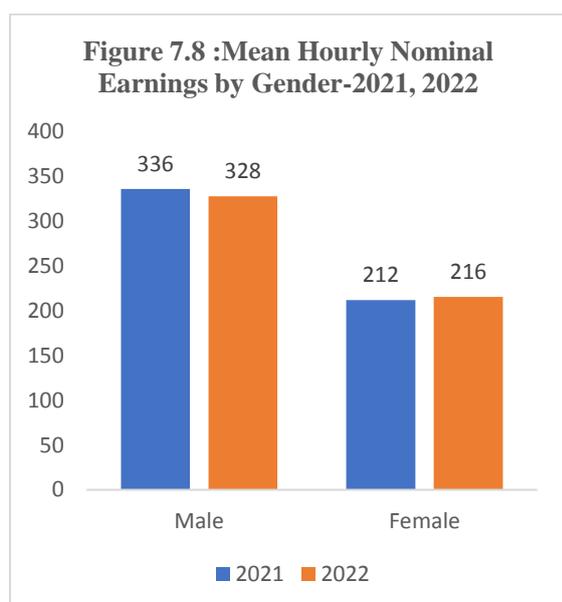


### 7.3. Mean Hourly Nominal Earnings

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

#### 7.3.1. Mean Hourly Nominal Earnings by Economic Activity

Figure 7.8 shows hourly nominal earnings by gender in 2021 and 2022. It clearly shows the disparity of wages by gender in private and semi-government sectors. In 2022, on average male employees earn Rs.328 while female employees earn Rs.216 hourly nominal earnings. Considering the year 2021, the salary of males reported a slight decrease.



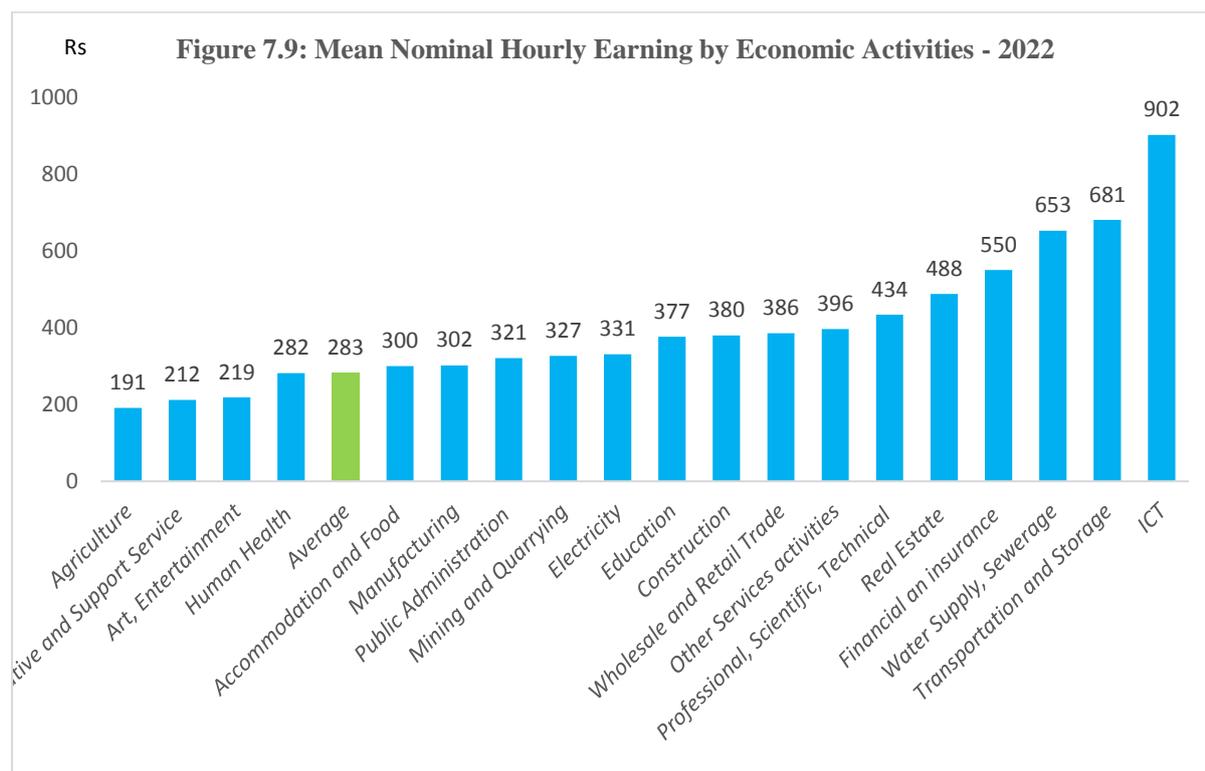
**Table 7.4: Mean Hourly Nominal Earnings by Economic Activity and Gender -2022**

<i>Economic Activity</i>	<i>Mean Hourly Nominal Earnings (Rs.)</i>		
	<b>Male</b>	<b>Female</b>	<b>Average</b>
<i>Agriculture</i>	180	137	191
<i>Mining and Quarrying</i>	283	221	327
<i>Manufacturing</i>	273	176	302
<i>Electricity</i>	279	239	331
<i>Water Supply</i>	562	552	653
<i>Construction</i>	298	349	380
<i>Wholesale and Retail Trade</i>	333	215	388
<i>Transportation and Storage</i>	553	480	681
<i>Accommodation and Food service</i>	259	210	300
<i>ICT</i>	734	649	902
<i>Financial and insurance</i>	513	411	550
<i>Real Estate Activities</i>	362	419	488
<i>Professional, Scientific and Technical</i>	364	335	434
<i>Administrative and Support Ser.</i>	167	156	212
<i>Public Administration</i>	260	278	321
<i>Education</i>	393	288	377
<i>Human Health</i>	263	222	282
<i>Art, Entertainment and Recreation</i>	184	187	219
<i>Other Service activities</i>	350	303	396
<i>Average</i>	328	216	283

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

Figure 7.9 clearly shows that the mean hourly earnings of workers engaged in economic activities that contribute highly to the country's GDP such as 'Agriculture', 'Administrative and Support Service', 'Art, Entertainment', and 'Human Health' are lower than the overall average of Rs.283.

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



### 7.3.1. Mean Hourly Nominal Earnings by Occupations

Table 7.5 shows the mean hourly nominal earnings by gender and occupation. It clearly shows that, on average, female workers earn about 34 percent less than male workers. Looking at the nominal hourly earnings of male and female workers, in the private and semi-government sectors, across all

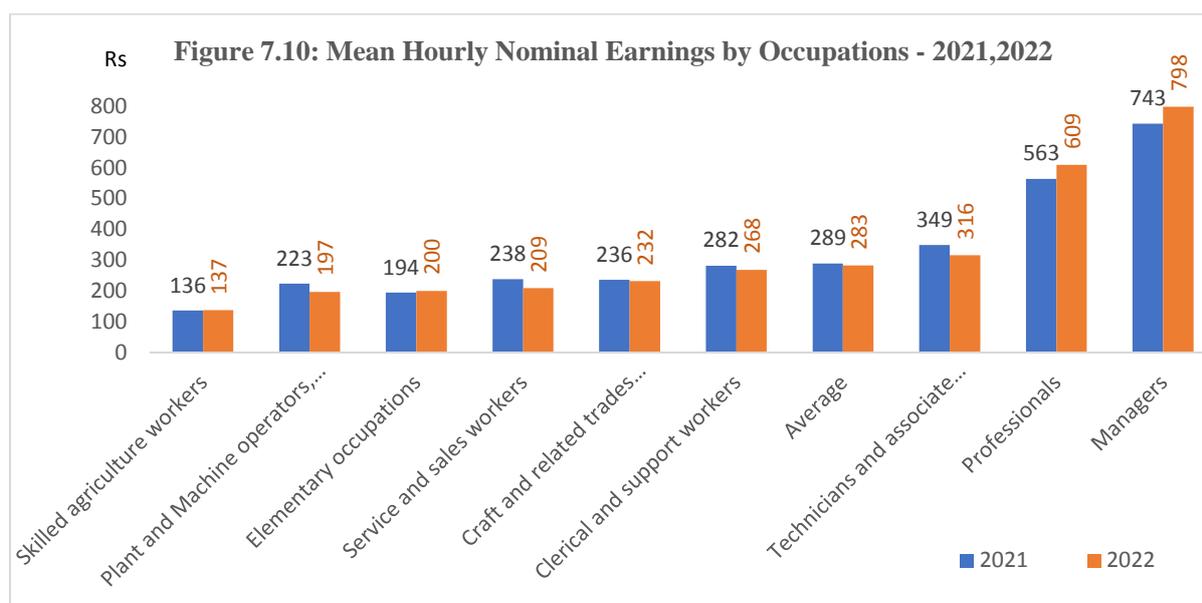
occupational categories, women report lower wages than their male counterparts in average hourly nominal earnings. The average hourly nominal earnings of private and semi-government sector employees were reported as Rs. 328, Rs. 216, and Rs. 283 for males, females, and as average respectively.

**Table 7.5: Mean Hourly Nominal Earnings by Occupations and Gender – 2022**

Occupation	Mean Nominal hourly Earnings (Rs.)		
	Male	Female	Average
Managers	867	632	798
Professionals	711	458	609
Technicians and associate professionals	338	252	316
Clerical and support workers	277	256	268
Service and sales workers	213	194	209
Skilled agriculture workers	148	128	137
Craft and related trades workers	276	162	232
Plant and Machine operators, assemblers	248	147	197
Elementary occupations	227	156	200
Average	328	216	283

According to the results, ‘Skilled agricultural workers’ reported the lowest hourly earnings compared to the other occupation categories which were more than 50 percent lower than the average nominal hourly earnings. Further, survey results show that the average hourly

nominal earnings of ‘Clerical and Support Workers’, ‘Craft and Related Trades Workers’, ‘Service and Sales Workers’, ‘Elementary Occupations’, ‘Plant and Machine Operators, Assemblers’ and ‘Skilled Agriculture Workers’ are lower than the average of 283 (Figure 7.10).



## 7.4. Employees by Wage Group

### 7.4.1 Employees by Wage Group and Major Economic Sector

Figure 7.11 shows the percentage distribution of employees by wage group. In the year 2022, the majority of 48 percent belonged to the salary groups of Rs. (20,000-49,999). The salary group of Rs. (50,000-75,000) consisted of 24 percent of the total employees. All-together 24 percent of employees belonged to 75,000 or more wage groups.

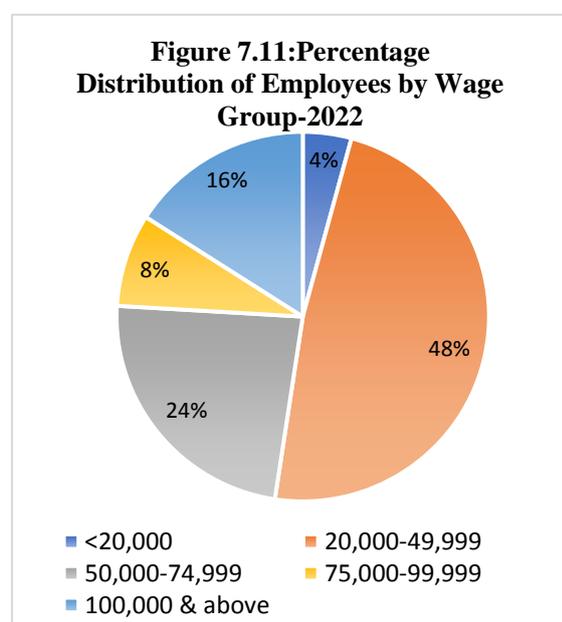
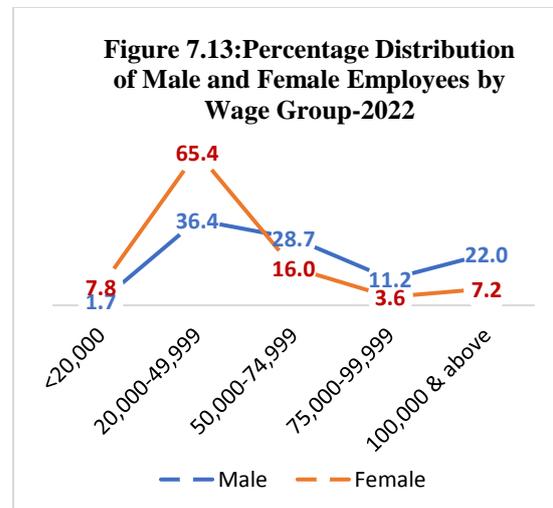
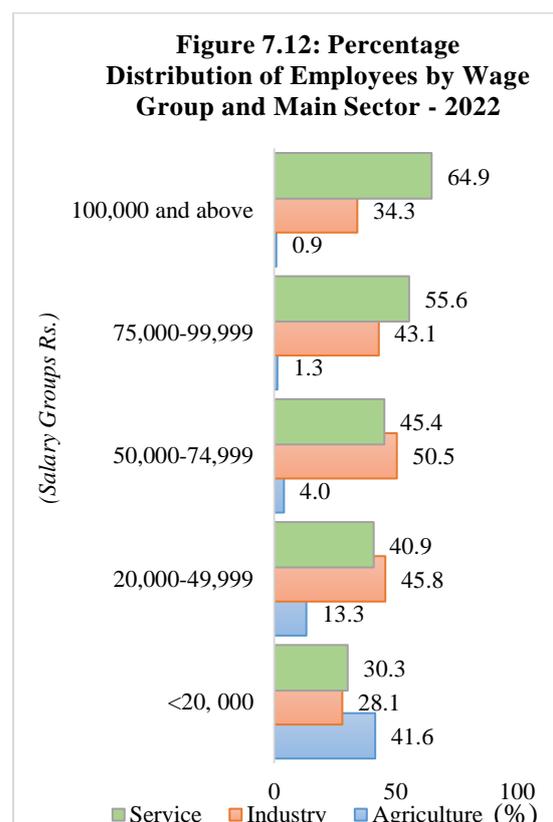


Figure 7.12 illustrates the employees by salary group by main sector. 41.6 percent of employees in the Rs. (0-19,999) wage group belonged to Agriculture sector. Service sector employees accounted for more or less than 50 percent in the next three salary groups and achieved 65 percent in the highest salary level of greater than 100,000.

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

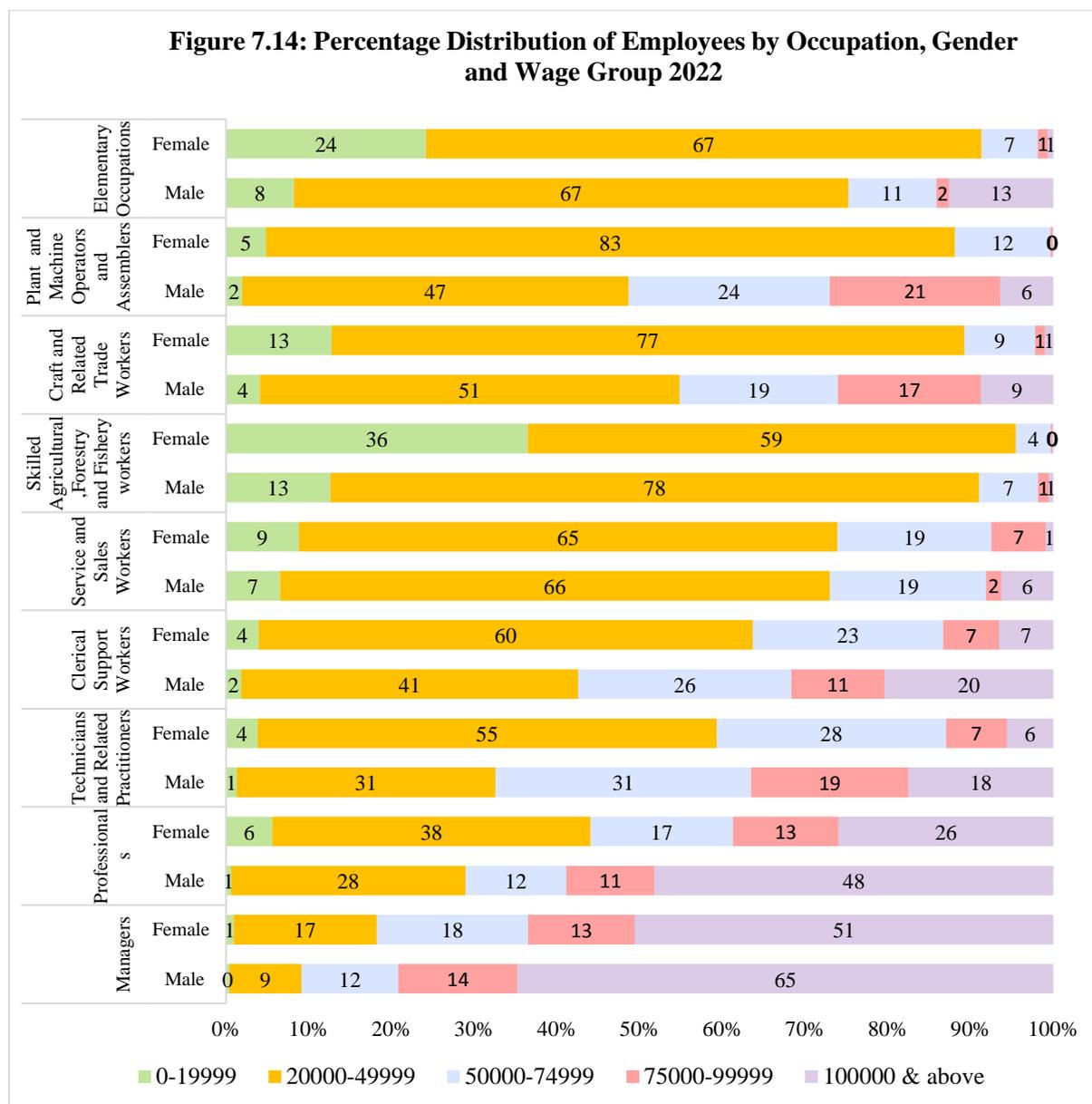
7.13. It clearly shows that about 50 percent of both men and women belong to the salary group of Rs. (20,000-49,999). It is observed in lower salary scale consisted with more females and vice versa



### 7.4.2. Employees by Wage Group and Occupation

Figure 7.14 clearly shows the percentage of employees’ distribution among the occupation categories by gender. 36 percent of ‘Skilled Agricultural’ female workers and 13 percent of ‘Skilled Agricultural’ male workers belonged to the lowest wage level of (<20,000). In ‘Plant and Machine Operators and Assemblers’, 83 percent of female employees and 47 percent of male employees belonged to wage level of Rs.

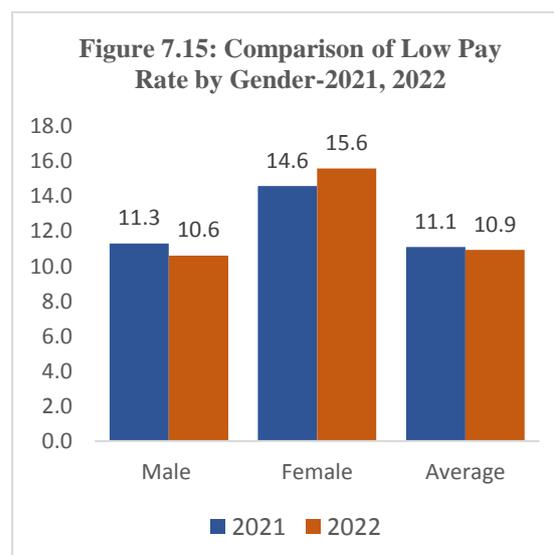
(20,000 – 49,999). More than 50 percent of employees in ‘Elementary Occupation’, ‘Craft and Related Trade’, ‘Skilled Agricultural’, ‘Service and Sales’ also belonged to the second-level wage category. At the Managers level, 51 percent of females and 65 percent of male employees belonged to the highest wage category of Rs. (≥100,000).



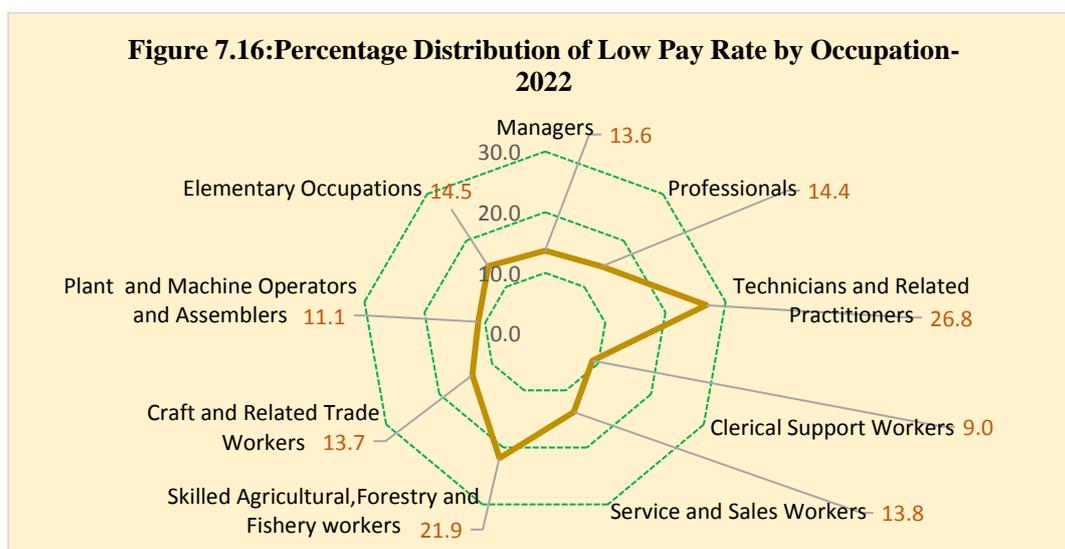
### 7.5. Low Pay Rate

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 two-thirds of the median hourly earnings of all employees. It is basically based on the earnings of employees. If the wage gap in a particular occupation is narrow, then the ‘Low pay rate’ may be reported low and vice versa. Nevertheless at the same occupation level, if the male and female employee proportions differ largely it may affect the value of the low pay rate to be high or low.

Figure 7.15 shows the low pay rate in 2021 and 2022 by gender. Survey reports show that 10.9 percent of all employees received low pay in 2022. According to gender, it is 10.6 and 15.6 for male and female employees respectively. Considering the year 2021, it is clear that the low pay rate has slightly decreased from 11.1 percent to 10.9 percent. And survey reports make it clear that female workers suffer from low pay than male workers.



In Occupation wise low pay rates differ from 9.0 percent to 26.8 percent. The lowest was recorded for ‘Clerical Support Workers’ and the highest was recorded for ‘Technicians and Related Practitioners’. The activity of Skilled Agricultural, Forestry and Fishery workers’ also reported highest low pay rate of 21.9 percent. (Figure 7.16)



**Table 7.6: Employees with Low Pay Rate by Occupation and Gender- 2022**

<i>Occupation (ISCO- 88)</i>	<i>Employees with Low Pay Rate</i>		
	Male	Female	Total
<i>Managers</i>	13.7	19.9	13.6
<i>Professionals</i>	12.2	20.2	14.4
<i>Technicians and associate professionals</i>	9.1	16.0	26.8
<i>Clerical Support Workers</i>	9.6	12.5	9.0
<i>Service and Sales Workers</i>	13.4	22.3	13.8
<i>Skilled Agricultural Workers</i>	13.7	20.9	21.9
<i>Craft and Related Trade Workers</i>	9.2	11.0	13.7
<i>Plant and Machine Operators and Assemblers</i>	8.9	4.8	11.1
<i>Elementary Occupations</i>	11.7	17.8	14.5
<i>Average</i>	10.6	15.6	10.9

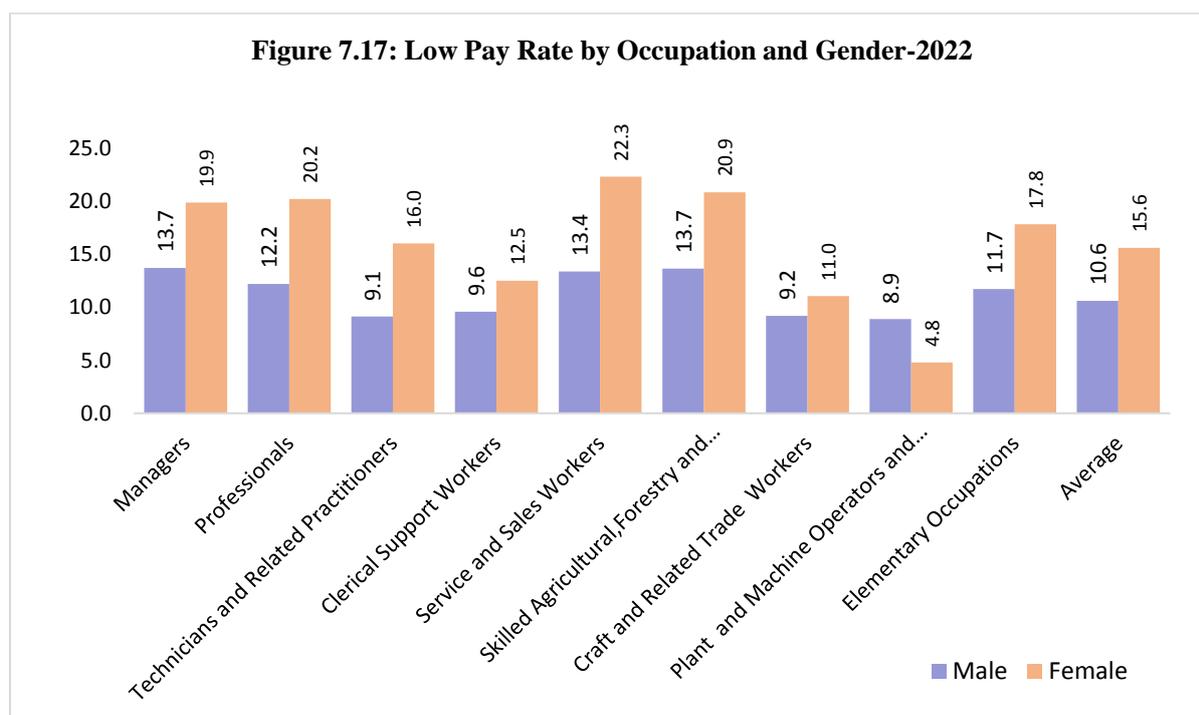


Table 7.6 shows employees with low pay rates by occupation and gender. All the employees in every occupational category suffered from low pay rates more or less, indicating that they are working for low wages. This information more

precisely depicted in Figure 7.17. The female employees in the all activities except ‘Plant and Machine Operators and Assemblers’ recorded prominently high ‘low pay rates’ than their male counterpart

## 7.6. Gender Wage Gap

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

negative values signifies the inequality of earnings. If the women's earnings fall short of those received by men, then the value will be positive and vice versa it will be negative. In 2022 average gender wage gap recorded as 36 percent which means on average female's wage is 36 percent less than the male wage.

### 7.6.1. Gender Wage Gap by Economic Activity

**Table 7.7: Gender Wage Gap by Economic Activity – 2022**

<i>Economic Activity</i>	<i>Gender Wage Gap (%)</i>
<i>Agriculture, Mining and Quarrying</i>	27.14
<i>Manufacturing</i>	40.09
<i>Electricity</i>	20.16
<i>Water Supply, Sewerage, Construction</i>	0.76
<i>Construction</i>	0.12
<i>Wholesale and Retail Trade</i>	31.40
<i>Transportation and Storage</i>	22.60
<i>Accommodation and Food</i>	19.33
<i>ICT</i>	19.26
<i>Financial an insurance</i>	20.35
<i>Real Estate</i>	0.85
<i>Professional, Scientific</i>	20.00
<i>Admin. and Support</i>	13.41
<i>Public Administration</i>	2.48
<i>Education</i>	30.83
<i>Health</i>	21.06
<i>Arts, Entertainment</i>	0.28
<i>Other Service Activities</i>	19.45
<i>Average</i>	36.47

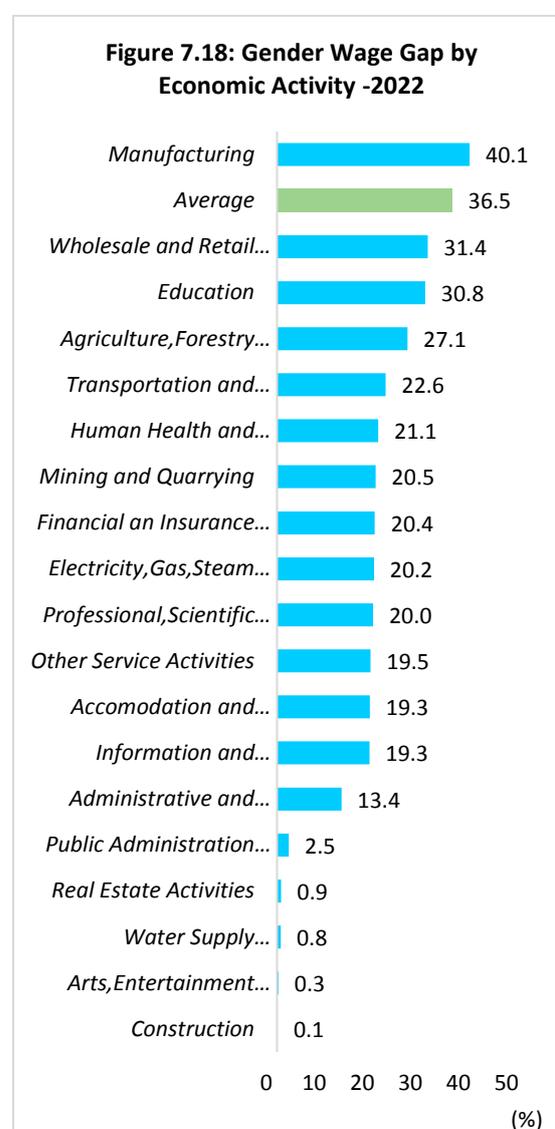


Table 7.7 shows the gender wage gap by economic activities. It was ranged between 40.1 to 0.1. The ‘Manufacturing’ economic activity reported the highest wage gap compared to other economic activities. Accordingly, female employees were receiving wages 40.1 percent less than their counterparts. Furthermore, the female employees in the

activity of ‘Wholesale and retail trade workers reported salaries 31.4 percent less than male colleagues (Figure 7.18). Activities of ‘Public Administration’, ‘Real Estate’, ‘Water Supply, Sewerage, Waste Management’, Arts, Entertainment and Recreation’ and ‘Construction’ reported the lowest wage gap less than 10 percent in 2022.

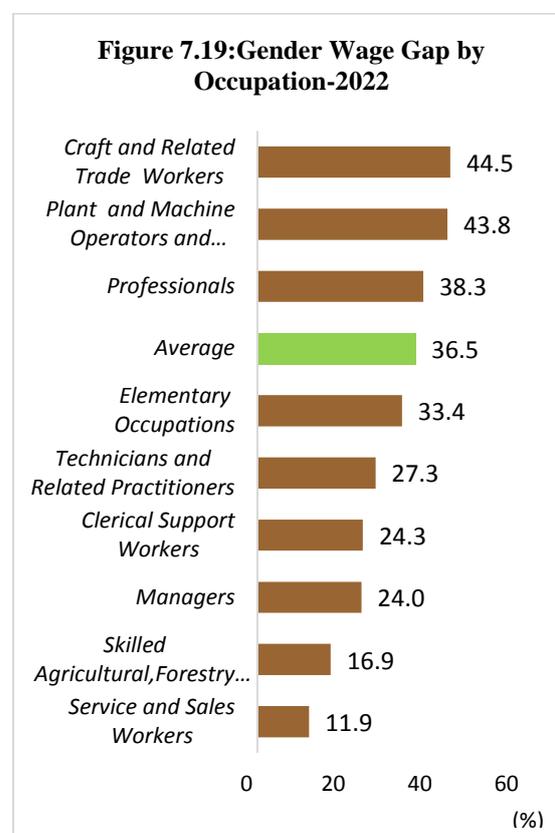
### 7.6.2. Gender Wage Gap by Occupation:

**Table 7.8: Gender Wage Gap by Occupation - 2022**

<i>Occupation (ISCO-88)</i>	<i>Gender Wage Gap</i>
<i>Managers</i>	23.99
<i>Professionals</i>	38.29
<i>Technicians and Related Practitioners</i>	27.27
<i>Clerical Support Workers</i>	24.34
<i>Service and Sales Workers</i>	11.91
<i>Skilled Agricultural workers</i>	16.92
<i>Craft and Related Trade Workers</i>	44.51
<i>Plant and Machine Operators and Assemblers</i>	43.84
<i>Elementary Occupations</i>	33.37
<i>Average</i>	36.47

Table 7.8 shows the gender Wage Gap of employees by occupation. The gender wage gap by occupation with sorted values were depicted in Figure 7.19. ‘Craft and Related Trade Workers’, ‘Plant and Machine Operators and Assemblers’ and ‘Professionals’ reported

higher values which are greater than the average value of 36.5. All other occupations reported a lesser wage gap between male and female wages. “Service and Sales Workers” reported the least gender wage gap compared to the other occupational categories.



# CHAPTER 8

## LABOUR COST

**Labour Cost by Economic Activity**

**Mean Nominal Hourly Labour Cost**

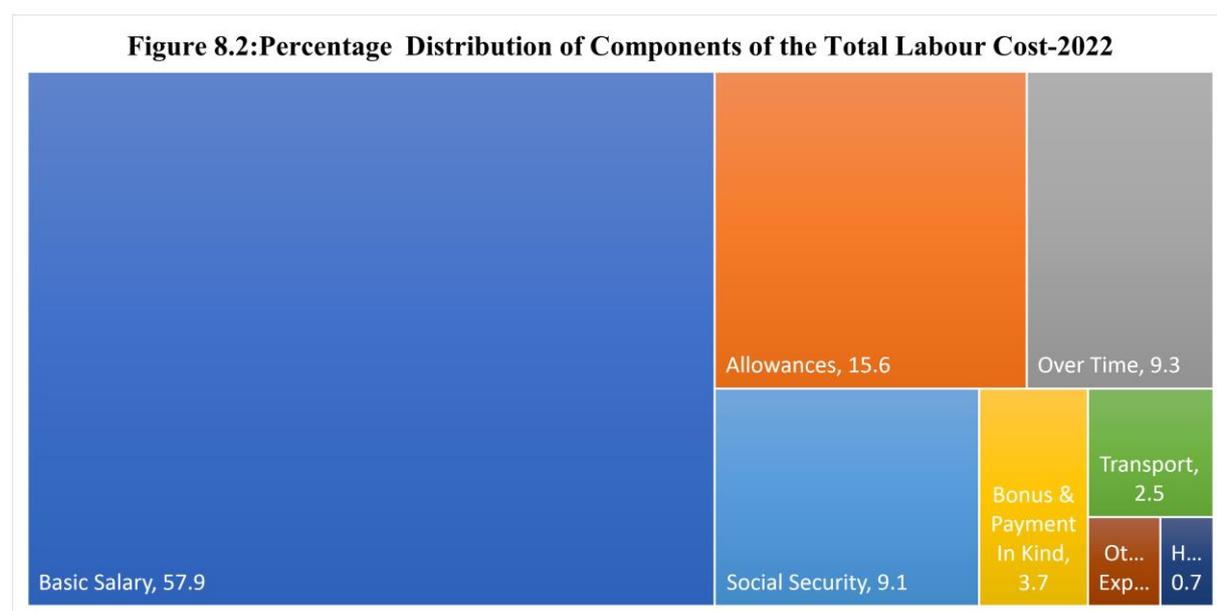
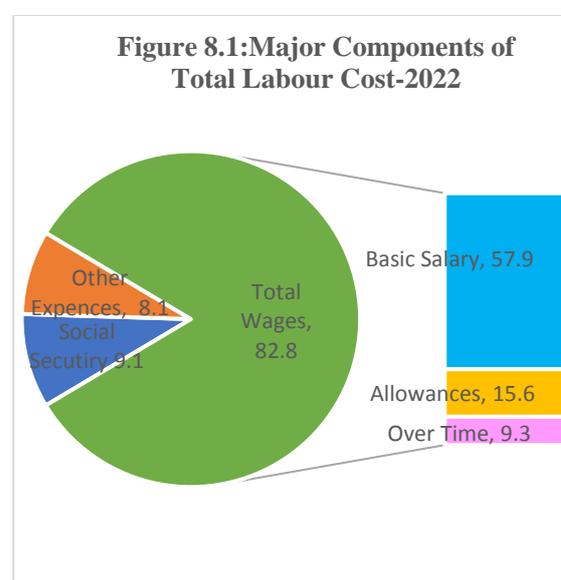


## LABOUR COST

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

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

and ‘Other’ which are depicted in Figure 8.1. The percentage distribution of all components of the labour cost borne by employers is comprehensively shown in Figure 8.2. Accordingly, the largest proportion of labour cost is for total wages. It includes 58 percent basic salary, 16 percent allowances, and 9 percent overtime.



## 8.1. By Economic Activity

Table 8.1: Percentage Distribution of Labour Cost Components by Economic Activities - 2022

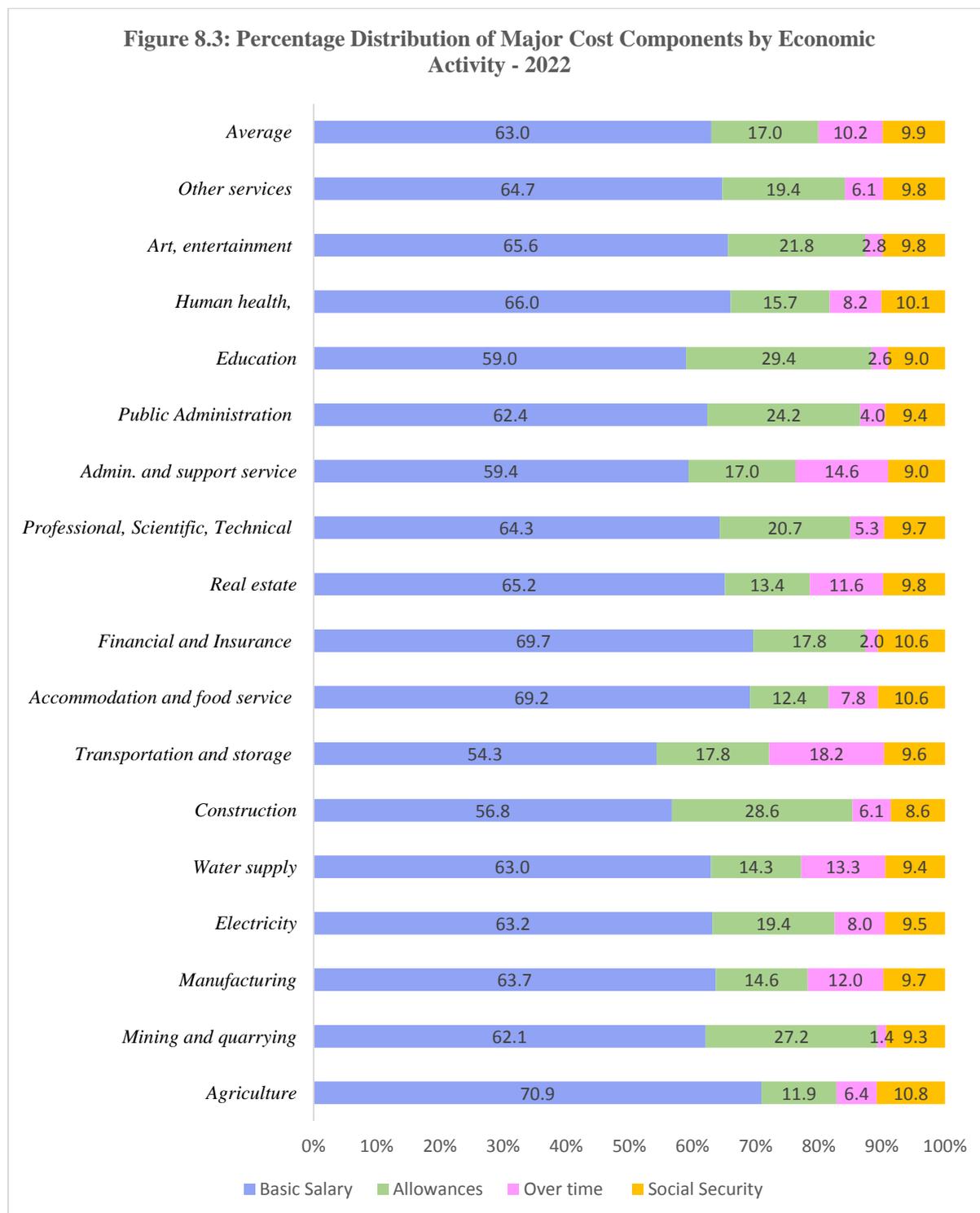
<i>Economic Activity</i>	<i>Basic Salary</i>	<i>Allowances</i>	<i>Over time</i>	<i>Social Security</i>	<i>Bonus &amp; Payment in kind</i>	<i>Transportation</i>	<i>Health</i>	<i>Other</i>	<i>Total</i>
<i>Agriculture</i>	67.65	11.34	6.06	10.32	2.74	0.49	0.66	0.73	100.00
<i>Mining and quarrying</i>	56.24	24.65	1.25	8.44	2.66	2.33	2.92	1.51	100.00
<i>Manufacturing</i>	58.20	13.32	10.97	8.91	2.77	3.61	0.42	1.79	100.00
<i>Electricity,</i>	59.40	18.21	7.50	8.91	5.71	0.00	0.07	0.20	100.00
<i>Water supply,</i>	61.74	14.00	13.05	9.27	1.79	0.04	0.07	0.04	100.00
<i>Construction</i>	52.21	26.28	5.57	7.90	1.04	5.65	0.40	0.96	100.00
<i>Wholesale and retail Trade</i>	54.51	15.35	11.49	9.13	2.63	4.34	1.18	1.38	100.00
<i>Transportation and storage</i>	51.75	17.00	17.32	9.19	4.21	0.24	0.16	0.14	100.00
<i>Accommodation and food service</i>	65.22	11.74	7.33	10.02	3.13	0.83	0.88	0.85	100.00
<i>ICT</i>	64.01	15.72	2.60	9.70	5.83	1.09	0.87	0.17	100.00
<i>Financial and Insurance</i>	57.92	14.76	1.66	8.82	11.66	3.00	1.73	0.44	100.00
<i>Real estate</i>	58.60	12.08	10.46	8.79	7.99	0.39	1.36	0.32	100.00
<i>Professional, Scientific, Technical</i>	59.71	19.24	4.92	8.98	3.00	1.74	1.70	0.69	100.00
<i>Admin. and support service</i>	57.48	16.46	14.16	8.72	1.28	0.86	0.62	0.42	100.00
<i>Public Administration</i>	59.77	23.16	3.85	9.03	0.60	1.06	2.47	0.05	100.00
<i>Education</i>	56.75	28.29	2.53	8.64	1.39	0.47	0.22	1.71	100.00
<i>Human health,</i>	63.96	15.20	7.92	9.76	1.38	1.04	0.38	0.36	100.00
<i>Art, entertainment</i>	61.89	20.51	2.60	9.28	0.74	4.75	0.00	0.24	100.00
<i>Other services</i>	61.58	18.50	5.77	9.30	3.82	0.29	0.42	0.32	100.00
<i>Average</i>	57.95	15.61	9.34	9.08	3.73	2.54	0.74	1.02	100.00

Table 8.1 shows the percentage distribution of 8 categories that comprising labour costs. Overall, the contribution of basic salary to labour cost is reported as 58 percent. It is clear that these components are unevenly distributed among economic activities. Basic wages in ‘Agriculture’ activities, ‘Accommodation and

food service’ activities and ‘ICT’ activities cover up to 67.6 percent and 65.2 percent, and 64.0 percent of the total labour costs, respectively. In ‘Transportation and storage’, ‘Wholesale and retail trade’, and ‘Mining and Quarrying’ basic wages covered 51.7 percent, 54.5 percent, and 56.2 percent of the respective

labour costs respectively, and reported as the lowest basic wages compared to all economic activities.

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

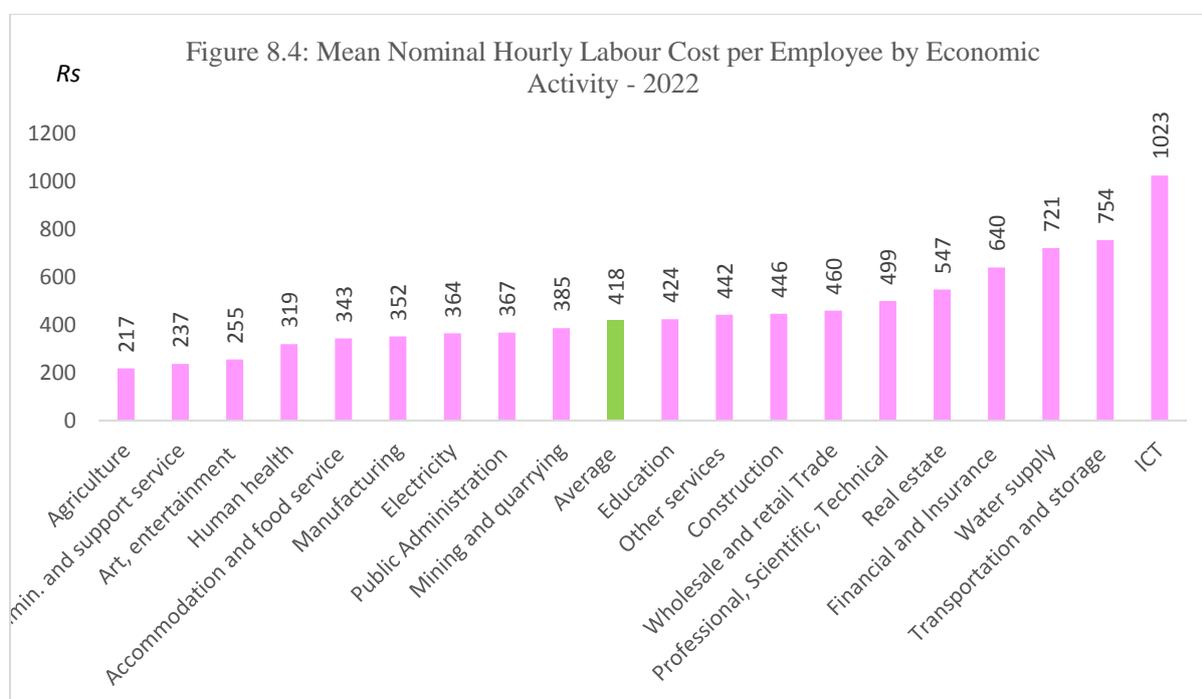


## 8.2. Mean Nominal Hourly Labour Cost

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

### 8.2.1. By Economic Activity

Mean nominal hourly labour cost per employee for each economic activity are given in Figure 8.4. When considering all economic activities, the 'Agriculture' sector recorded the minimum hourly labour cost incurred for a person as Rs. 217, and the ICT service recorded the maximum hourly labour cost incurred for a person as Rs. 1023. On average, the nominal hourly labour cost for an employee in 2022 is recorded as Rs. 418.



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## APPENDIX 01

## Statistical Tables

## A: Principal Indicators of Establishment

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

Economic Activities	Legal Status							Total
	Sole Owner	Partner ship	Semi-Government	Public with Limited Liabilities	Private limited	Cooperative Society	Other	
<i>Agriculture, Forestry and fishing</i>	761	110	389	245	644	10	86	2,245
<i>Mining and Quarrying</i>	78	-	3	-	58	-	-	139
<i>Manufacturing</i>	1,901	1,001	47	315	4,420	10	166	7,860
<i>Electricity,</i>	31	-	5	43	222	-	3	304
<i>Water Supply, Sewerage</i>	27	-	52	27	32	-	68	208
<i>Construction</i>	132	119	14	36	632	-	80	1,014
<i>Wholesale and Retail Trade</i>	2,425	1,332	102	115	3,525	366	79	7,943
<i>Transportation and Storage</i>	46	27	162	11	466	-	12	724
<i>Accommodation and Food Services</i>	281	75	27	23	745	-	46	1,197
<i>ICT</i>	34	-	10	63	574	-	-	681
<i>Financial and Insurance Activities</i>	23	9	14	90	292	314	43	784
<i>Real Estate Activities</i>	-	23	3	12	180	-	9	226
<i>Professional, Scientific and Technical activities</i>	111	80	73	57	544	-	92	957
<i>Administrative and Support Service</i>	526	426	10	39	855	3	69	1,928
<i>Public Administration</i>	27	-	151	-	27	3	36	245
<i>Education</i>	200	132	222	34	309	-	351	1,248
<i>Human Health and Social Work Activities</i>	96	23	23	46	294	10	312	803
<i>Other Service Activities*</i>	59	-	35	72	96	-	116	377
<b>Total</b>	<b>6,758</b>	<b>3,357</b>	<b>1,341</b>	<b>1,229</b>	<b>13,916</b>	<b>716</b>	<b>1,567</b>	<b>28,884</b>

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

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

<i>Economic Activity</i>	<i>No Of Employed Person</i>									
	Full Time		Part Time		Employers/Ac. Partners		Contri. Family Wor.		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<i>Agriculture, Forestry and fishing</i>	97,364	106,894	3,014	4,154	947	190	1,669	2,060	102,994	113,297
<i>Mining and Quarrying</i>	2,398	294	228	-	55	27	-	-	2,681	322
<i>Manufacturing</i>	419,795	453,295	6,294	4,864	3,840	1,070	1,628	322	431,557	459,550
<i>Electricity,</i>	15,869	980	142	183	204	27	129	61	16,345	1,252
<i>Water Supply, Sewerage</i>	34,935	9,931	70	55	17	-	-	-	35,023	9,986
<i>Construction</i>	65,876	10,737	3,715	145	699	194	611	13	70,902	11,088
<i>Wholesale and Retail Trade</i>	180,688	77,994	3,437	1,982	3,213	1,137	1,516	557	188,853	81,670
<i>Transportation and Storage</i>	109,307	17,465	295	221	180	75	624	20	110,407	17,781
<i>Accommodation and Food Services</i>	51,153	8,850	3,341	716	342	147	598	166	55,433	9,879
<i>ICT</i>	35,058	16,715	568	384	158	39	-	-	35,784	17,138
<i>Financial and Insurance Activities</i>	93,716	48,784	244	224	134	26	31	9	94,124	49,042
<i>Real Estate Activities</i>	5,056	1,409	137	23	166	29	-	-	5,358	1,462
<i>Professional, Scientific and Technical activities</i>	30,398	14,718	1,099	328	349	90	23	46	31,868	15,181
<i>Administrative and Support Service</i>	100,148	43,844	4,204	2,856	1,120	262	790	331	106,262	47,293
<i>Public Administration</i>	27,549	23,090	47	108	3	-	27	-	27,626	23,198
<i>Education</i>	20,593	37,120	1,491	1,525	570	278	50	55	22,704	38,978
<i>Human Health and Social Work Activities</i>	13,423	24,162	362	549	192	164	-	-	13,977	24,875
<i>Other Service Activities*</i>	11,248	5,770	349	499	81	23	36	-	11,714	6,293
<b>Total</b>	<b>1,314,575</b>	<b>902,052</b>	<b>29,036</b>	<b>18,815</b>	<b>12,271</b>	<b>3,778</b>	<b>7,732</b>	<b>3,639</b>	<b>1,363,613</b>	<b>928,285</b>

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

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

<i>Economic Activity</i>	<i>No of Employees</i>									
	<i>Permanent</i>		<i>Casual</i>		<i>Temporary</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>	91,536	100,294	7,378	9,786	1,365	958	99	10	100,378	111,048
<i>Mining and Quarrying</i>	1,729	137	229	-	638	158	31	-	2,626	294
<i>Manufacturing</i>	382,068	429,793	18,922	16,294	17,361	6,686	7,738	5,386	426,089	458,159
<i>Electricity,</i>	15,343	980	289	183	380	-	-	-	16,012	1,163
<i>Water Supply, Sewerage</i>	32,668	8,958	277	363	2,060	638	-	27	35,006	9,986
<i>Construction</i>	53,369	9,265	4,923	411	11,164	1,165	135	40	69,591	10,881
<i>Wholesale and Retail Trade</i>	169,097	71,005	9,569	6,504	4,756	1,848	702	620	184,124	79,976
<i>Transportation and Storage</i>	104,679	16,925	498	64	4,426	673	-	23	109,603	17,686
<i>Accommodation and Food Services</i>	39,451	6,730	3,606	899	9,684	1,529	1,752	408	54,493	9,566
<i>ICT</i>	27,819	11,193	468	195	6,579	5,147	760	564	35,626	17,099
<i>Financial and Insurance Activities</i>	86,616	43,443	1,040	2,142	6,151	3,159	153	264	93,960	49,007
<i>Real Estate Activities</i>	3,249	1,087	220	26	1,693	306	30	13	5,192	1,432
<i>Professional, Scientific and Technical activities</i>	25,820	12,226	764	603	4,342	1,336	571	881	31,496	15,046
<i>Administrative and Support Service</i>	76,650	29,963	7,945	2,731	19,536	13,955	222	50	104,352	46,700
<i>Public Administration</i>	25,247	20,446	745	412	1,584	2,204	20	136	27,597	23,198
<i>Education</i>	16,234	30,028	1,916	3,040	3,878	5,467	57	110	22,084	38,645
<i>Human Health and Social Work Activities</i>	10,587	20,737	606	1,245	2,535	2,624	57	105	13,785	24,711
<i>Other Service Activities*</i>	9,026	4,728	761	664	1,800	827	10	50	11,597	6,270
<b><i>Total</i></b>	<b>1,171,186</b>	<b>817,940</b>	<b>60,155</b>	<b>45,560</b>	<b>99,932</b>	<b>48,679</b>	<b>12,337</b>	<b>8,688</b>	<b>1,343,611</b>	<b>920,868</b>

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

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

Economic Activity	Occupation Category									Total
	Administrators, 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>	3,700	2,960	3,464	7,671	6,472	117,655	6,877	8,605	54,022	211,426
<i>Mining and Quarrying</i>	216	273	233	343	146	-	802	642	265	2,920
<i>Manufacturing</i>	49,867	23,271	49,727	50,479	29,242	13,565	96,022	477,386	94,689	884,248
<i>Electricity,</i>	1,213	278	4,815	2,107	86	326	412	1,725	6,214	17,175
<i>Water Supply, Sewerage</i>	3,446	4,033	7,454	7,465	51	-	12,971	365	9,207	44,992
<i>Construction</i>	3,693	8,843	12,888	11,975	1,067	432	6,690	12,801	22,084	80,473
<i>Wholesale and Retail Trade</i>	26,461	19,014	18,998	49,975	85,029	3,822	15,248	18,306	27,246	264,100
<i>Transportation and Storage</i>	7,221	7,473	5,858	27,811	21,389	141	9,866	27,302	20,228	127,288
<i>Accommodation and Food Services</i>	6,241	3,510	2,631	4,146	30,922	1,521	6,162	1,252	7,674	64,059
<i>ICT</i>	7,271	21,061	6,803	12,098	1,816	46	606	1,379	1,645	52,725
<i>Financial and Insurance Activities</i>	35,099	17,224	6,031	50,112	32,082	342	10	248	1,820	142,967
<i>Real Estate Activities</i>	706	348	1,428	2,481	888	-	352	102	319	6,625
<i>Professional, Scientific and Technical activities</i>	5,445	11,456	10,354	6,933	1,534	758	1,129	2,777	6,157	46,543
<i>Administrative and Support Service</i>	3,665	3,467	3,635	10,627	57,562	772	1,821	4,514	64,989	151,052
<i>Public Administration</i>	5,186	2,308	4,788	26,231	2,461	379	681	1,124	7,636	50,794
<i>Education</i>	4,476	31,836	4,885	10,920	2,318	109	553	1,118	4,514	60,729
<i>Human Health and Social Work Activities</i>	3,253	10,903	4,927	8,043	4,590	81	668	456	5,576	38,496
<i>Other Service Activities*</i>	1,521	2,809	2,067	3,617	1,632	223	1,280	555	4,162	17,867
<b>Total</b>	<b>168,681</b>	<b>171,067</b>	<b>150,985</b>	<b>293,032</b>	<b>279,287</b>	<b>140,171</b>	<b>162,150</b>	<b>560,655</b>	<b>338,448</b>	<b>2,264,478</b>

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

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

Economic Activity	Occupation Category									Total
	Administrators, Senior Managers, 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>	3,265	1,684	3,117	3,568	4,327	52,194	3,249	5,689	23,287	100,378
<i>Mining and Quarrying</i>	176	273	233	174	88	-	778	642	262	2,626
<i>Manufacturing</i>	38,385	15,049	33,142	27,554	23,803	6,020	40,557	196,817	44,763	426,089
<i>Electricity,</i>	1,005	264	4,791	1,229	46	326	412	1,725	6,214	16,012
<i>Water Supply, Sewerage</i>	1,639	2,851	6,398	2,445	43	-	12,807	356	8,466	35,006
<i>Construction</i>	2,918	6,878	10,880	7,390	933	390	6,465	12,677	21,061	69,591
<i>Wholesale and Retail Trade</i>	19,006	13,561	16,449	21,269	63,505	1,358	11,783	14,527	22,666	184,124
<i>Transportation and Storage</i>	5,359	5,869	5,653	19,790	17,844	137	9,802	27,256	17,892	109,603
<i>Accommodation and Food Services</i>	5,505	2,976	2,470	3,056	25,929	889	6,026	1,119	6,522	54,493
<i>ICT</i>	5,017	14,186	5,517	5,866	1,565	46	543	1,342	1,544	35,626
<i>Financial and Insurance Activities</i>	23,349	12,545	4,200	26,704	25,156	154	10	248	1,594	93,960
<i>Real Estate Activities</i>	528	194	1,418	1,627	754	-	342	34	296	5,192
<i>Professional, Scientific and Technical activities</i>	3,620	7,114	7,308	2,945	1,183	691	1,094	2,495	5,047	31,496
<i>Administrative and Support Service</i>	2,683	2,091	3,012	5,760	48,750	421	1,412	3,515	36,708	104,352
<i>Public Administration</i>	2,517	1,462	2,920	11,707	1,895	302	458	977	5,358	27,597
<i>Education</i>	2,286	8,091	2,350	4,555	1,531	109	392	1,090	1,679	22,084
<i>Human Health and Social Work Activities</i>	1,575	3,488	1,468	2,512	1,237	81	353	369	2,703	13,785
<i>Other Service Activities</i>	1,082	1,690	1,611	1,316	910	173	937	551	3,328	11,597
<b>Total</b>	<b>119,916</b>	<b>100,265</b>	<b>112,936</b>	<b>149,468</b>	<b>219,497</b>	<b>63,291</b>	<b>97,420</b>	<b>271,429</b>	<b>209,388</b>	<b>1,343,611</b>

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

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

<i>Economic Activity</i>	<i>Occupation Category</i>									
	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>	435	1,276	348	4,103	2,145	65,461	3,628	2,916	30,735	111,048
<i>Mining and Quarrying</i>	40	-	-	169	58	-	23	-	3	294
<i>Manufacturing</i>	11,482	8,222	16,586	22,925	5,439	7,544	55,465	280,569	49,927	458,159
<i>Electricity,</i>	208	13	23	878	41	-	-	-	-	1,163
<i>Water Supply, Sewerage</i>	1,806	1,182	1,056	5,020	9	-	165	9	741	9,986
<i>Construction</i>	775	1,964	2,008	4,585	135	42	225	124	1,023	10,881
<i>Wholesale and Retail Trade</i>	7,455	5,453	2,549	28,706	21,524	2,464	3,466	3,779	4,580	79,976
<i>Transportation and Storage</i>	1,861	1,604	205	8,021	3,545	3	63	46	2,337	17,686
<i>Accommodation and Food Services</i>	736	534	161	1,090	4,993	632	135	133	1,152	9,566
<i>ICT</i>	2,253	6,875	1,285	6,232	251	-	63	37	102	17,099
<i>Financial and Insurance Activities</i>	11,750	4,679	1,832	23,408	6,925	188	-	-	226	49,007
<i>Real Estate Activities</i>	179	154	10	854	134	-	10	68	23	1,432
<i>Professional, Scientific and Technical activities</i>	1,826	4,342	3,045	3,988	351	67	35	282	1,111	15,046
<i>Administrative and Support Service</i>	981	1,376	623	4,868	8,811	351	409	1,000	28,281	46,700
<i>Public Administration</i>	2,670	846	1,868	14,523	566	77	223	147	2,277	23,198
<i>Education</i>	2,190	23,745	2,535	6,365	787	-	161	27	2,835	38,645
<i>Human Health and Social Work Activities</i>	1,678	7,416	3,458	5,531	3,353	-	316	87	2,873	24,711
<i>Other Service Activities</i>	440	1,120	457	2,300	722	50	343	3	834	6,270
<b>Total</b>	<b>48,765</b>	<b>70,802</b>	<b>38,049</b>	<b>143,564</b>	<b>59,790</b>	<b>76,880</b>	<b>64,730</b>	<b>289,226</b>	<b>129,060</b>	<b>920,868</b>

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

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

<i>Economic Activity</i>	<i>Western</i>	<i>Central</i>	<i>Southern</i>	<i>Northern</i>	<i>Eastern</i>	<i>North Western</i>	<i>Northern Central</i>	<i>Uva</i>	<i>Sabaragamuwa</i>	<i>Total</i>
<i>Agriculture, Forestry and fishing</i>	22,659	82,324	21,725	987		18,032	863	27,846	36,991	211,426
<i>Mining and Quarrying</i>	1,404		137			420			960	2,920
<i>Manufacturing</i>	523,154	65,659	77,844	13,243	20,660	76,538	42,295	13,365	51,492	884,248
<i>Electricity,</i>	14,578	341	878					528	849	17,175
<i>Water Supply, Sewerage</i>	43,173					1,432		228	159	44,992
<i>Construction</i>	69,046	2,219	4,037			2,568	636	894	1,074	80,473
<i>Wholesale and Retail Trade</i>	177,082	16,243	26,482	2,790	1,872	24,396	4,383	2,652	8,200	264,100
<i>Transportation and Storage</i>	95,702	4,545	4,831	977	1,370	4,921	2,791	6,493	5,659	127,288
<i>Accommodation and Food Services</i>	33,713	8,002	16,014	569	1,457	1,911	1,623	771		64,059
<i>ICT</i>	51,260	480					436	548		52,725
<i>Financial and Insurance Activities</i>	113,106	22,834	3,384		228	1,486	159	809	960	142,967
<i>Real Estate Activities</i>	6,374	159				91				6,625
<i>Professional, Scientific and Technical activities</i>	42,458	731	228			1,353		641	1,133	46,543
<i>Administrative and Support Service</i>	121,403	7,590	7,179		1,027	4,200	769	5,861	3,022	151,052
<i>Public Administration</i>	29,184	4,256	678	6,420	466	3,211	5,984		594	50,794
<i>Education</i>	48,442	5,934	877	658	1,254	2,934	630			60,729
<i>Human Health and Social Work Activities</i>	27,621	926	4,517	2,816	228	1,891		114	384	38,496
<i>Other Service Activities</i>	12,719	745	907	795	-	364	2,336	-	-	17,867
<b><i>Total</i></b>	<b>1,433,079</b>	<b>222,989</b>	<b>169,718</b>	<b>29,254</b>	<b>28,561</b>	<b>145,746</b>	<b>62,905</b>	<b>60,749</b>	<b>111,477</b>	<b>2,264,478</b>

**D: Principal Indicators of Earning****Table 6: No of Employees in Economic Activities by Wage Groups and Gder**

<i>Economic Activity</i>	<i>Male</i>					<i>Female</i>					<i>Total</i>				
	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total	<20000	20000 - 49999	50000 - 99999	100000 & above	Total
1	6,330	74,362	17,650	2,036	100,378	33,410	70,274	6,220	1,144	111,048	39,740	144,636	23,871	3,179	211,426
2		1,123	1,503		2,626		147		148	294	-	1,269	1,651	-	2,920
3	4,542	135,240	218,067	68,240	426,089	20,679	353,510	76,933	7,037	458,159	25,221	488,750	295,000	75,277	884,248
4	319	1,904	13,319	470	16,012	183	920	-	60	1,163	501	2,824	13,319	530	17,175
5		1,132	1,508	32,365	35,006	510	281	500	8,695	9,986	510	1,413	2,008	41,060	44,992
6	564	10,920	51,669	6,439	69,591		3,101	6,887	894	10,881	564	14,021	58,555	7,333	80,473
7	3,599	87,948	45,228	47,349	184,124	4,100	54,247	13,913	7,717	79,976	7,699	142,195	59,141	55,066	264,100
8	137	15,811	28,921	64,734	109,603	398	2,039	6,259	8,990	17,686	535	17,849	35,180	73,724	127,288
9	867	23,176	29,879	571	54,493	959	6,597	1,561	448	9,566	1,826	29,774	31,440	1,020	64,059
10	522	2,552	16,861	15,691	35,626	155	6,632	2,933	7,379	17,099	677	9,184	19,794	23,070	52,725
11	138	10,586	46,138	37,098	93,960	319	18,123	15,135	15,431	49,007	456	28,710	61,273	52,529	142,967
12		1,092	1,720	2,380	5,192		344	584	504	1,432	-	1,437	2,304	2,884	6,625
13	23	9,317	13,428	8,730	31,496		4,757	9,143	1,146	15,046	23	14,074	22,571	9,875	46,543
14	6,078	83,335	13,449	1,491	104,352	6,853	35,775	3,599	472	46,700	12,931	119,110	17,048	1,963	151,052
15		11,860	14,843	894	27,597	110	8,382	13,834	872	23,198	110	20,242	28,677	1,765	50,794
16	55	7,439	9,002	5,588	22,084	3,128	17,855	12,632	5,030	38,645	3,182	25,294	21,635	10,618	60,729
17		6,176	7,197	412	13,785	1,239	15,357	8,116		24,711	1,239	21,533	15,313	412	38,496
18	-	5,323	5,608	666	11,597	247	3,469	2,384	170	6,270	247	8,792	7,992	836	17,867
<b>Total</b>	<b>23,172</b>	<b>489,296</b>	<b>535,990</b>	<b>295,153</b>	<b>1,343,611</b>	<b>72,288</b>	<b>601,810</b>	<b>180,780</b>	<b>65,989</b>	<b>920,868</b>	<b>95,459</b>	<b>1,091,106</b>	<b>716,771</b>	<b>361,142</b>	<b>2,264,478</b>

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

## Appendix 02

### International Classification

#### International Standard of Industrial Classification (Revision 4)

##### A. Agriculture; forestry and fishing

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

##### B. Mining and quarrying

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

##### C. Manufacturing

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

##### D. Electricity; gas, steam and air conditioning supply

35. Electricity, gas, steam and air conditioning supply

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

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

#### **F. Construction**

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

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

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

#### **H. Transportation and storage**

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

#### **I. Accommodation and food service activities**

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

#### **J. Information and communication**

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

#### **K. Financial and insurance activities**

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

#### **L. Real estate activities**

- 68. Real estate activities

#### **M. Professional, scientific and technical activities**

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

#### **N. Administrative and support service activities**

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

#### **O. Public administration and defense; compulsory social security**

- 84. Public administration and defense; compulsory social security

#### **P. Education**

- 85. Education

#### **Q. Human health and social work activities**

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

#### **R. Arts, entertainment and recreation**

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

#### **S. Other service activities**

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

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

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

#### **U. Activities of extraterritorial organizations and bodies**

- 99. Activities of extraterritorial organizations and bodies

**International Standard Classification of Occupations (Revision 88 )**  
**Major Group**

**1.Managers**

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

**2.Professionals**

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

**3.Technicians and Associate Professionals**

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

**4.Clerical Support Workers**

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

**5.Service and Sales Workers**

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

**6.Skilled Agricultural Forestry and Fishery Workers**

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

**7.Craft and Related Trades Workers**

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

**8.Plant and Machine Operators and Assemblers**

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

**9.Elementary Occupations**

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



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

**11. Age and Sex by Employment Category (Please consider all employed persons)**

Employment Status	Age Category (years)								Total	
	Below 18		(18-24)		(25-60)		60 and over		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
1. No of Full-time employees										
2. No. of Part time employees										
3. No. of Employers /Active Partners										
4. No. of Contributing family workers										
5. Total										
<b>Employee Type (Consider Full time and Part time employees only)</b>										
6. Permanent employees										
7. Temporary/Casual employees										
8. Contract basis/ Fixed-Term employees										
9. Interns/Apprentice										

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

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

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

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

**Permanent employees** All workers belong to the permanent cadre of the Institution

**Temporary employees** persons work on fixed base salaries but not absorbed to the permanent cadre

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

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

**Learners and apprentices** Job trainees and who get paid for work done

**PART C: ACTUAL WORKING HOURS (For questions 12.2, 12.4, 12.5, 12.7, 12.9 please follow the instruction given page 7 )**

**12. Employment status and working hours by Occupation categories (ISCO)**

ISCO Category (International Standard Classification of Occupation)	12.1 Sex	12.2 Usual Working Hours (per day per person)	Employment Status and Actual Working Hours in the given month						
			Full time employees			Part time employees		Employers	
			12.3 No of Employees	12.4 Actual Working Hours (without OT)	12.5 Total Overtime hours paid	12.6 No of Employees	12.7 Actual Working Hours	12.8 No of Employers /Active partners	12.9 Actual Working Hours
1 Managers, Senior Officials and Legislators	Male								
	Female								
2 Professionals	Male								
	Female								
3 Technicians and associate practitioners	Male								
	Female								
4 Clerks and clerical Support workers	Male								
	Female								
5 Service and sales workers	Male								
	Female								
6 Skilled Agricultural, forestry and fishery workers	Male								
	Female								
7 Craft and related trades workers	Male								
	Female								
8 Plant and Machine operators and assemblers	Male								
	Female								
9 Preliminary jobs/Elementary occupation	Male								
	Female								

**PART D: SALARIES AND OTHER ALLOWANCES**

For table 13 and 14, please consider full time and part time employees mentioned in table 11.

**13: Basic salary, Allowances and Overtime payments paid for the employees in the given month**

No	ISCO Category	Sex	Total Basic salary (Rs)	Total Allowances (Rs)*	Total Overtime payments (Rs)
1	Managers, Senior Officials and Legislators	Male			
		Female			
2	Professionals	Male			
		Female			
3	Technicians and associate practitioners	Male			
		Female			
4	Clerks and clerical Support workers	Male			
		Female			
5	Service and sales workers	Male			
		Female			
6	Skilled Agricultural, forestry and fishery workers	Male			
		Female			
7	Craft and related trades workers	Male			
		Female			
8	Plant and Machine operators and assemblers	Male			
		Female			
9	Preliminary jobs/Elementary occupation	Male			
		Female			

\* Allowances - Cost of living allowance / related other allowances paid to workers

**14: Total amount of Bonus/Gratuity and 'Payments in Kind' paid to the employees in the given year**

No.	ISCO Category	Bonus /Gratuities*		Payment in Kind **	
		Male	Female	Male	Female
1	Managers, Senior Officials and Legislators				
2	Professionals				
3	Technicians and associate practitioners				
4	Clerks and clerical Support workers				
5	Service and sales workers				
6	Skilled Agricultural, forestry and fishery workers				
7	Craft and related trades workers				
8	Plant and Machine operators and assemblers				
9	Preliminary jobs/Elementary occupation				

\* Bonus /Gratuities – Year-end/ Seasonal or other one-time bonuses, Profit sharing bonuses and Other bonuses

\*\* Payment in Kind – Food/drink, Fuel, imputed rental value of free or subsidized Housing, Uniforms or clothing Footwear etc. given in kind)

**PART E: ADDITIONAL COSTS BORN FOR EMPLOYEES IN THE GIVEN YEAR**

**15: Annual Costs for Social Security, Transport, Health and Other Expenditures on Employees**

Year	Social Security (EPF/ETF etc.)	Transportation Costs	Health Expenditure	Other expenditure on employees (Marriages, Deaths/Tours/New year/Tangible or other expenditure)

**PART F: EXPECTED LABOUR RECRUITMENT FOR 2023**

**16. Desired Age, Sex and Qualifications by job (please follow the instructions given below)**

No.	Job/Employment expected to recruit in 2023 (Please notify the first 8 jobs according to the priority)	Desired factors for the job/employment					Office Use only				
		No of Vacancies		*Age Group	** Education Qualification	***Other Qualification					
		Male	Female			1	2				
1											
2											
3											
4											
5											
6											
7											
8											

**\*Age Group:**  
 1. below 18 yrs.    2. 18-24 yrs  
 3. 25-60 yrs.      4. 60 & over.

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

**\*\*\* Other Qualifications:**  
 Select 2 professional/technical/vocational qualification from the list given in page 7/8 and writedown them in the cages given. Eg:- A.3, L.82  
 If any qualification needed is not included in the list, please write the appropriate section with number "0" Eg:- K.0  
 If Other "0" Please specify the required qualification  
 .....  
 .....

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

Name: .....

Signature:.....

Designation:.....

Date:.....

Official Stamps

For office use only:

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



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