

Wage Dynamic Survey

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3 Method of Labour Force Adjustments

This section asks about the firm's workforce, its composition and changes to it. This section could be best answered by the **CEO** or the **Human Resources director**.

3.1 Factors Influencing Labour Input Reductions

Has your firm experienced a significant reduction in demand or increased volatility in the past 3 years?



Yes



No



If yes, to what extent has this affected your labour input?

- ☐ Major Reduction
- ☐ Moderate Reduction
- ☐ No Reduction

3.2 Did factors such as inflation, economic downturns, or government policies influence your decision to reduce labour input?

- ☐ Yes
- ☐ No

If yes, please describe the most impactful factors. -

Your answer

3.3 Does your company have a union?

- ☐ Yes
- ☐ No

If yes, how did the union influence the decision to reduce labour input? (e.g., resistance to wage reductions, delays in layoffs, etc.)

Your answer



3.4 Is your firm domestically or foreign-owned?

☐ Domestic

☐ Foreign

How did your ownership type (domestic or foreign) impact decisions related to labour input reductions?

Your answer

3.5 Does your firm operate in one location or multiple locations?

☐ One Location

☐ Multiple Locations

3.6 Did this influence your approach to labour reductions?

☐ Yes

☐ No

3.7 Was your firm unable or unwilling to lower nominal wages during the economic downturn?

☐ Yes

☐ No



If yes, how did this affect your labour input decisions?

Your answer

3.8 Which of the following strategies have you used to reduce labour input during the past 3 years? (Check all that apply)

- ☐ Individual redundancies
- ☐ Collective redundancies
- ☐ Freeze/reduce hiring (e.g., non-renewal of temporary contracts)
- ☐ Reduction of working hours
- ☐ Early retirement
- ☐ Reduction of agency workers and external contractors
- ☐ Other:



3.9 Which of the above strategies was most effective in adjusting labour input?
Please rank them in order of effectiveness.

	1	2	3	4	5	6	7
Individual redundancies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collective redundancies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freeze/reduce hiring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction of working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Early retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduction of agency workers and external contractors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3.10 How does your firm's size (number of employees) affect the methods you use to adjust labour input?

- ☐ Larger firms are more likely to use collective redundancies
- ☐ Smaller firms are more likely to use individual redundancies
- ☐ No difference



Does the presence of unions affect the types of labour input adjustments you make? If so, how?

Your answer

Do you find it more difficult to adjust your labour input now (2026) compared to 3 years ago (2023)?

- ☐ Yes, it has become more difficult
- ☐ No, it has remained the same
- ☐ No, it has become easier

What are the main obstacles to hiring new permanent workers in your company?
(Select all applicable)

- ☐ Insufficient skills available in the labour market
- ☐ High wages for new hires
- ☐ Uncertainty in the economic environment
- ☐ Government regulations or procedures
- ☐ Other:

Has your firm considered moving work overseas or outsourcing labour in response to economic pressures or labour input adjustments?

- ☐ Yes
- ☐ No



If yes, what factors influenced this decision?

Your answer

How do you perceive the flexibility of the Sri Lankan labour market? Has it become easier or harder to make adjustments to your workforce in the past 3 years(2023-2026)?

- ☐ Easier
- ☐ No Change
- ☐ Harder

Do you find Sri Lankan labour laws to be more or less flexible compared to 3 years ago(2023) when it comes to making adjustments to your workforce?

- ☐ More flexible
- ☐ No Change
- ☐ Less Flexible

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