

Wage Dynamic Survey

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Questions on Wage Rigidity Factors

Union Influence and Wage Policies

Does your firm have a recognized union or collective bargaining agreement?

☐ Yes

☐ No

If yes, what percentage of your company's workforce is represented by the union?

☐ 0-25%

☐ 26-50%

☐ 51-75%

☐ 76-100%



How did union negotiations affect wage decisions between 2023-2026?

- ☐ Increased likelihood of wage freezes
- ☐ Decreased likelihood of wage freezes
- ☐ No impact

During wage negotiations, was there a preference for reducing labor costs through wage freezes rather than layoffs?

- ☐ Yes
- ☐ No

What proportion of your workforce in 2023-2026 were permanent employees?

- ☐ Less than 25%
- ☐ 25-50%
- ☐ 51-75%
- ☐ More than 75%

Did the skill level of employees influence your decision to freeze wages?

- ☐ Yes, more likely for skilled workers
- ☐ Yes, more likely for unskilled workers
- ☐ No difference



How many employees had tenures longer than five years in your firm during 2023-2026?

- ☐ Less than 10%
- ☐ 10-30%
- ☐ 30-50%
- ☐ More than 50%

What proportion of your firm's total costs were labor costs during

- ☐ Less than 20%
- ☐ 21-40%
- ☐ 41-60%
- ☐ More than 60%

Did the share of labor costs in total expenses influence wage policies?

- ☐ Yes, led to wage freezes
- ☐ No impact
- ☐ Not sure



In managing high labor costs, which approach did your firm prefer?

- ☐ Wage freezes
- ☐ Wage reductions
- ☐ Layoffs
- ☐ No changes



	Not relevant	Little relevance	Relevant	Very Relevant	Don't Know
In the presence of a wage cut, the most productive employees might leave the firm.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A wage cut would increase the number of employees who quit, increasing the cost of hiring and training new workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because workers dislike unpredictable reductions in income, there is an implicit understanding that wages will neither fall in recessions nor rise in expansions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees compare their wage to that of similarly qualified workers in other firms in the same market.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Did your firm explicitly link changes in base wages to inflation between 2023-2026?

- ☐ Yes
- ☐ No

If wage adjustments were linked to inflation, how frequently were they reviewed?

- ☐ Annually
- ☐ Semi-annually
- ☐ Quarterly
- ☐ Irregularly

What was the primary reason for linking wages to inflation?

- ☐ Maintaining employee satisfaction
- ☐ Meeting legal requirements
- ☐ Aligning with industry standards
- ☐ Other:



	Not relevant	Little relevance	Relevant	Very relevant	Don't know
How do economic conditions in Sri Lanka (e.g., inflation, exchange rate fluctuations, economic crises) influence your firm's wage-setting decisions?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has the Sri Lankan government's monetary policy (e.g., interest rate changes) had an impact on your firm's wage-setting decisions?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How do labor laws in Sri Lanka affect your company's wage-setting practices?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does the Sri Lankan government impose any mandatory minimum wage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



regulations that influence your wage-setting practices?

Does your company offer additional benefits in compliance with Sri Lankan labor laws (e.g., EPF, ETF, annual leave, etc.)?

☐☐☐☐☐

Is there a formal mechanism in place to adjust wages in line with Sri Lanka's inflation rates?

☐☐☐☐☐

Has the depreciation of the Sri Lankan Rupee (LKR) influenced wage-setting practices in your company?

☐☐☐☐☐

How do industry-specific factors (e.g., tourism, agriculture, export sectors) affect your firm's wage-setting decisions?

☐☐☐☐☐

In your industry,
do firms
typically offer
higher wages to
attract talent
from abroad
(e.g.,
expatriates)?

☐☐☐☐☐

How significant
is the role of
unions in
shaping wage
decisions
within your
company in Sri
Lanka?

☐☐☐☐☐

Are any
government-
mandated
union wage
agreements
applicable to
your firm?

☐☐☐☐☐

Do cultural
factors in Sri
Lanka (e.g.,
societal
expectations,
social welfare
norms)
influence the
way your
company
approaches
wage-setting?

☐☐☐☐☐

Has the
political
environment in
Sri Lanka (e.g.,

☐☐☐☐☐

government
changes,
political
instability)
affected your
company's
wage-setting
policies?

Are there any
specific trends
in the Sri
Lankan labor
market that
influence your
wage-setting
decisions (e.g.,
brain drain,
migration
trends,
employment
shortages)?

☐☐☐☐☐

Has your
company
participated in
any
government-
sponsored
wage initiatives
or programs
(e.g., wage
subsidies, tax
incentives for
wage
increases)?

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