

# 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, and if so, to what extent has this affected your labor input?

- ☐ Yes, and it has caused a Major Reduction in labor input.
- ☐ Yes, and it has caused a Moderate Reduction in labor input.
- ☐ Yes, and there has been No Reduction in labor input.
- ☐ No, the firm has not experienced a significant reduction in demand or increased volatility.



Please answer **Yes** or **No** for each of the following statements:

	Yes	No
Does your company have a union?	<input type="radio"/>	<input type="radio"/>
Is your firm domestically-owned?(Yes-domestically-owned; No-foreign-owned)	<input type="radio"/>	<input type="radio"/>
Does your firm operate in one location? (Yes- one location-or No -multiple locations)	<input type="radio"/>	<input type="radio"/>
Did inflation, economic downturns, or government policies influence your decision to reduce labour input?	<input type="radio"/>	<input type="radio"/>
Was your firm unable or unwilling to lower nominal wages during the economic downturn?	<input type="radio"/>	<input type="radio"/>
Has your firm considered moving work overseas or outsourcing labour in response to economic pressures or labour input adjustments?	<input type="radio"/>	<input type="radio"/>



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"/>



Please select the appropriate response for each statement:

	Positive	Moderate	Negative
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?: (Positive=More flexible, Moderate =No Change, Negative=Less Flexible)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is it harder to adjust your labor force now (2026) compared to 3 years ago (2023)?(Positive:No, it has become easier ;Moderate: No, it has remained the same;Negative:Yes, it has become more difficult)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How does your firm's size (number of employees) affect the methods you use to adjust labour input? (Positive:No difference ;Moderate: Smaller firms are more likely to use individual redundancies;Negative:Larger firms are more likely to use collective redundancies)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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:

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