

## (I) EMPLOYMENT AND LABOUR RELATIONS

## 1. Introduction

The available statistics on employment and labour relations depict only partially, the current employment situation in the country. On a regular basis, only the following data are available: Numbers placed in employment by Employment Exchanges; Registrants for employment or better employment at the Exchanges. To supplement these figures, the Central Bank carries out an annual survey on employment in the public sector. Further the Central Bank obtains information on employees registered under the Employees' Provident Fund,<sup>1</sup> from the records of the E. P. F. department. The latest available figures here are for the year 1968.

According to the annual survey of employment in the public sector conducted by the Central Bank, the number of employees in government departments rose by 2.8 per cent and in semi-government institutions by 8.3 per cent.

The number of employees registered under the E. P. F. in 1968 rose by 5.3 per cent in comparison with 1967. The annual average rate of growth for the period 1965-68 was however, 6.8 per cent.

## 2. Number placed in employment

The annual figures of the number of persons placed in employment by Employment Exchanges from 1960 to 1970 are given in Table II (I) 1.

TABLE II (I) 1

The Number of Persons placed in Employment and its relative importance to total registrants in each category

Year	Technical & Clerical		Skilled		Semi-skilled		Unskilled		Total	
	No. placed	Percent of total registrants in the category	No. placed	Percent of total registrants in the category	No. placed	Percent of total registrants in the category	No. placed	Percent of total registrants in the category	No. placed	Percent of total registrants
1960	1,400	5.3	771	4.6	1,247	3.6	4,744	6.5	8,162	5.4
1961	1,259	4.6	631	3.5	964	2.8	2,794	3.9	5,648	3.7
1962	1,263	3.7	468	2.7	809	2.3	2,315	3.5	4,857	3.2
1963	1,322	3.7	502	3.0	836	2.3	2,466	3.9	5,129	3.4
1964	1,722	4.4	535	3.2	945	2.5	3,599	5.5	6,801	4.3
1965	1,495	2.7	846	4.2	1,035	2.1	3,753	5.0	7,129	3.6
1966	1,056	1.6	740	3.4	917	1.5	4,089	4.5	6,802	2.9
1967	1,018	1.4	588	2.5	712	1.1	1,936	2.1	4,254	1.7
1968	680	0.9	780	3.1	794	1.1	2,696	2.6	4,950	1.8
1969	865	1.0	710	2.3	800	0.9	2,908	2.1	5,283	1.5
1970*	526	0.5	584	1.5	428	0.4	1,287	0.7	2,825	0.7

\* Provisional.

Source: Department of Labour.

1. Returns are furnished by "covered" employments to the Superintendent, E. P. F. "Covered" employments consist at present of estates which employ 5 or more persons and establishments other than estates which employ 3 or more persons. However, employees who contribute to approved provident funds are excluded here.

The total number of persons placed in employment by Employment Exchanges declined from 5,283 in 1969 to 2,825 in 1970. In the unskilled group the decrease in 1970 was more than 55 per cent. In the semi-skilled and technical and clerical groups the decreases were 47 per cent and 39 per cent, respectively.

### 3. Employment in the Public Sector

The Central Bank conducts an annual survey on employment in government departments and semi-government institutions (Public Corporations, Universities, Research Institutes, Boards etc.) In 1969, 96 government departments and 55 semi-government institutions responded to the inquiry. In 1970, 107 government departments and 65 semi-government institutions provided the data called for by the Central Bank. The figures for those government departments which did not respond were obtained as far as possible from the Estimates of Government Revenue and Expenditure for 1969/70.

Employees in the public sector are classified according to status i. e. permanent, temporary and casual, and under the following occupational categories:

- (i) Administrative, Technical and Professional officers of Staff Rank;
- (ii) Subordinate Employees;
- (iii) Minor Employees;
- (iv) Others.

#### (a) Government Departments

The estimates of employment in government departments for the years 1969 and 1970 are given in Table II (I) 2.

In the two years under consideration about 91 per cent of the total number of employees in government departments was in the subordinate and minor grades. In 1970, subordinate employees accounted for 37 per cent of the total number employed while minor employees accounted for 54 per cent. The respective percentage shares of these two categories in the previous year were identically the same. Both in 1969 and 1970 administrative, technical and professional grades accounted for 4 per cent of the total number employed in government departments.

Table II (I) 2 shows that the majority of the employees in government departments belongs to the permanent category. In 1970, 79 per cent of all employees in government departments were in employment on a permanent basis. The corresponding figure for 1969 was also 79 per cent. About 6 per cent of the employees in both years have been in the temporary grade. The relative share of the casual grade in total employment had increased marginally in 1970 as against 1969. This is evidently the result of an increase in the number of minor employees engaged on a casual basis for work in different government departments.

TABLE II (I) 2

## Employment Statistics—Government Departments\*

Occupational Category	Status and Number Employed								Per-centage change over 1969
	Permanent		Temporary		Casual		Total		
	1969	1970	1969	1970	1969	1970	1969	1970	
1. Administrative, Technical and Professional Officers of Staff Rank ..	8,240	8,800	347	483	4	6	8,591	9,289	+ 8.1
2. Subordinate employees ..	77,512	79,674	1,580	1,724	1,056	1,453	80,148	82,851	+ 3.4
3. Minor Employees ..	76,567	78,127	10,516	9,844	30,644	32,387	117,727	120,358	+ 2.2
4. Others ..	11,265	11,465	399	365	485	489	12,149	12,319	+ 1.4
Total ..	173,584	178,066	12,842	12,416	32,189	34,335	218,615	224,817	+ 2.8

Source: Central Bank of Ceylon.

## \* Notes:

1. (i) Legal Officers and Administrators.  
(ii) Managers, Chairmen and other staff grade officers.  
(iii) Scientists, Technicians and Engineers, Doctors, Professors and Lecturers, Accountants, Valuers.
2. (i) Clerical grades, Shroffs, Stenographers, typists and cypher operators.  
(ii) Telephonists and office machine operators, Translators, Extension Inspectors and Investigating Officers, Police and Gramasevakar.  
(iii) Storekeepers.
3. (i) Messengers, Karyala Karya Sahayakas, Attendants and Orderlies, Drivers (motor cars lorries etc.) unskilled workers, semi-skilled workers  
(ii) Skilled workers.

In 1970, the total number of employees in government departments increased by 2.8 per cent. The fastest rate of growth was experienced in the administrative, technical and professional grade. Here the number of employees increased in 1970 by as much as 8 per cent. In the case of the subordinate employees the increase in the total number employed had been 3.4 per cent while, for the minor employees category the increase was 2.2 per cent.

## (b) Semi-Government Institutions

The estimates of employment in semi-government institutions are given below in Table II (I) 3.

TABLE II (I) 3

## Employment Statistics - Semi-Government Institutions\*

	Status and Number Employed								Per- centage change over 1969
	Permanent		Temporary		Casual		Total		
	1969	1970	1969	1970	1969	1970	1969	1970	
1. Administrative Technical and Professional Officers of Staff Rank ..	5,212	5,793	301	305	47	46	5,560	6,144	+ 10.5
2. Subordinate Employees.	26,911	29,175	357	764	410	433	27,678	30,372	+ 9.7
3. Minor Employees ..	77,570	82,568	7,244	9,125	25,982	27,767	110,796	11,9460	+ 7.8
4. Others ..	5,860	6,691	200	228	3,832	3,850	9,892	10,769	+ 8.9
Total ..	115,553	124,227	8,102	10,422	30,271	32,096	153,926	166,745	+ 8.3

Source : Central Bank of Ceylon.

## Notes :—

1. (i) Legal Officers and Administrators.  
(ii) Managers, Chairmen and other staff grade officers.  
(iii) Scientists, Technicians and Engineers, Doctors, Professors and Lecturers, Accountants, Valuers.
2. (i) Clerical grade, Shroffs, Stenographers, Typists and Cypher Operators.  
(ii) Telephonists and office machine operators, Translators, Extension Inspectors and Investigating Officers, Police and Gramasevakas.  
(iii) Storekeepers.
3. (i) Messengers, Karayala Karya Sahayakas, Attendants and Orderlies, Drivers (motor cars, lorries etc.) Unskilled workers, semi-skilled workers.  
(ii) Skilled workers

\* Public Corporations, Universities, Boards etc.

The structure of employment in semi-government institutions in 1970 was almost the same as in 1969. The subordinate and the minor grades accounted for 90 per cent of the total number employed. A notable feature is the predominance of minor employees in the semi-government institutions. About 72 per cent of the total number in employment at these institutions was in the minor employees grade. This was due to the fact that many of the semi-government institutions being industrial enterprises, employ a very large number of labourers both skilled as well as unskilled. Both in 1969 and 1970, administrative, technical and professional grades consisted 4 per cent of all employees.

In 1970, about 75 per cent of the employees in semi-government institutions had been in the permanent category; 19 per cent in the casual grade and 6 per cent in the temporary grade. This was the pattern of distribution in the previous year too.

In 1970, the total number of employees in semi-government institutions was higher than in 1969 by 8.3 per cent. The rates of growth in the different occupational categories of employees had been more or less the same. However, the administrative, technical and professional grade grew slightly faster (10.5 per cent) than the others. In absolute terms, the largest increase in the number employed was observed in the minor employees' grade.

#### 4. Employees registered under the Employees' Provident Fund

Latest available figures of the number of employees registered under the E.P.F. are in respect of the year 1968. The employees registered under the E.P.F. have been classified according to principal industrial categories. These figures are reported below for the years 1965 to 1968.

TABLE II (I) 4

	No. registered at end of year			
	1965	1966	1967	1968
1. Export Agriculture ..	1,072,892	1,126,829	1,191,585	1,246,138
2. Other Agriculture ..	1,973	3,355	3,734	4,743
3. Mining and Quarrying ..	1,528	2,443	2,903	2,968
4. Manufacturing ..	111,168	143,520	160,839	174,187
5. Construction ..	15,111	17,026	18,929	24,890
6. Trade and Transport ..	135,174	148,787	163,574	176,502
7. Services ..	76,484	83,429	92,458	99,452
8. Unclassified* ..	15,735	17,762	18,930	11,388
Total ..	1,430,065	1,543,151	1,652,952	1,740,268

Source: Central Bank of Ceylon

\* Includes errors and omissions

Note: Figures are very provisional

- (i) They include employees who have vacated employment and yet continue to have credit balances with the E.P.F.
- (ii) They do not include employment in trades having approved Provident Funds.
- (iii) The basis of classification according to industry was, in absence of any other information at present, the nature of establishment, which in many instances did not reveal the actual nature of the industry. This is therefore a rough classification.

At the end of 1968 about 72 per cent of the registered employees were in Agriculture, 10 per cent in Manufacturing, and 10 per cent in Trade and Transport. This had also been the general pattern of distribution of the registered employees under the E.P.F. at the end of 1967.

The number of employees registered under the E.P.F. in 1968 rose by 5.3 per cent in comparison with 1967. The increase in the numbers registered for the two earlier years were 7.9 per cent (1966 over 1965) and 7.1 per cent (1967 over 1966). The annual average growth rate for the whole period 1965-1968 works out to 6.8 per cent. In 1968, the largest increases have occurred in Other Agriculture (27 per cent) and Construction (32 per cent). Substantial increases were evident in Manufacturing (8.3 per cent), Trade and Transport (7.9 per cent) and Services (7.6 per cent).

Table II (I) 5 gives the distribution of registered employees under the E.P.F. according to industry and district as at end of 1968.

TABLE II (I) 5

Employment Matrix showing number of employees registered under the  
E.P.F. according to District and Industry for 1968

End of year figures

District Industry	Colombo	Kegalle	Matara	Ratnapura	Kandy	Nuwara Eliya	Kalutara	Jaffna	Puttalam and Chilaw	Kurunegala	Badulla	Galle	Vavuniya	Matale	Anuradhapura	Hambantota	Trincomalee	Batticaloa	Polonnaruwa	Mannar	Total
1. Export Agriculture ..	26,329	98,717	90,694	174,434	266,929	159,260	76,152	229	15,232	36,812	162,583	94,539	—	43,592	—	—	113	523	—	—	1,246,138
2. Other Agriculture ..	1,472	28	52	55	—	5	—	83	8	—	201	1,773	52	—	239	602	—	114	19	10	4,743
3. Mining and Quarrying ..	2,255	—	—	—	—	—	54	—	—	616	—	—	—	43	—	—	—	—	—	—	2,968
4. Manufacturing ..	125,622	1,114	2,163	640	5,433	405	212	3,456	12,386	10,101	1,689	5,906	98	2,107	458	372	456	857	585	127	174,187
5. Construction ..	12,315	266	69	309	3,466	226	5,264	237	39	292	1,201	306	20	216	19	—	116	71	466	12	24,890
6. Trade and Transport ..	108,845	4,389	1,838	4,211	11,996	5,136	3,991	4,264	2,946	6,370	7,682	1,627	701	1,671	1,669	1,022	3,365	2,812	1,500	467	176,502
7. Services ..	55,060	1,508	2,405	2,123	6,368	1,271	2,414	2,208	826	2,381	2,968	10,097	263	1,713	1,254	582	3,287	2,226	348	150	99,452
8. Unclassified* ..	7,285	795	4,656	1,648	31	2,383	1,415	1,321	58	1,430	10,433	1,440	—	25	—	10	—	12	—	470	11,388
Total ..	339,183	106,817	101,877	183,420	294,223	168,686	89,502	11,798	31,495	58,002	165,891	115,688	1,109	48,622	3,689	2,568	7,325	6,229	2,908	1,236	1,740,268

\* Includes errors and omissions.

Source: Central Bank of Ceylon.

Note; (a) Figures relate to the number of employees registered under the E.P.F.

(b) Figures are provisional.

(i) They include employees who have vacated employment and yet continue to have credit balances with the E.P.F.

(ii) They do not include employment in trades having approved Provident Funds.

(iii) The basis of classification according to the industry was, in the absence of any other information at present, the nature of the industry of the employer as indicated by the name of the establishment, which in many instances did not reveal the actual nature of the industry. This is, therefore, a rough classification.

At the end of 1968, 19 per cent of the registered employees were in trades situated in the Colombo District, 17 per cent in Kandy, 11 per cent in Ratnapura, 10 per cent in Nuwara Eliya, 10 per cent in Badulla, 7 per cent in Galle and 6 per cent in Kegalle. In comparison with 1967, the pattern of distribution in 1968 had remained almost the same. As expected, in the Colombo District the majority of the employees were mainly engaged in Manufacturing (37 per cent) Trade and Transport (32 per cent) and Services (16 per cent). Most of the employees in the other districts mentioned were plantation workers. It is also evident from the table that the pattern of distribution of employees in Construction, Trade and Transport and Services in most of the districts was similar.

### 5. Registrants for Employment

At the end of December 1970, the number of registrants for employment or better employment, was 410,746 compared to 341,286 at the end of the previous year. In 1970, the registrants for technical and clerical employment increased by about 13,300 as against 10,000 in the previous year. In the skilled category, the number registered in 1970 was approximately 6,700 and was almost three times as high as in 1969. In 1969, and 1970, the number of registrants for unskilled work was roughly 33,400 and 39,000, respectively.

TABLE II (I) 6

Number of registrants for employment or better employment  
according to registers maintained at the  
Employment Exchanges in the Island

			End of Period Figures				
			Technical & Clerical	Skilled	Semi-skilled	Unskilled	Total
1969	March	..	77,647	26,361	73,562	109,235	286,805
	June	..	78,522	26,891	76,110	115,696	297,219
	September	..	84,066	29,957	84,370	131,644	330,037
	December	..	85,814	31,147	86,492	137,833	341,286
1970	March	..	88,824	33,057	91,743	147,903	361,527
	June	..	92,597	34,018	96,619	157,051	380,285
	September	..	95,859	35,333	93,363	162,838	387,393
	December*	..	99,111	37,882	96,891	176,862	410,746

Source: Department of Labour.

\* Provisional.

Table II (I) 6 shows that in 1970, 67 per cent of the total number of registrants for employment were either semi-skilled or skilled. The proportion of registrants for technical and clerical work was also high. In 1970, 24 per cent of the total number of registrants were in the Technical and Clerical category. The corresponding figure for 1969 was 27 per cent.

## 6. Labour Relations

The Labour Department provides data on the number of strikes, number of workers involved, and the number of man days lost as a result of strikes in the private sector trades. The information obtained from the Labour Department for the year 1970 is shown in Table II (1) 7.

**TABLE II (I) 7**  
**Strikes in Private Sector Trades**

Year	Plantations			Other Employments		
	No. of Strikes	Workers Involved	Man days lost	No. of Strikes	Workers Involved	Man days lost
1960 ..	123	42,528	259,948	37	4,839	15,139
1961 ..	90	29,223	317,866	39	38,013	170,372
1962 ..	138	42,569	193,792	550	25,730	801,882
1963 ..	174	62,511	359,905	58	21,819	479,678
1964 ..	201	68,009	611,060	103	21,400	274,623
1965 ..	175	70,929	482,259	55	10,085	89,952
1966 ..	132	138,259	4,117,264	32	4,592	34,351
1967 ..	194	74,968	414,636	36	14,883	284,709
1968 ..	171	65,909	722,690	26	11,308	265,726
1969 ..	146	56,861	406,150	43	6,317	58,015
1970*	217	77,598	841,597	52	8,976	108,071

Source: Department of Labour.

\* Provisional.

The total number of strikes in the plantations sector in 1969 was 146. In 1970 there were 217 strikes in the same sector. The number of workers involved in strikes also increased from 56,800 in 1969 to 77,600 in 1970. In "Other Employments" there were only nine more strikes in 1970 in comparison with the previous year.

From the point of view of the numbers involved the major strikes have occurred in the first half of 1970.