# (I) EMPLOYMENT & LABOUR RELATIONS

### 1. Introduction

It has been pointed out in earlier reports that the figures on employment and unemployment are not available except for census years or certain years during which data on employment had been collected. Even though 1971 was a census year it will take some time before the relevant figures are available for analysis. The only available figures of some relevance are the number of registrants for employment or better employment with the Employment Exchanges. Even though they are unsatisfactory as estimates of totals, they would broadly indicate trends.

With a view to supplementing these figures, the Central Bank conducts an annual inquiry into employment in the public sector. The Bank also obtains information on employees registered under the Employees' Provident Fund (E. P. F.) for which the latest available data are for the year 1970. The E. P. F. figures by themselves are incomplete as there are a number of approved private provident funds (A. P. P. F.). An attempt was made to achieve completeness by requesting these funds to supply relevant employment figures.

The Department of Census and Statistics conducted a Socio-Economic Survey of Ceylon covering the period of two months starting from 1. 11. 69. According to the results of this Survey 557,000 persons were unemployed while 3,518,000 persons were employed. Thus the unemployed comprised 14 per cent of the workforce.

# 2. Number Placed In Employment

The annual figures of the number of persons placed in employment by Employment Exchanges from 1960 to 1971 are given in Table II (I) 1. The total number of persons placed in employment by Employment Exchanges during

TABLE II (I) 1

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

	Technical & Clerical		s	Skilled		Semi-skilled		Unskilled		Total	
Year	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	Per- cent of total regis- trants	
1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970	1,400 1,259 1,263 1,322 1,722 1,495 1,056 1,018 680 865 526 628	4.6 3.7 3.7 4.4 2.7 1.6 1.4 0.9 1.0	771 631 468 502 535 846 740 588 780 710 584 806	4.6 3.5 2.7 3.0 3.2 4.2 3.4 2.5 3.1 2.3 1.5	1,247 964 809 836 945 1,035 917 712 794 800 428 446	3.6 2.8 2.3 2.3 2.5 2.1 1.1 0.9 0.4	4,744 2,794 2,315 2,466 3,599 3,753 4,089 1,936 2,696 2,696 1,287 1,676	3.9 3.5 3.9 5.5 5.0 4.5 2.1 2.6 2.1	8,162 5,648 4,857 5,129 6,801 7,129 6,802 4,254 4,950 5,283 2,825 3,556	3.7 3.2 3.4 4.3 3.6 2.9 1.7 1.8 1.5 0.7	

Provisional.

Source: Department of Labour.

the year 1971 was 3,556. Although the numbers placed in employment during the year in respect of all the categories of workers were more when compared with those of last year, the total placed in employment rose only by 0.1 percentage points.

## 3. Employment in the Public Sector

The response rate for the annual survey conducted by the Central Bank for the year 1971 in respect of employment in semi-government institutions (Public Corporations, Universities, Research Institutes, Boards, etc.) was good. To a similar inquiry into employment in the government service, the response from the government departments was poor. Figures for those government departments which did not respond to the inquiry were obtained from the Estimates of Government Revenue and Expenditure for 1970/71 and 1971/72 which give the approved cadre but may not be the numbers in actual employment.

The employees are classified according to categories and status (permanent), temporary and casual). The categories considered were:-

- (i) Administrative, Technical and Professional officers of staff rank;
- (ii) Sub-ordinate Employees;
- (iii) Minor Employees;
- (iv) School Teachers (in case of Government Departments);
- (v) Others.

### (a) Government Departments

The estimates of employment in government departments for the years 1970 and 1971 are shown in Table II (I) 2. As it is apparent from the table, the employment statistics in respect of the government departments also include data relating to government school teachers. In 1971, about 58 per cent of the total number of employees were in the subordinate and minor grades. Of these, subordinate employees accounted for 31 per cent while the minor employees accounted for 27 per cent of the total. In fact, the pattern of distribution among various categories was roughly the same as in 1970. Officers in the staff rank comprised 3 per cent of the total. The Government school teachers accounted for about 30 per cent of the total in both the years 1970 and 1971.

The share of the permanent employees to the total declined from 89.1 per cent in 1970 to 88.1 per cent in 1971 mainly due to a larger increase in the number of casual workers. Those in the temporary grades declined in absolute terms while their share fell from 5.6 per cent in 1970 to 5.1 per cent in 1971. However, the casual workers have increased from 5.3 per cent in 1970 to 6.8 per cent in 1971.

TABLE II (I) 2 Employment Statistics-Government Departments\*

#### Status and Number Employed Percentage Occupational Permanent Temporary Casual Total change Category over 1970 31st 31st 31st 31st 31st 31st 31st 31st Dec. Dec. Dec. Dec. Dec. Dec. Dec. Dec. 1970 1971 1970 1971 1970 1971 1970 1971 Administrative, Technical and Professional Officers of 8,783 9,898 565 9,229 | 10,470 | +13.4Staff Rank 441 Subordinate 91,852 99,054 2,142 1,699 1,480 1,791 95,474 102,544 + 7.4 employees

13,590

835

283, 188 288, 421 17, 911 16, 689 16, 718 22, 313 317, 817 327, 423

14,311

922

19,994

521

Source: Central Bank of Ceylon.

88,562 86,245

96,966 97,864

27,586 30,300

+ 0.9

+ 9.8

## Notes:

5. Others

1. (i) Legislative officers and Government administrators.

52,661

97,864

28,944

14,687

641

- (ii) Managers, Chairmen and other staff grade officers.
- (iii) Scientists, Technicians and Engineers, Doctors, Professors and Lecturers, Accountants, Valuers.
- 2. (i) Clerical grades.

Minor Employees School Teachers .

Total

(ii) Shroffs.(iii) Stenographers, typists and cypher operators.

59,564

96,966

26,023

- (iv) Telephonists and office-machine operators.
- (v) Translators
- (vi) Extension Inspectors and Investigating Officers.
- (vii) Police and Gramasevakas.
- (viii) Storekeepers.
- 3. (i) Messengers.
  - (ii) Karyala Karya Sahayakas.
  - (iii) Attendants and orderlies.
  - (iv) Drivers (Motor cars, lorries etc.)
  - (v) Unskilled workers.
  - (vi) Semi-skilled workers.
  - (vii) Skilled workers.
- 4. (i) Principals, Vice-Principals, Headmasters and Assistant Headmasters
  - (ii) Professionally qualified such as Trained Teachers, Certified Teachers, and English Certified Teachers.
  - (iii) Graduates, Inter-Arts
  - (iv) Non-Professionally qualified, part-time and casual teachers and trainee teachers and pupil teachers.

The total number of employees in the government departments increased by 3.0 per cent in 1971. The officers in the administrative grades recorded the highest increase of 13.4 per cent over the figure for 1970. The number in the subordinate grades and school teachers recorded increases of 7.4 per cent and 0.9 per cent respectively. The number of minor employees, however, recorded a decrease of 2.6 per cent in 1971.

### (b) Semi-Government Institutions

The estimates of employment in Semi-Government Institutions are given below in the Table II (I) 3.

TABLE II (I) 3 Employment Statistics - Semi-Government Institutions\*

		Status and Number Employed								
	Pern	Permanent		Temporary		Casual		Total		
	31 st Dec. 1970	31st Dec. 1971	31st Dec. 1970	31st Dce. 1971	31st Dce. 1970	31st Dec. 1971	31st Dec. 1970	31st Dec. 1971	chan- ge over 1970	
1 Administrative Technical and Professional officers of staff rank	. 6,011	6,581	281	313	23	14	6,315	6,908	+ 9.4	
2. Subordinate Employee	8. 30,047	33,149	.765	343	499	392	31,311	33,884	+ 8.2	
3. Minor Employees	. 83,941	93,453	9,887	10,216	28,852	16,196	122,680	119,865	- 2.3	
4. Others	5,969	8,947	228	640	3,712	5,624	9,900	15,211	+53.5	
Total .	125,968	142,130	11,161	11,512	33,086	22,226	170, 215	175,868	+ 3.3	

Source: Central Bank of Ceylon.

### Notes:-

- (i) Legislative officers and Government Administrators.
   (ii) Managers, Chairmen and other staff grade officers. 1.

  - Scientists, Technicians and Engineers, Doctors, Professors and Lecturers. Accountants, Valuers.
- Clerical grade.
  - (ii) Shroffs
  - Stenographers, Typists and Cypher Operators. Telephonists and office machine operators. (iii)
  - (iv)
  - (v) Translators
  - Extension Inspectors and Investigating officers Police and Gramasevakas. (vi)
  - (vii)
  - (viii) Storekeepers.
- (i) Messengers
  - (ii) Karayala Karya Sahayakas (iii) Attendants and orderlies

  - Drivers (motocars, lorries etc.) Unskilled workers (iv)
  - (v)
  - Semi skilled workers
  - Skilled workers (vii)
    - Public Corporations, Universities, Boards etc.

The rate of absorption into employment in Semi-Government Institutions declined in 1971. The percentage increases in the total employment in 1971 and 1970 were 3.3 and 8.3 respectively. This decline in the rate of expansion is reflected in all the categories except the category of 'others'. The percentage increases of the employment in the categories of 'staff rank' and 'subordinate employees' were 9.4 and 8.2 respectively; the corresponding figures for 1970 being 10.5 and 9.7. In the case of minor employees there was a decline of 2.3 per cent whereas the employment in the category of 'others' registered an increase of 53.5 per cent.

In 1971, 68 per cent of the employees in Semi-Government Institutions had been in the category of minor employees. The corresponding figure for 1970 was 72 per cent. The proportions of administrative officers and the subordinate officers for years 1970 and 1971 were roughly the same, while the percentages of the employees in the other category were 5.8 and 8.7 respectively.

In 1971 about 81 per cent of the total employees were in the permanent category while the corresponding percentage for 1970 was about 74. Casual employees consisted of about 13 per cent of the total employees in 1971. The corresponding percentage for this category for 1970 was 19. For 1970 and 1971, about 7 per cent of the total employees were temporary.

# 4. (a) Employees registered under the Employees' Provident Fund

The latest available figures on the number of employees registered under the E. P. F. are in respect of the year 1970. The employees registered under the E. P. F. have been classified according to main industrial categories. These figures are reported below for the years 1967 to 1970.

TABLE II (I) 4

			No. registered at end of year					
· . <u>·</u>			1967	1968	1969	1970		
2. Other 3. Minin 4. Manu 6. Const 5. Trade 7. Service	t Agriculture Agriculture g and Quarrying facturing ruction and Transport es ssified		1,191,585 3,734 2,903 160,839 18,929 163,574 92,458 18,930	1,246,138 4,743 2,968 174,187 24,890 176,502 99,452 11,388	1,220,989 6,415 3,351 206,194 19,745 186,733 105,794 4,719	1,251,339 8,140 3,424 225,914 22,096 198,476 112,875 6,373		
	Total	••	1,652,952	1,740,268	1,753,940	1,828,637		

Source: Central Bank of Ceylon

<sup>•</sup> Includes errors and omissions

Note: 1. Figures include employees who have vacated employment and yet continue to have credit balances with the E P.F.

<sup>2.</sup> 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.

Of the total number of employees registered with E. P. F. in 1970, 69 per cent were in Agriculture, 12 per cent in Manufacturing and 11 per cent in Trade and Transport. The general pattern of distribution has been the same as in the past years. The number of employees under the E. P. F. rose by 4.3 per cent in 1970 over the figure for 1969. This increase constituted nearly 68 per cent of the increase in workforce. There has been a drop in the annual rate of increase in 1969. However, the average annual growth for the period 1967-70 was 3.5 per cent. In 1970, the largest increase occurred in Other Agriculture (by 27 per cent), while there were substantial increases in Construction (by 12 per cent), Manufacturing (by 10 per cent), Services (by 7 per cent), and Trade and Transport (by 6 per cent).

The Table II (I) 5 gives the distribution of registered employees under the E. P. F. according to industry and district as at end of 1970.

Of the total number of registered employees under the E. P. F. 22 per cent were in industries situated in the Colombo district, 16 per cent in Kandy, 10 per cent in Ratnapura, 9 per cent each in Nuwara Eliya and Badulla, 7 per cent in Galle, and 6 per cent each in Kegalle and Matara. The pattern of distribution has been almost the same as in the previous years. Of the total number of registered employees in the Colombo district, 42 per cent were in Manufacturing, 31 per cent in Trade and Transport, and 16 per cent in the Services. Most of the employees in other districts were engaged in agricultural pursuits. The general pattern of distribution of employees in Manufacturing, Construction, Trade and Transport, and Services in most of the districts was similar.

# (b) Employees in Approved Private Provident Funds

The other main source of registered employees in the Private Sector is the Approved Private Provident Funds (A. P. P. F.). During the year, the Central Bank requested these Funds to furnish the number of members in the Funds and the description of the main businesses in which the members were employed. The response was satisfactory. However, a good number of small Funds did not send in their returns and their trades are left unclassified. The department of Labour furnished the aggregate total numbers in all the Funds. Table II (I) 6 shows the industry-wise classification of employees registered under A.P.P.F.

The registered employees in the Approved Private Provident Funds also include the staff of some of the large State Corporations and Institutions such as the Ceylon Transport Board, and the Ceylon Electricity Board.

It is evident from the table that in 1971 the largest increases have occurred in Services (by 13 per cent) and Manufacturing (by 9 per cent). The average annual increase in the total number of employees in the Funds was about 2 per cent during the years 1969/71.

TABLE II (I) 5

Number of employees registered under the E.P.F. according to District and Industry for 1970

End of year figures Eliya Anuradhapur Polonnaruwa District Hambantota Kurunegala Ratnapura Vavuniya Batticaloa Colombo Puttalam Chilaw Kalutara Kegalle Badulla Matale Matara Kandy Galle Industry 1. Export 27, 153 101, 765 101, 971 179, 793 262, 260 153, 949 75, 629 257 16,568 40,266 148,001 100,218 42,863 500 1,251,339 Agriculture 146 Other 198 158 239 184 Agriculture 2,071 373 325 429 615 227 30 81 303 2,188 58 8,140 19 3. Mining and 591 2,728 Quarrying 57 48 3,424 123 446 7.023 3,859 14,076 10,609 1,862 1,646 504 422 588 1,149 714 Manufacturing 166.693 1,299 2,675 4,477 6,264 713 225,914 Construction 14, 176 321 132 352 3,340 175 333 1,250 355 119 126 22,096 Trade and .. 122,147 6,000 5,814 1,265 4,101 5,087 3,212 7,743 7,473 802 1,829 1,845 1,135 3,035 3,040 1,628 4,778 2,850 4,637 12,767 2,131 198,476 Transport . 911 2,494 10,901 295 1,910 1,655 1.783 7.420 2,343 3,866 686,3,278,2,197 400 Services 62,327 2,534 2.302 112,875 Unclassified\* 33 158 33 3,297 51 217 549 465 36 175 898 348 6,373 \_\_ Total  $-\frac{1}{2}$ 

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) Figures 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 Private 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 industry. This is, therefore, a rough classification.

TABLE II (I) 6
Employees registered in Approved Private Provident Funds

	1969	1970	1971
<ol> <li>Export Agriculture</li> <li>Other Agriculture</li> <li>Mining &amp; Quarrying</li> <li>Manufacturing</li> <li>Construction</li> <li>Trade and Transport</li> <li>Services</li> <li>Unclassified</li> </ol>	 9,024 83 3,751  8,877 56,197 29,739	8,736 84 3,825 8,842 63,606 24,392	8,474 90 4,181 8,824 72,086 18,345†
Total	 107,671	109,485	112,000†

Sources: Central Bank of Ceylon and Department of Labour.

- \* Number of members in the Funds pending classification
- † Provisional

# 5. Registrants for Employment

The number of registrants at Employment Exchanges for employment or better employment at the end of 1971 was 435,224 compared with 410,920 fat the end of the previous year. In 1971, the registrants for technical and clerical employment decreased by 3,014 as against an increase of about 13,300 in the previous year. In the skilled category, the number registered in 1971 was 3,758 and this was less than that in 1970. In 1970 and 1971, the number of registrants for unskilled work was roughly 39,000 and 21,200 respectively.

TABLE II (I) 7

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

		1	End of Period Figures						
		Technical & Clerical	Skilled	Semi-skilled	Unskilled	Total			
1969	December	85,814	31,147	86,492	137,833	341,286			
1970	March June September December	88,824 92,597 95,859 99,103	33,057 34,018 35,333 37,876	91,743 96,619 93,363 96,923	147,903 157,051 162,838 177,018	361,527 380,285 387,398 410,920			
1971	March June September December*	96.913 96,100 94,595 96,089	38,116 38,889 41,301 41,634	96,982 94,035 97,774 99,207	182,650 181,513 192,140 198,294	414,661 410,537 425.810 435,224			

Source: Department of Labour.

<sup>·</sup> Provisional.

The rate of increase of registrants at Employment Exchanges slowed down from 22 per cent in 1970 to 6 per cent in 1971. However, the number registered as unskilled grew at 9 per cent. The unskilled category still predominated with 46 per cent of the total while skilled workers accounted for the lowest proportion (of 10 per cent) among all categories.

### 6. Labour Relations

The data for 1971 on the number of strikes, the number of workers involved and the number of man-days lost in the private sector are shown in Table II (I) 8.

TABLE II (I) 8
Strikes in Private Sector Trades

Year			Plantations		Other Employments			
		No. of Strikes	Workers Involved	Man days lose	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	<b>26</b> .	11.308	265,726	
1969	• •	146	56,361	406, 150	43	6.317	58,015	
1970		254	125,530	1,030,310	86	23,488	281,253	
1971		125	50,847	273,531	32	39,955	239,760	

Source: Department of Labour.

In 1971, the number of strikes in the plantations sector was 125 as compared with 254 in 1970. There was a decrease in the number of workers involved in strikes from 125,530 in 1970 to 50,847 in 1971. In the category of "Other Employments" too, the number of strikes was less in 1971 than the number in 1970.

In comparison with the figures for 1969 there was an increase of about 80 per cent in the total number of strikes in 1970. However, the situation changed completely in 1971. In 1971, the number of strikes fell by 54 per cent from that of 1970. The total number of strikes that took place in 1971 in plantations and other employments was 157 of which 93 occurred during the first 3 months of the year.

Wage disputes were less important than general working conditions in the strikes of 1971. Nearly 27 per cent of the work stoppages was on account of demands for better working arrangements and disputes with sub-staff. It is not possible to estimate the economic loss in the value added as a consequence of these stoppages but judging from the number of man-days lost it was not significant compared to the loss in 1970. However, it should be noted that the "state of emergency" would have reduced the number of strikes but the man-days lost due to the island-wide curfew in certain months would have been large.