

(I) EMPLOYMENT & LABOUR RELATIONS**Summary**

Employment statistics covering all economic sectors are available only from Census Reports for the Census years and from sample surveys for a few selected years. In the absence of data on a regular basis, an analysis of the current employment situation is not attempted here.

The number of persons placed in employment by the Employment Exchanges increased from 4,254 in 1967 to 5,729 in 1968. These figures do not include numbers employed independently of the employment exchanges and in no way reflect the change in the employment situation in the country

The Central Bank conducts an annual survey of employment in the public sector covering government departments and semi-government institutions (Public Corporations, Universities, Research Institutes, Boards etc.). According to this survey, there was a general increase in employment in government departments and semi-government institutions covered by the survey. The total increase in government departments was 2.9 per cent and in semi-government institutions 14.1 per cent. In the government sector, significant increases were recorded in the Land Development, Agrarian Services and Forest Departments. The percentage increases in these departments were 13.0, 8.6, and 5.6 per cent, respectively.

In the semi-government sector, substantial increases in employment were seen in the State Engineering Corporation 23.7 per cent, and the River Valleys Development Board 11.8 per cent. These increases reflect an expansion of investment activity by the Corporations.

The Survey classified employees under four categories (1) Administrative, Technical and Professional, (2) Subordinate, (3) Minor and (4) Others (see notes, to Table II (I) 2). Of the total increase in employment in the government departments, nearly 55 per cent consisted of subordinate employees, about 31 per cent minor employees and 9 per cent administrative, technical and professional employees. In the semi-government sector, the proportions were different. In this sector, about 70 per cent of the increase consisted of minor employees, 18 per cent sub-ordinate employees and 6 per cent administrative, technical and professional employees.

In regard to employment in private sector industry, according to the Central Bank's Survey on Industrial Production discussed in detail in part II B of the report, total employment in the establishments covered increased from 74,000 in 1967 to 101,000 in 1968. This increase of 27,000 or 36 per cent is partly due to a rise in the number of establishments covered in most industrial groups; and, a part of this increase is in respect of industrial corporations. Nevertheless, these figures do indicate that there has been a rise in employment in the private sector industry.

The increase in the number of registrants for employment or better employment with the Employment Exchanges in 1968 at 6.9 per cent was less than in the previous year, viz., 7.6 per cent. Registrants are classified under four categories (a) Technical and clerical, (b) Skilled, (c) Semi-skilled and (d) Unskilled. The largest increase, 10.3 per cent, was in the unskilled category. Unskilled workers constituted 37.8 per cent of the total registrants in 1968.

In 1968, labour relations in the private sector trades as indicated by the number of strikes were better than in the previous year. Compared with 230 strikes in 1967, there were only 166 strikes in 1968. The number of workers

involved too were less than in the previous year. The total number of man-days lost, however, was more than in the previous year. The strikes in tea plantations and in the Colombo Port were mainly responsible for the increase in the number of man-days lost. The principal causes for the strikes were dismissals or loss of employment. Nearly a third of the strikes were due to these causes.

In November 1968, a section of the public servants struck work. This strike which lasted about four weeks, arose mainly from a demand for an increase in salaries.

Number Placed in Employment

The number of persons placed in employment by the Employment Exchanges is given in the Table II (I) 1 below. Out of a total of 5,729 persons placed in employment, 13.3 per cent consisted of technical and clerical, 14.0 per cent skilled, 13.7 per cent semi-skilled and 59.0 per cent unskilled workers. The total number of persons placed represented 2.1 per cent of the number of registrants for employment. The corresponding figure for 1967 was 1.7 per cent.

TABLE II (I) 1

The number of persons placed in employment and its relative importance to total registrants in each category

	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	Per-cent
1958	1,827	9.2	800	5.9	1,006	3.1	2,251	4.4	5,884	5.0
1959	1,667	8.0	1,045	7.5	1,275	3.8	3,218	5.4	7,205	5.6
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*	759	1.0	803	3.2	785	1.1	3,382	3.3	5,729	2.1

Source: Department of Labour.

* Provisional

Employment in the Public Sector

The Central Bank survey for 1968 sought more detailed information from a larger number of government and semi-government institutions than in previous years. The Bank received figures from 89 Government Departments and 46 semi-government institutions. Figures for the departments which did not respond to the inquiry, however, were estimated as far as possible from the information on cadre given in the Estimates of Government Revenue and Expenditure for 1967/68 and 1968/69.

The following table shows figures of employment in the government departments covered by the survey at the end of 1967 and 1968 classified under the categories—(1) Administrative, Technical and Professional officers of staff rank (2) Subordinate employees, (3) Minor employees and (4) Others (see notes at the foot of the table).

TABLE II (I) 2
Employment Statistics - Government Departments

Occupational Category	Status and Number Employed								Percentage change over 1967
	Permanent		Temporary		Casual		Total		
	1967	1968	1967	1968	1967	1968	1967	1968	
1. Administrative, Technical and Professional Officers of staff rank	5,822	6,288	299	331	16	15	6,137	6,634	+ 8.1
2. Subordinate Employees	83,005	85,800	1,367	1,317	736	865	85,708	87,982	+ 3.4
3. Minor Employees	78,279	79,193	2,230	2,425	6,766	7,271	87,275	88,889	+ 1.8
4. Others	3,846	4,132	309	234	399	456	4,554	4,822	+ 5.9
Total	170,952	175,413	4,205	4,307	7,917	8,607	183,074	188,327	+ 2.9

Source: Central Bank of Ceylon.

- Notes: 1
- i. Legislative Officers and Government Administrators.
 - ii. Manager, Chairman 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 Investigations Officers; Police and Gramasevakas.
 - iii. Storekeepers.
- 3
- i. Messengers; Karayala Karya; Attendants and orderlies; Drivers (Motor cars lorries etc.); unskilled workers; Semi-skilled workers,
 - ii. Skilled workers.

The above table shows that at the end of 1968 over 93 per cent of the employees in the Government Departments covered by the survey were in the subordinate and minor grades, while only about 3 per cent belonged to the administrative, professional and technical category. The proportions for subordinate and minor categories were 46.7 per cent and 47.2 per cent respectively. At the end of 1968, 93.1 per cent of employees were permanent, 2.3 per cent temporary and 4.6 per cent casual.

The total number of employees in the Government Departments covered by the survey increased from 183,074 at the end of 1967 to 188,327 at the end of 1968. Of this increase, 54.7 per cent was in the subordinate category, 30.7 per cent in the minor category and 9.5 per cent in the administrative, technical and professional category.

The following table shows employment in semi-government institutions at the end of 1967 and 1968.

TABLE II (I) 3

Employment Statistics - Semi-government Institutions

Occupational Category	Status and Number Employed								Percentage change over 1967
	Permanent		Temporary		Casual		Total		
	1967	1968	1967	1968	1967	1968	1967	1968	
1. Administrative, Technical and Professional Officers of staff rank	3,177	4,024	235	345	-	13	3,412	4,382	+ 28.4
2. Subordinate Employees	19,415	22,229	718	824	261	280	20,394	23,333	+ 14.4
3. Minor Employees	67,937	73,531	3,138	3,536	16,372	21,675	87,447	98,742	+ 12.9
4. Others	2,347	3,118	23	25	216	306	2,586	3,449	+ 33.4
Total	92,876	102,902	4,114	4,730	16,849	22,274	113,839	129,906	+ 14.1

Source: Central Bank of Ceylon.

Notes to Table II (I) 2 are applicable to this Table.

In the 46 semi-government institutions which responded to the inquiry, subordinate and minor employees constituted 18.0 per cent and 76.0 per cent respectively of the total employees. The proportion of administrative, technical and professional employees was 3.4 per cent. At the end of 1968, 79.2 per cent of the employees were permanent, 3.6 per cent temporary and 17.1 per cent casual. Employment in the 46 semi-government institutions increased by 16,067 to 129,906. Of this increase, 70.3 per cent consisted of minor employees, 18.3 per cent subordinate employees and 6.0 per cent administrative, technical and professional employees. The percentage increase in all the semi-government institutions covered was 14.1 per cent. Significant increases were reported in the State Engineering Corporation 23.7 per cent and River Valleys Development Board 11.8 per cent.

Registrants for employment

In 1968, there was an increase of 6.9 per cent in the number of registrants for employment or better employment, with the Employment Exchanges. (See Appendix Table 45). The figure for the previous year was 7.6 per cent. The increases for the various categories were 3.7 per cent for technical and clerical, 5.7 per cent for skilled, 6.1 per cent for semi-skilled and 10.3 per cent for unskilled workers. The comparable figures for the previous year. were 9.9, 8.9, 10.9, and 3.5 per cent, respectively.

Labour Relations¹

In 1968, the total number of strikes in the private sector trades and the number of workers involved were less than the corresponding figures for the previous year. There were 166 strikes involving 64,810 workers as against 230 strikes involving 89,851 workers in 1967. Roughly 88 per cent of the strikes were in plantations, mainly tea estates. They accounted for roughly 86 per cent of the total number of workers involved. There was also in November 1968, a strike by a section of the public servants lasting about four weeks. This strike arose mainly from a demand for an increase in salaries.

¹ The figures for the year on strikes and man-days lost available at the time of writing this Report are provisional.

Table II (I) 4 shows the number of strikes, the number workers involved and the number of man-days lost as a result of the strikes in the private sector trades.

TABLE II (I) 4
Strikes in Private Sector Trades

Year	Plantations			Other Employment		
	No. of Strikes	Workers involved	Man-days lost	No. of Strikes	Workers involved	Man-days lost
1956 ..	99	56,908	200,888	115	31,852	152,966
1957 ..	177	297,061	618,050	127	70,239	190,443
1958 ..	123	39,372	340,632	96	42,713	399,228
1959 ..	177	47,318	352,095	71	42,453	460,141
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*	146	55,817	608,276	20	8,993	210,706

Source: Department of Labour.

* Provisional.

The total number of man-days lost on account of strikes increased from 699,345 to 818,982 i.e. by 17.1 per cent. Of the total for 1968, man-days lost in tea plantations alone amounted to 70 per cent. Significant losses were also seen in the Colombo Port and tea-cum-rubber estates which amounted to 10.2 per cent and 3.7 per cent respectively of the total number of man-days lost.

An analysis of the underlying causes for the strikes in 1968 shows that 31.3 per cent of the strikes resulted from dismissals or loss of employment. Strikes due to disputes arising from administrative rules and working arrangements constituted 22.3 per cent and those due to general demands, 10.8 per cent of the total number of strikes.