

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

Data relating to employment and unemployment in Ceylon which are available on a regular basis, consist of numbers placed in employment by Employment Exchanges and registrants for employment or better employment at the Exchanges; these depict only partially, the current employment situation in the country. To supplement these figures, the Central Bank conducts an annual inquiry into employment in Government Departments and Semi-Government Institutions (Public Corporations, Universities, Boards etc.) The Bank also now collects details of employees registered under the Employees' Provident Fund from the records of its E. P. F. Department. They are based on returns furnished to the Superintendent, E. P. F. by employers in respect of 'covered' employments.<sup>1</sup><sup>2</sup> These figures which are classified according to industry and district were available at the time of writing, only up to the year 1967. They are nevertheless useful because they do indicate the geographical and industrial distribution of a large segment of employment in the island.

In 1969, the number of persons placed in employment by the Employment Exchanges rose by 7 per cent. This rise consisted of almost entirely unskilled and technical and clerical workers.

According to the annual survey of employment in the public sector conducted by the Central Bank, the number of employees rose by 3.3 per cent in Government Departments and by 7.6 per cent in Semi-Government institutions. The growth of employment in the Semi-government institutions was mainly in Petroleum, State Engineering, National Salt and Cement Corporations and in the C. T. B. and River Valleys Development Board. In several public Corporations employment increased as a result of greater constructional activity by the Corporations.

According to data collected from the E. P. F. Department of the Bank, the number of employees covered by the E. P. F. rose at an annual rate of 7.6 per cent between 1964 and 1967. The largest increases were in agriculture other than export agriculture<sup>3</sup> and manufacturing and services.<sup>4</sup> These figures also indicated that while workers in Manufacturing Industries were largely concentrated in Colombo, those engaged in Trade, Transport and Services were more evenly distributed in the Island. It should, however, be noted that an increase in the number of persons registered under the E. P. F. is partly due to an increase in employment and partly due to new employments being brought under the E. P. F. Act and stricter enforcement.

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1. "Covered" employments consist at present of estates which employ 5 or more persons and establishments other than estates which employ 3 or more persons.
  2. These figures exclude employees who contribute to approved Provident Funds.
  3. Export Agriculture relates to Tea, Rubber and Coconut.
  4. Includes, hotels, laundries, barber saloons etc.

At the end of 1969, the number of registrants for employment or better employment with the Employment Exchanges stood at 341,286. About 40 per cent of this number consisted of un-skilled workers, 25 per cent technical and clerical workers, 26 per cent semi-skilled workers and 9 per cent skilled workers.

### Number placed in employment

Table II (I) 1 below shows annual figures of the number of persons placed in employment by the Employment Exchanges from 1960 to 1969, classified under 4 categories viz. Technical and Clerical, Skilled, Semi-skilled and Unskilled.

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	1,934	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

\*Provisional

Source: Department of Labour.

The total number of persons placed in employment increased from 4,950 in 1968 to 5,283 in 1969. The percentage increase in 1969 was 7 per cent compared to an increase of 16 per cent in the previous year. The increase in the number placed in 1969 consisted almost entirely of unskilled and technical and clerical workers. They rose by 212 and 185 respectively.

### Employment in the Public Sector

Data on employment in Government Departments and Semi-Government Institutions (Public Corporations, Universities, Research Institutes, Boards etc.) are based on an annual inquiry conducted by the Central Bank. The response to the inquiry in 1969 was better than in 1968. In 1968, 89 government departments and 46 semi-government institutions had responded to the inquiry. In

1969, the response increased to 96 government departments and 55 semi-government institutions. The figures for those government departments which did not respond were estimated as far as possible, on the basis of the information on cadre given in the Estimates of Government Revenue and Expenditure for 1968/69 and 1969/70.

Employment figures 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.

### Government Departments

The estimates of employment in government departments for the years 1968 and 1969 are given in Table II (I) 2.

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

Occupational Category	Status and Number Employed								Percentage change over 1968
	Permanent		Temporary		Casual		Total		
	1968	1969	1968	1969	1968	1969	1968	1969	
1. Administrative, Technical and Professional Officers of staff Rank	8,178	8,729	171	180	53	89	8,402	8,998	+ 7.1
2. Subordinate Employees	95,413	96,740	1,074	1,894	1,765	1,146	98,252	99,780	+ 1.6
3. Minor Employees	56,209	58,822	11,818	12,088	28,968	30,397	96,995	101,307	+ 4.4
4. Others	8,666	9,555	510	422	1,037	781	10,213	10,758	+ 5.3
<b>Total</b>	<b>168,466</b>	<b>173,846</b>	<b>13,573</b>	<b>14,584</b>	<b>31,823</b>	<b>32,413</b>	<b>213,862</b>	<b>220,843</b>	<b>+ 3.3</b>

Source: Central Bank of Ceylon.

Notes:—

1. i. Legislative officers and Government 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 Gramasevakas.  
iii. Storekeepers.
3. i. Messengers, Karayala Karya Sahayaka, Attendants and orderlies, Drivers (motor cars, lorries etc.) Unskilled workers, Semi-skilled workers.  
ii. Skilled workers.

\* See note at the foot of table II (I) 1

The above table shows that both in 1968 and 1969 about 91 per cent of the total number of employees in government departments was in the subordinate and minor grades; subordinate employees accounted for 45 per cent and minor employees for 46 per cent in 1969. The proportion of employees in administrative, technical and professional grades was 4 per cent.

The classification of employees according to status shows that in 1969 about 80 per cent of the total number of employees in government service consisted of permanent employees, about 15 per cent casual employees and 7 per cent temporary employees. These percentages for 1969 are roughly the same as for 1968.

The total number of employees in government service increased by 3.3 per cent in 1969. This increase consisted mainly of minor and subordinate employees of the total increase, the rise in the number of minor employees amounted to 62 per cent and of subordinate employees to 22 per cent. The increase in the administrative, technical and professional officers amounted to only 8 per cent of the total increase.

### Semi-Government Institutions

Estimates of employment in Semi - Government institutions are given in Table II (I) 3 below:

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

Occupational Category	Status and Number Employed								Percentage change over 1968
	Permanent		Temporary		Casual		Total		
	1968	1969	1968	1969	1968	1969	1968	1969	
1. Administrative, Technical and Professional Officers of staff rank	4,410	4,939	365	350	2	6	4,777	5,295	+ 10.8
2. Subordinate Employees	22,529	24,864	362	1,020	331	401	23,222	26,285	+ 13.2
3. Minor Employees	75,391	73,551	716	5,800	25,630	28,321	101,737	107,672	+ 5.8
4. Others	4,330	4,926	84	85	109	242	4,523	5,253	+ 16.1
Total	106,660	108,280	1,527	7,255	26,072	28,970	134,259	144,505	+ 7.6

Source: Central Bank of Ceylon.

Notes:—

1. i. Legislative officers and Government 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, Typist 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 Sahayaka, Attendants and Orderlies, Drivers (motor cars, lorries etc.) Un-skilled workers, Semi-skilled workers.  
ii. Skilled workers.

\* Public Corporations, Universities, Boards etc.

In 1969, minor employees constituted 74 per cent of all employees in semi-government institutions, subordinate employees 13 per cent and administrative, technical and professional officers about 4 per cent.

In 1969, the total number of employees in semi-government institutions was higher than in 1968 by 7.6 per cent. The growth of employment in this sector consisted largely of employees in the minor category. The increase in the number of minor employees amounted to 58 per cent of the total increase. About 30 per cent of the increase consisted of subordinate employees and about 5 per cent administrative, technical, and professional employees. In 1969, notable increases in employment were seen in the Petroleum, State Engineering, National Salt and Cement Corporations and in the Ceylon Transport Board and River Valleys Development Board.

### Employees registered under the Employees Provident Fund

The following table shows the distribution of the number of employees registered under the E. P. F. classified according to principal industrial categories from 1964-1967.

TABLE II (I) 4  
Number of Employees Registered under E.P.F.

	No. Registered at end of year			
	1964	1965	1966	1967
1. Export Agriculture .. ..	1,002,364	1,072,892	1,126,829	1,191,585
2. Other Agriculture .. ..	2,467	1,973	3,355	3,734
3. Mining & Quarrying .. ..	2,052	1,528	2,443	2,903
4. Manufacturing .. ..	106,380	111,168	143,520	160,839
5. Construction .. ..	13,629	15,111	17,026	18,929
6. Trade & Transport .. ..	118,673	135,174	148,787	163,574
7. Services .. ..	67,480	76,484	83,429	92,458
8. Unclassified* .. ..	12,122	15,735	17,762	18,930
Total .. ..	1,325,167	1,430,065	1,543,151	1,652,952

Source: Central Bank of Ceylon

\* Includes errors & 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 the absence of any other information at present, the nature of the establishment, which in many instances did not reveal the actual nature of industry. This is therefore a rough classification.

At the end of 1967, 72 per cent of the registered employees were in Plantations, 10 per cent in Trade and Transport and 10 per cent in Manufacturing. During 1964-67 the number of employees registered under the E. P. F. rose at an annual rate of 7.6 per cent. The largest increases were in agriculture other than export agriculture,<sup>1</sup> manufacturing and services<sup>2</sup> the corresponding annual

1. Export agriculture consists of Tea, Rubber and Coconut.

2. Includes Hotels, Laundry etc.

TABLE II (I) 5

Employment Matrix Showing the Number of Employees Registered Under the E. P. F. According to District & Industry for 1967

End of Year Figures

District \ Industry	Colombo	Kegalle	Matara	Ratnapura	Kandy	Nuwara-Eliya	Kalutara	Jaffna	Puttalam & Chilaw	Kurunegala	Badulla	Galle	Vavuniya	Matale	Anuradhapura	Hambantora	Trincomalee	Batticaloa	Polonnaruwa	Mannar	Total
I. Export Agriculture ..	24,801	95,826	85,497	168,947	259,110	153,999	73,434	290	14,334	34,889	147,201	90,867	-	41,791	-	-	88	511	-	-	1,191,585
II. Other Agriculture ..	1,421	, 28	50	48	-	5	-	82	7	-	107	963	27	-	237	589	-	140	19	11	3,734
III. Mining & Quarrying ..	2,212	-	-	-	-	-	55	-	-	593	-	-	-	43	-	-	-	-	-	-	2,903
IV. Manufacturing ..	111,692	1,007	1,944	585	4,917	368	4,654	3,058	12,067	9,866	1,527	5,318	98	1,362	455	346	335	639	474	127	160,839
V. Construction ..	11,944	143	68	279	3,176	215	226	239	39	290	1,160	268	21	215	19	-	110	62	443	12	18,929
VI. Trade & Transport ..	99,311	4,110	1,707	3,969	11,892	4,896	3,748	4,004	2,880	5,813	7,273	1,509	638	1,506	1,562	937	3,423	2,614	1,368	414	163,574
VII. Services ..	53,165	1,421	2,202	2,000	5,995	1,175	2,116	2,285	812	2,196	2,669	9,996	231	1,649	1,159	542	729	1,654	321	141	92,458
VIII. Unclassified* ..	9,130	910	3,274	210	677	1,212	471	1,071	89	1,054	346	408	-	-	38	-	-	-	2	38	18,930
Total ..	313,676	103,445	94,742	176,038	285,767	161,870	84,704	11,029	30,228	54,701	160,283	109,329	1,015	46,566	3,470	2,414	4,685	5,620	2,627	743	1,652,952

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 the absence of any other information at present, the nature of 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.

average growth rates being 18.7, 17.1 and 16.0 per cent, respectively. In Mining and Quarrying, Construction, Trade and Transport, the average annual growth rate varied between 12.2 and 13.7 per cent, while that in Export Agriculture it was only 6.3 per cent.

Table II (I) 5 shows the distribution of employment according to industry and district at the end of 1967.

At the end of 1967, 19 per cent of the registered employees were in trades situated in the Colombo District, 17 per cent were in Kandy, 11 per cent in Ratnapura, 10 per cent both in Nuwara Eliya and Badulla, 7 per cent in Galle and 6 per cent in Kegalle. Employees in the Colombo District were mainly engaged in Manufacturing, Trade and Transport and Service industries which employed 36 per cent, 32 per cent and 17 per cent respectively of the total number of registered employees in that District. Most of the employees in the other districts mentioned were plantation workers. It is also seen from this table that while workers engaged in Manufacturing industries were largely concentrated in Colombo, workers in Trade and Transport, Construction and other services were more evenly distributed in the island.

#### Registrants for employment

The number of registrants for employment or better employment, as seen in the table below, was 341,286 at the end of 1969 compared to 276,399 at the end of the previous year. At the end of 1969, the proportion of registrants in the unskilled category was larger and the proportion of technical and clerical registrants, somewhat smaller than at the end of 1968; of the registrants at the end of 1969, 40 per cent consisted of unskilled, 26 per cent semi-skilled, 25 per cent technical and clerical and 9 per cent skilled workers; the percentages in 1968 were 38 per cent unskilled, 26 per cent semi-skilled, 27 per cent technical and clerical and 9 per cent skilled workers.

TABLE II (I) 6

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

		End of period figures				
		Technical and Clerical	Skilled	Semi-Skilled	Unskilled	Total
1968	March ..	73,508	23,861	68,892	97,527	263,878
	June ..	72,472	23,236	68,186	96,830	260,724
	September ..	73,885	24,214	69,594	98,582	266,275
	December ..	75,725	25,229	71,021	104,424	276,399
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

Source: Department of Labour.

**Labour Relations**

Data on the number of strikes, the number of workers involved and the number of man-days lost as a result of strikes in the private sector trades are obtained from the Labour Department. At the time of writing this Report, complete data in respect of 1969, were available only for the first eleven months. These data are shown in the following table, from 1960-1969.

**TABLE II (I) 7**  
**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
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
1968 (11 months only) ..	160	61,034	639,258	23	11,205	264,858
1969* (11 months only) ..	129	50,819	343,277	40	5,816	54,493

Source: Department of Labour.

\* Provisional