

**(J) EMPLOYMENT AND LABOUR RELATIONS****1. Introduction**

Figures on employment and unemployment are not collected on a regular basis. Data would be available from 1971 census but it will take some time before the relevant figures are available for analysis. The Department of Census and Statistics conducted a Socio-Economic Survey of Ceylon covering a period of two months starting from 1. 11. 1969. 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 work force.

The available figures of some relevance on a monthly basis are the number of registrants for employment or better employment with the employment exchanges in the island. These figures are incomplete estimates of the numbers unemployed. However, 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 Employees Provident Fund (E. P. F.) for which the latest available data are for the year 1971. The E. P. F. figures by themselves are incomplete as there are a number of Approved Private Provident Funds (A.P.P.F.) which are outside the scheme. An attempt was made to achieve completeness by requesting these funds to supply relevant employment figures.

**2. Number placed in employment by Employment Exchanges**

The annual figures of the number of persons placed in employment by employment exchanges from 1960 to 1972 are given in Table II (J) 1. The total number of persons placed in employment by employment exchanges during the year 1972 was 3293. The numbers placed in employment in 1972 in respect of all categories of workers (except in the semi-skilled group) are less when compared with those of last year; the total placed in employment fell by 8 per cent.

**TABLE II (J) 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 in the category
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
1971	640	0.6	778	1.8	462	0.5	1,701	0.9	3,581	0.8
1972	612	0.7	529	1.2	656	0.6	1,496	0.7	3,293	0.7

Source: Department of Labour.

### 3. Employment in the Public Sector

The response to the annual survey conducted by the Central Bank for the year 1972 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 government departments was fair. 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 not necessarily the numbers in actual employment.

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

1. Administrative, technical and professional officers of staff rank;
2. Subordinate employees;
3. Minor employees;
4. School teachers (in case of government departments);
5. Others.

#### (a) Government Departments

The estimates of employment in government departments for the years 1971 and 1972 are shown in Table II (J) 2.

As the table shows, the employment statistics in respect of the government departments also include data on government school teachers. The government school teachers accounted for about 29 per cent of the total in both 1971 and 1972. In 1972, about 58 per cent of the total number of employees were in the subordinate and minor grades. Of these, subordinate employees accounted for 32 per cent while the minor employees accounted for 26 per cent of the total. The pattern of distribution among various categories was roughly the same as in 1971. Officers in the staff rank comprised 26 per cent of the total.

The share of the permanent employees to the total remained the same, being 87 per cent in both years. Those in the temporary grades increased from 5.1 per cent in 1971 to 5.8 per cent in 1972. However, the casual workers have decreased from 13 per cent in 1971 to 6 per cent in 1972.

The total number of employees in the government departments increased by 6.7 per cent in 1972. The officers in the subordinate grades recorded the highest increase 10.6 per cent over the figure for 1971. The number in the administrative grades, school teachers and minor employees recorded increases of 9.6 per cent, 2.9 per cent and 6.9 per cent respectively.

TABLE II (J) 2

## Employment Statistics-Government Departments\*

Occupational Category	Status and Number Employed								Percentage change over 1971
	Permanent		Temporary		Casual		Total		
	31st Dec. 1971	31st Dec. 1972	31st Dec. 1971	31st Dec. 1972	31st Dec. 1971	31st Dec. 1972	31st Dec. 1971	31st Dec. 1972	
1. Administrative, Technical and Professional Officers of Staff Rank ..	9,915	10,858	568	620	8	17	10,491	11,495	+ 9.6
2. Subordinate employees ..	99,500	108,500	1,700	2,560	1,850	2,954	103,050	114,014	+ 10.6
3. Minor Employees ..	52,670	58,250	13,725	16,257	20,125	17,994	86,520	92,501	+ 6.9
4. School Teachers ..	97,864	100,724	—	—	—	—	97,864	100,724	+ 2.9
5. Others ..	28,944	29,956	852	936	942	1,053	30,738	31,945	+ 3.9
<b>Total ..</b>	<b>288,893</b>	<b>308,288</b>	<b>16,845</b>	<b>20,373</b>	<b>22,925</b>	<b>22,018</b>	<b>328,663</b>	<b>350,679</b>	<b>+ 6.7</b>

Source: Central Bank of Ceylon.

## \* Notes:

1. (i) Legislative Officers and Government administrators.  
(ii) Managers, Chairman and other Staff Grade Officers.  
(iii) Scientists, Technicians and Engineers, Doctors, Professors and Lecturers, Accountants, Valuers.
2. (i) Clerical grades.  
(ii) Shroffs.  
(iii) Stenographers, Typists and Cypher Operators.  
(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.

**(b) Semi - Government Institutions**

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

**TABLE II (J) - 3**  
**Employment Statistics—Semi-Government Institutions**

	Status and No. employed								% Change 1972/ 1971
	Permanent		Temporary		Casual		Total		
	31st Dec. 1971	31st Dec. 1972	31st Dec. 1971	31st Dec. 1972	31st Dec. 1971	31st Dec. 1972	31st Dec. 1971	31st Dec. 1972	
1. Administrative, Technical & Professional Officers of staff rank* ..	11,796	13,539	325	578	241	220	12,362	14,337	+ 16.0
2. Subordinate Employees** ..	23,307	25,806	728	722	884	477	24,919	27,005	+ 8.4
3. Minor Employees‡ ..	57,129	73,974	9,345	9,497	18,678	19,156	85,152	102,627	+ 20.5
4. Others ..	50,237	51,170	793	961	1,897	2,153	52,927	54,284	+ 2.6
<b>Total</b> ..	<b>142,469</b>	<b>164,489</b>	<b>11191</b>	<b>11,758</b>	<b>21,700</b>	<b>22,006</b>	<b>175,360</b>	<b>198,253</b>	<b>+ 13.1</b>

**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  
 ii. Shroffs  
 iii. Stenographers, Typists and Cypher Operators  
 iv. Telephonists and Office-machine Operators  
 v. Translators  
 vi. Extension Inspectors and Investigating Officers  
 vii. Police and Gramasevakas  
 viii. Storekeepers
- 3‡ i. Messengers  
 ii. Karayala Karya Sahayakas  
 iii. Attendants and Orderlies  
 iv. Drivers (Motor car, lorries etc.)  
 v. Unskilled Workers  
 vi. Semi-skilled Workers  
 vii. Skilled Workers

The rate of absorption into employment in semi-government institutions increased in 1972. The percentage increases in the total employment in 1972 and 1971 were 13.1 and 3.3 respectively. This increase in the rate of expansion was reflected mainly in the categories of administrative officers and minor employees and their rates of expansion were 16.0 and 20.5 per cent respectively. The corresponding rates in 1971 were 9.4 and minus 2.4 respectively. The percentage rate of expansion in the category of subordinate employees were roughly the same in 1972 and 1971.

In 1972 about 52 per cent of the employees in semi-government institutions was in the category of minor employees. The corresponding figure for 1971 was 49. In 1972 the proportion of subordinate employees and administrative officers were roughly the same.

In 1972, about 83 per cent of the total employees were in the permanent category while the corresponding percentage for 1971 was about 81. Casual employees accounted for about 11 per cent in 1972 while in 1971 the corresponding figure was about 12 per cent. Both in 1972 and 1971 temporary employees accounted for about 6 per cent of the totals.

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

The latest available figures of the number of employees registered under the E. P. F. are for the year 1971. In 1971 there were 34,460 employments contributing to the E. P. F. as compared to 23,159 employments in 1970; an increase of 49 per cent. This increase is partly due to the broadening of E. P. F. coverage to include all employers. Previously the establishments employing less than three workers were exempted from contributing to the E. P. F. Apart from private sector employees, the E.P.F. also covers some of the large Corporations, such as, the Port Cargo Corporation and the Co-operative Wholesale Establishment. The employees registered with the E. P. F. have been classified according to main industrial categories in the Table II (J) 4 below for the years 1967 to 1971.

**TABLE II (J) 4**  
**Employees registered under the Employees' Provident Fund.**

Industry	No. registered at end of year				
	1967	1968	1969	1970	1971
1. Export Agriculture	1,191,585	1,246,138	1,220,989	1,253,979	1,284,265
2. Other Agriculture	3,734	4,743	6,415	5,100	7,455
3. Mining and Quarrying	2,903	2,968	3,351	3,035	3,839
4. Manufacturing	160,839	174,187	206,194	222,955	264,007
5. Construction	18,929	24,890	19,745	21,462	22,224
6. Trade and Transport	163,574	176,502	186,733	198,196	236,530
7. Services	92,458	99,452	105,794	115,161	125,086
8. Unclassified*	18,930	11,388	4,719	8,557	13,813
<b>Total</b>	<b>1,652,952</b>	<b>1,740,268</b>	<b>1,753,940</b>	<b>1,828,445</b>	<b>1,957,239</b>

Source: Central Bank of Ceylon

\* 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.

2. The basis of classification according to the industry was, in the 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.

TABLE II (J) 5

Number of employees registered under the E.P.F. according to District and Industry for 1971

District	End of year figures																				
	Colombo	Kegalle	Matara	Ratnapura	Kandy	Nuwara Eliya	Kalutara	Jaffna	Puttalam and Chilaw	Kurunegala	Badulla	Galle	Vavuniya	Matale	Anuradhapura	Hambantota	Trincomalee	Batticaloa	Polonnaruwa	Mannar	Total
Industry																					
1. Export Agriculture ..	29,574	106,867	107,680	184,058	263,051	151,471	81,046	250	18,266	45,930	147,758	105,174	—	42,472	—	6	130	532	—	—	1,284,265
2. Other Agriculture ..	2,131	35	311	548	105	12	209	85	125	22	235	2,206	66	181	291	625	26	143	48	51	7,455
3. Mining and Quarrying ..	3,591	35	—	1	—	—	59	—	7	40	10	10	—	86	—	—	—	—	—	—	3,839
4. Manufacturing ..	184,899	1,854	4,156	1,186	6,864	1,023	8,568	5,437	15,993	12,252	2,172	8,197	175	2,915	635	592	660	4,721	899	809	264,007
5. Construction ..	12,887	341	104	383	4,015	246	313	737	240	357	1,260	370	20	219	20	21	130	127	442	12	22,244
6. Trade and Transport ..	140,102	5,875	4,226	5,604	15,547	6,320	8,130	7,080	3,816	9,219	9,403	3,575	1,026	2,470	2,673	1,627	3,061	3,965	2,214	597	236,530
7. Services ..	72,678	1,997	2,753	2,320	7,269	1,705	3,217	2,482	1,015	3,358	3,410	11,694	311	2,037	1,538	775	3,342	2,527	445	211	125,086
8. Unclassified ..	7,715	60	3,010	88	376	93	265	75	707	183	42	276	8	167	30	20	18	456	149	75	13,813
Total ..	453,577	117,064	122,240	194,188	297,227	160,870	101,807	16,146	40,169	71,361	164,290	131,502	1,606	50,549	5,187	3,666	7,367	12,471	4,197	1,755	1,957,239

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.

Of the total number of employees registered with the E. P. F. in 1971, 66 per cent were in Agriculture, 13 per cent in Manufacturing and 12 per cent in Trade and Transport. The pattern of distribution among the main industrial categories has been essentially the same as in the past years. The number of employees registered under the E. P. F. rose by 7.0 per cent in 1971 from the total figure for 1970. The average annual growth in the number of registrants for the period 1967/71 was 4.6 per cent. In 1971, the largest increase occurred in Other Agriculture (46 per cent), while there were substantial increases in Trade and Transport (19 per cent), Manufacturing (18 per cent), and Services (8 per cent).

The Table II (J) 5 gives the distribution of registered employees under the E. P. F. according to industry and district as at the end of 1971.

Of the total number of registered employees under the E. P. F. 23 per cent were in industries situated in the Colombo district, 15 per cent in Kandy, 10 per cent in Ratnapura and 8 per cent in Badulla. District-wise the pattern of distribution of registered employees has been almost the same as in the previous years. Of the total number of registered employees in the Colombo district, 41 per cent were in Manufacturing, 31 per cent in Trade and Transport, and 16 per cent in Services. Most of the employees in other districts were in agricultural pursuits.

#### (b) Employees in 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 business in which the members were employed. The response was satisfactory. In the case of those funds for which the replies were not obtained, the Bank had to rely on the returns sent by the Labour Department. The Table II (J) 6 given below shows the industry-wise classification of employees registered under A.P.P.F.

TABLE II (J) 6

#### Number of members in Approved Private Provident Funds

	1971	1972	% Change 1972/71
1. Export Agriculture ..	12,166	11,047	- 9.2
2. Other Agriculture ..	16	17	+ 6.3
3. Mining & Quarrying ..	124	153	+ 23.4
4. Manufacturing ..	21,576	22,071	+ 2.3
5. Construction ..	2,954	2,956	+ 0.1
6. Trade and Transport ..	59,340	59,508	+ 0.3
7. Services ..	22,187	25,923	+ 16.8
8. Unclassified ..	10,151	8,593	- 15.4
<b>Total</b>	<b>128,514</b>	<b>130,268</b>	<b>+ 1.4</b>

Sources: Central Bank of Ceylon and Department of Labour.

The registered employees in the A.P.P.F include the staff of some of the large corporations and institutions such as the Ceylon Transport Board and the Ceylon Electricity Board.

The percentage increase of the employees in A.P.P.F. in 1972 was 1.4. In 1972 largest increases have occurred in Mining and Quarrying (by 23.4 per cent) and Services (by 16.8 per cent). Decreases were recorded in Export Agriculture (by 9.2 per cent) and the unclassified category of occupations (15.4 per cent). The Other Agriculture and Manufacturing have recorded increases of 6.3 per cent and 2.3 per cent respectively. The increases in Construction and Trade and Transport were negligible.

Both in 1972 and 1971 the highest percentage of the employees was in the Trade and Transport group representing 45.7 per cent and 46.2 per cent respectively. Services accounted for about 20 per cent and 17 per cent of the total number of employees in 1972 and 1971 respectively. The corresponding percentages for Export Agriculture were 8.5 and 9.5. The proportion of employees in Other Agriculture and Quarrying was negligible both in 1971 and 1972.

#### 5. Registrants for Employment:

The number of registrants at employment exchanges for employment or better employment at the end of 1972 was 445,422 compared with 437,400 at the end of the previous year. In 1972, the registrants for technical and clerical employment decreased by 7,140 whilst the decrease for the previous year was 2,793. In the skilled category, the number registered in 1972 was 579 and this was less than in 1971. In 1971 and 1972, the number of registrants for unskilled work was roughly 21,800 and 12,500 respectively.

TABLE II (J) 7

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
1970	December	99,103	37,876	96,923	177,018	410,920
1971	March	96,913	38,116	96,982	182,650	414,661
	June	96,100	38,889	94,035	181,513	410,537
	September	94,496	41,252	97,711	192,184	425,643
	December	96,310	42,655	99,520	198,915	437,400
1972	March	91,530	42,890	100,393	204,461	439,274
	June	91,223	42,949	99,861	201,199	435,232
	September	91,114	43,378	100,374	206,943	441,809
	December	89,170	43,234	101,554	211,464	445,422

Source: Department of Labour.



## 6. Labour Relations.

The data for 1972 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 (J) 8.

In 1972, the number of strikes in the plantation sector was 164 as compared with 125 in 1971. An increase was also noted in the number of workers involved in strikes from 50,847 in 1971 to 52,112 in 1972. However, the number of man-days lost decreased by 180 to 273,351. In the category of 'Other Employment' however the number of strikes was less in 1972 than in 1971. There was also a remarkable drop in the number of 'workers involved' and the 'man days lost' i.e., from 39,955 workers in 1971 to 2,205 workers in 1972 and from 239,760 man days lost in 1971 to 25,081 man days in 1972.

In 1971 in comparison with the figures for 1970 there was a decrease of about 51 per cent in the total number of strikes. The situation changed in 1972 and the number of strikes rose by 31 per cent over that of 1971. The total number of strikes that took place in 1972 in plantations was 164, of which 108 occurred during the last 6 months of the year.

Wage disputes were less important than general working conditions in the strikes of 1972; nearly 28 per cent of the work stoppages were on account of demands for better working arrangements and disputes with junior staff. However, despite the enforcements of the 'essential services order' there was no decline in the number of strikes in 1972.

TABLE II (J) 8

### 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	4,830	15,139
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	58	29,819	479,678
1964	201	68,009	611,060	103	21,409	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	254	125,530	1,030,310	86	23,488	281,253
1971	125	50,847	273,531	32	39,955	239,760
1972	164	52,112	273,351	22	2,205	25,081

Source: Department of Labour.