



கமீகரஃ னா லாநீநீஃ கமீநி கவடனா ஈலாநாஂ஁ஃ
தொழில் மற்றும் தொழிற்சங்க உறவுகள் அமைச்சு
MINISTRY OF LABOUR AND TRADE UNION RELATIONS

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வருடாந்த ஃயலாற்றுகை அறிக்கை
ANNUAL PERFORMANCE REPORT

2015



“A satisfied Productive Labour Force”





Ministry of Labour and Trade
Union Relations

Annual Performance Report
2015

Preparation

Planning, Research and Development Division Publication

Publication

Ministry of Labour and Trade Union Relations

Ministry of Labour and Trade Union Relations

Annual Performance Report - 2015

CONTENTS

	Page
1. Message of the Hon. Minister W.D.J. Senevirathne	iv
2. Message of the Hon. State Minister Ravindra Samaraweera	vi
3. Message of the Secretary to the Ministry	ix
4. Introduction Performance of the Ministry	01
i. Administration and Establishments Division	05
ii. Finance Division	06
iii. Labour and Foreign Relations Division	07
iv. Planning, Research and Development Division	08
5. Institutions under the Ministry	
i. Department of Labour	09
ii. Department of Manpower and Employment	14
iii. Office of the Commissioner for Workmen's Compensation	18
iv. National Institute of Labour Studies	19
v. National Institute of Occupational Safety and Health	20
iv. Shrama Vasana Fund	21
6. Statistics – Department of Labour	22
7. Photos – Special Activities of the Ministry	25

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**Message from the
Minister of Labour and Trade Union Relations,
Hon. W.D.J. Senevirathne**

I am Pleased to send this message for the Performance Report – 2015, of the Ministry Labour and Trade Union Relation.

For the purpose of establishing a sustainable development of a country there should be an efficient and productive work force at an excellent level. In this regard the Ministry of Labour and Trade Union Relations bears an enormous responsibility of ensuring a healthy and contended work – force of nearly 8.5 million in the country maximizing their efficiency to achieve those targets.

Ensuring the industrial peace is an essential factor for increasing the national production. The main role of the Ministry is to enforce necessary labour laws and legislations, which in turn underpinned by the strong tripartite relationship being built. The various programmes and policy decisions implemented by the Ministry and the affiliated institutions which further strengthen relationships.

Several actions were taken by the Ministry to improve welfare and further strengthen the occupational health of employees in recent times. We were able to strengthen the relationship with international organizations including the International Labour Organization. The discussions were held with working people and the Trade Unions in order to give solutions for problems in a fair manner. During the year 2015 the Ministry was able to take necessary steps for ensuring Child - Labour free Sri Lanka, protect the rights of working women's, amend labour laws and legislations periodically and implement a number of programmes to improve welfare of employees, while achieving a great success.

During the past few years we have implemented a more effective programme aimed at the people of the working class in which endeavour the cooperation extended by the secretary along with his staff is worthy of praise. Last but not least, my thanks are due to the Heads of the Institutions affiliated to the Ministry for their support. The co-operation extended by the state Minister when taking policy decisions is here by appreciated.

W.D.J. Senevirathne

Minister of Labour and Trade Union Relations



**Message from the
State Minister of Labour and Trade Union Relations,
Hon. Ravindra Samaraweera**

As the State Minister of Labour and Trade Union Relations, I am sending this message with extreme happiness on the occasion of publishing the performance Report - 2015 illustrating the role carried out by the Ministry, the Department of Labour which comes under it, National Institute of Labour Studies, Employees Provident Fund and the other affiliated institutions for the sake of the labour force in Sri Lanka.

During the previous year, we took measures to reach our goals by ushering in a more conducive environment working environment in the country through which endeavour we were able to maintain industrial peace and reconciliation for labour of high quality and productivity.

It should also be mentioned that the Ministry has taken measures in the relevant year to improve the service conditions of all institution and other officers under the leadership of H.E. the President, Hon. Prime Minister, the Hon. Minister of Labour and Trade Union Relations are hereby remembered with much gratitude. Finally I would cordially invite both employer and employee sectors to make their fullest contribution towards this worthy cause.

Ravindra Samaraweera.

State Minister of Labour and Trade Union Relations.



The 32 storeyed building "Mahewara Piyasa" is being build to cater to the needs of the working class of Sri Lanka in an efficient manner under one roof. The ministry, the Department of Labour including all the other institutions is making a specific contribution to implement national polices and 61 labour laws and Acts in order to endow the country with a contented and productive working community.



Message from the Secretary to the Ministry of Labour and Trade Union Relations.

I am pleased to submit this publication which speaks of the progress achieved in 2015 by the ministry of labour and trade union relations and the other institutions coming under the ministry.

Peace and reconciliation within work site, brings about a solid foundation for long term sustainable development. So the responsibility vested in the ministry in that regard is unprecedented. I am proud to say that during the year under review a great deal of work could be accomplished for the sake of safeguarding the rights of the Sri Lankan labour being within a world which lines up to call for more and more labour rights.

The members of the Employees Provident Fund were allowed to obtain 30% of their contributions to the fund for housing or medical purposes from 27th of may 2015. As the first phase of this initiative a section was opened at the head office building for the purpose of refunding 30% of the EPF the work of which is running smoothly.

During the year under review a considerable number of collective agreements could be registered in order to create a working environment with industrial peace through promoting social dialogues between employees and employers of institutions and minimize industrial disputes and provide further legal background. The collective agreements signed during the relevant year shows 20% increase in number, compared to that of the previous year.

Employees of Tulhiriya and Poogoda textile factories who lost their jobs due to political reasons are being given "once for all Ex-gratia payment" of Rs. 25000/= each in appreciation and respecting their labour and establishing their labour rights.

Moreover action has been taken jointly with the Ministry of Finance to pay a monthly allowance of Rs. 6000/= to those over 65 of age who lost employment due to 1980 July strike. Work in relation to payment of EPF of the Department of Labour has now been decentralized with all district labour offices which operate locally.

The 32 storeyed building "Mahewara Piyasa" is being build to cater to the needs of the working class of Sri Lanka in an efficient manner under one roof. The ministry, the Department of Labour including all the other institutions is making a specific contribution to implement national polices and 61 labour laws and Acts in order to endow the country with a contented and productive working community.

I wish to extend my gratitude to the Minister of Labour and Trade Union Relations, Hon. John Senevirathne, Minister of State, Hon. Ravindra Samaraweera for their guidance to implement the above role.

Also, my thanks should go to the Additional Secretary and staff of the Ministry, the Commissioner General of Labour, the Commissioner for Workmen's Compensation, the Director General of the National Institute of Occupational Safety and Health, the Director General of Institute of the National Labour Studies, the General Manager of Shrama Vasana Fund including officers at all levels as well as the entirety of officers in Planning, Research and Development Division of the Ministry.

S.M. Gotabaya Jayarathne,
Secretary,
Ministry of Labour and Trade Union Relations.

Ministry of Labour and Trade Union Relations

Improving the living and service standards of workers in semi-government and private sectors in Sri Lanka and the formulation of pertinent policies and implementation of them by establishing industrial peace and employer and employee relationship required for the enhancement of the production and labour productivity of the country are the prime objectives of the Ministry of Labour and Trade Union Relations. The role entrusted to the Ministry in accordance with the labour laws and legislations enacted from time to time for the welfare of the employee community, is very extensive. Accordingly, the vision and mission of the Ministry are as follows.

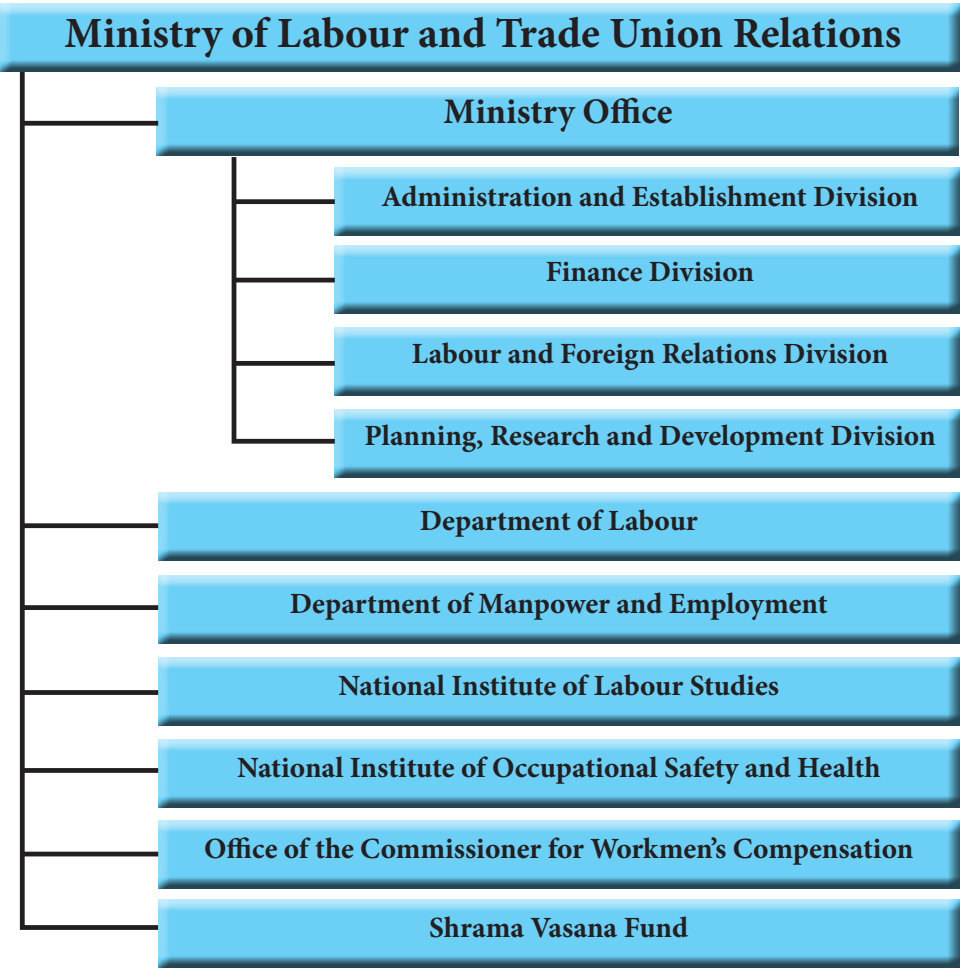
Vision

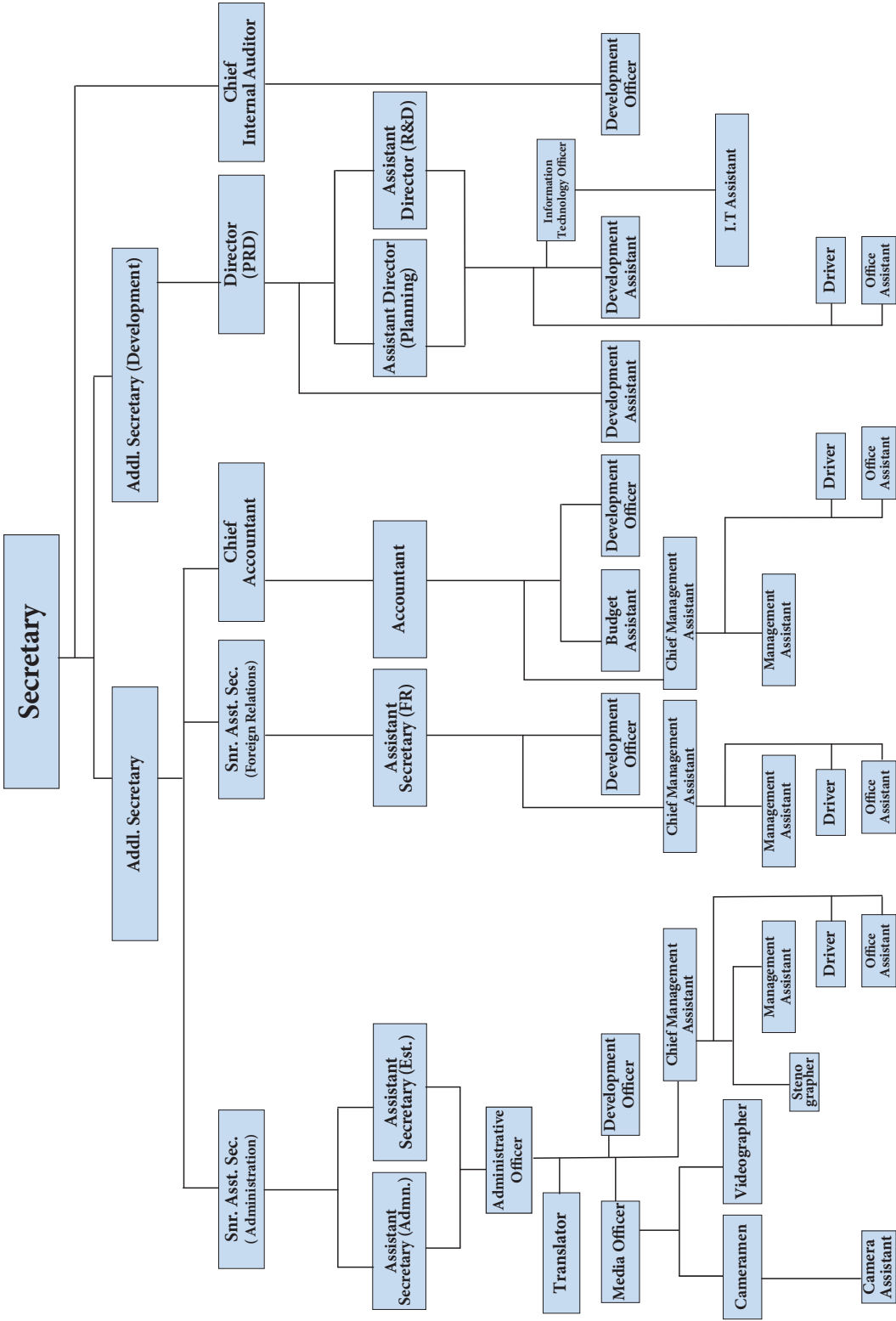
A Satisfied Productive Labour Force

Mission

Contribute towards the socio-economic development through industrial peace and co-operation, social security, labour rights and productivity

Institutions and divisions under the perview of the Ministry





Objectives of the Ministry

- Strengthening employer-employee relationships through tripartite empowerment.
- Ensuring service standards and workers' rights in compliance with international standards.
- Eliminating child labour.
- Empowering and protecting employed women and encouraging gender equality.
- Enhancing flexibility of labour rules and regulations and procedures.
- Formulating appropriate strategies for ensuring social security.

Functions entrusted to the Ministry

As per the Extra Ordinary Gazette notification of the Democratic Socialist Republic of Sri Lanka published on 21.09.2015, the powers, functions and objectives entrusted to the Ministry of Labour and Trade Union Relations are as follows.

1. Formulation of policies, programs and projects, follow-up action and evaluation in regard to the subjects of labour and trade union relations and with regard to the subjects of the Departments and Statutory Institutions under the Ministry.
2. Formulation and Implementation of policies with regard to international labour standards and administration and welfare of employees.
3. Maintaining international co-operation with International Labour Organization and International Social Security Organization.
4. Administration of the Employees' Provident Fund , Private Provident Fund and Private Retirement Schemes.
5. Industrial relations and settlement of industrial disputes.
6. Formulation of laws and regulations relevant to labour relations and regulatory measures thereof.
7. Implementation of professional and career guidance programmes.
8. Registration of trade unions and introduction and implementation of positive measures for activities of all trade unions in the public and private sectors for the country's development.
9. Implementation of national manpower and employment policies.
10. Regulation of levying of fees by employment agencies.
11. Functions relevant to the Unemployment Benefit Insurance Scheme.
12. Implementation of Career Guidance programmes.
13. Functions relating to all the other subjects assigned to the Department of Labour, National Institute of Labour Studies, National Institute of Occupational Safety and Health, Office of the Commissioner for Workmen's Compensation, Shrama Vasana Fund and Department of Manpower and Employment.
14. Supervision of the institutions mentioned under 13.

Major Acts implemented

- 1. Workmen's Compensation Ordinance, No. 19 of 1934
- 2. Trade Unions Ordinance, No. 14 of 1935
- 3. Maternity Benefits Ordinance, No. 32 of 1939
- 4. Wages Board Ordinance, No. 27 of 1941
- 5. Factories Ordinance Act No. 45 of 1942
- 6. Industrial Disputes Act No. 43 of 1950
- 7. Shop and Office Employees (Regulation of Employment and Wages) Act No. 19 of 1954
- 8. Employment of Women, Young Persons and Children Act No. 47 of 1956
- 9. Fee-Charging Employment Agencies Act No. 37 of 1956
- 10. Employees' Provident Fund Act No. 15 of 1958
- 11. Termination of Workmen Employment (Special Provisions) Act No. 45 of 1971
- 12. Employees Council Act No. 32 of 1979
- 13. Gratuity Payments Act No. 12 of 1983
- 14. Shrama Vasana Fund Act No. 12 of 1998
- 15. National Institute of Occupational Safety and Health Act No. 38 of 2009
- 16. National Institute of Labour Studies Act No. 12 of 2010

National Policy on Decent Work in Sri Lanka

This policy deals with a whole range of issues pertaining to decent work which should be sorted out if Sri Lanka is to embark on a journey towards development. It seeks to promote equal opportunities for men and women to secure productive employment in circumstances such as freedom, equity, security and human dignity. Notably, the policy is not aimed only at creating employment but also requires the employment thus created to be acceptable.

Decent work programme is built on four strategic objectives

- Generation and promotion of employment and national productivity
- Rights at work
- Social security
- Social dialogue

In addition to these fours major priorities, the programmes are implemented covering the following areas in coordination of all sectors.

- 1. Productivity promotion
- 2. Ensuring gender equality

Accordingly, all institutions under the purview of the Ministry focuse on the following thrust areas for the creation of a decent work environment.

- 1. Industrial peace and harmony.
- 2. Implementation of labour standards and legislations.
- 3. Safeguarding women workers and elimination of child labour.
- 4. Occupational safety and health.
- 5. Social Security.
- 6. Education, training, researches and development relevant to the field of labour.

Administration and Establishment Division

The Administration Unit, Establishment Unit and Media Unit are coming under the scope of the Administration and Establishment Division. Among many responsibilities entrusted to the Administration Division include general administration, procurement activities, management, maintenance activities, training, coordinating activities of the Ministry and institutions under the purview of the Ministry. All activities relating to human resources management of the Ministry, Minister's Office and the State Minister's office are handled by the Establishments Division. Similarly, activities relating to human resource management and administration of the Department of Labour, Office of the Commissioner for Workmen's Compensation, National Institute of Occupational Safety and Health, Sharma Vasana Fund and National Institute of Labour Studies are handled by this Division. In addition, it deals with parliamentary questions and multiple requests and petitions made by the Public Petitions Committee, Advisory Committee, Human Rights Commission and the general public.

➤ Human Resources Development

Tamil language courses were organized in collaboration with the Department of Official Languages to improve Tamil language skills of officers of the Ministry and institutions under its purview. This Division also has provided financial assistance and other facilities required for the officials of the Ministry to follow post graduate and diploma courses on service needs. Officials of the Ministry were also made to participate in training workshops conducted by the Sri Lanka Institute of Development Administration, National Institute of Labour Studies, Chartered Institute of Management Accountants, Sri Lanka Foundation and skill Development Fund.

Graduated Trainees recruited under the programme for recruiting graduates as trainees for development programmes of the public sector institutions have been provided with training and have been assigned for duties in various divisions of the Ministry.

➤ Other Matters of Importance

Approval has been obtained from the Department of Management Services for the positions in the National Institute of Occupational Safety & Health and National Institute of Labour Studies and action is being taken to recruit for such posts while preparing the relevant schemes of recruitment.

As per the proposal made through Cabinet Memorandum No. 4/2014 dated 15.05.2015 to make an ex-gratia payment to 2,396 employees of the Tulhiriya and Pugoda Textile Mills expelled from service on political grounds, Rs.30 million was paid to 1,200 beneficiaries.

In pursuance of a proposal made in the budget 2014, arrangements are being made to submit recommendations to the Ministry of Finance by coordinating activities in respect of the payment of pention to employees of the public and private sectors dismissed from service for taking part in July 1980 strike.

Staff details as at 31.12.2015

	Institution	Approved Cadre	Existing Cadre	Vacancies
1	The Ministry	121	101	20
2	Department of Labour	3,127	2,493	634
3	Department of Manpower & Employment	703	608	95
4	National Institute of Labour Studies	45	11	34
5	National Institute of Occupational Safety & Health	25	13	12
6	Commissioner of Workmen's Compensation	40	25	15
7	Shrama Vasana Fund	14	12	2
	Total	4,075	3,263	1,052

Finance Division

Financial activities from 01st January 2015 to 31st December 2015

Programme	Project	Type of Expenditure	Allocation (Rs.)	Expenditure (Rs.)	Balance (Rs.)	Expenditure Percentage (%)
1	1	Recurrent	20,210,000	15,762,146	4,447,854	77.9
		Capital	2,790,000	832,772	1,957,228	29.84
		Total	23,000,000	16,594,918	6 405 082	72.15
1	2	Recurrent	100,400,000	98,811,845	1,588,155	98.41
		Capital	30,550,000	24,884,666	5,665,334	81.45
		Total	130 950 000	23 696 511	7 253 489	94.46
1	11	Recurrent	7,150,000	5,698,970	1,451,030	79.70
		Capital	2,800,000	1,370,253	1,429,747	48.93
		Total	9,950,000	7,069,223	2,880,777	71.04
2	3(2)	Recurrent	14,000,000	13,990,397	9,603	99.93
		Capital	2,500,000	1,696,391	803,609	67.85
		Total	16,500,000	15,686,788	813,212	95.07
2	3(3)	Recurrent	6,000,000	5,704,435	295,565	95.07
		Capital	4,500,000	4,483,538	16,462	99.63
		Total	10,500,000	10,187,973	312,027	97.02
2	4	Recurrent	45 150 000	43,350,456	1,799,544	96.01
		Capital	1 100 000	638,486	461,514	58.04
		Total	46 250 000	43,988,942	2,261,058	95.11
2	5	Recurrent	22,650,000	19,313,326	3,336,674	85.26
		Capital	959,000	531,609	418,391	55.95
		Total	23,600,000	19 844 935	3 755 065	84.08
	Total	Recurrent	215,560,000	202,631 ,575	12,928,425	94.0
		Capital	45,190,000	34, 437 ,715	10,752,285	76.2
		Total	260,750, 000	237,069 ,290	23,680 ,710	90.91

This Division has duly submitted Appropriation Account, Advance to Public Officers “B” Account, Imprest Account, General Deposit Account.

Labour and Foreign Relations Division

Safeguarding labour rights in the country according to the obligations undertaken by Sri Lanka as a member country of the International Labour Organization and other internationally recognized Conventions and Recommendations and making use of them on behalf of the Ministry of Labour and Trade Union Relations to resolve problems in the labour sector is the foremost function of this Division.

Performance for the year 2015

01. Compiling reports required to be submitted to the ILO annually in terms of section 19 and 22 of the ILO constitution.
02. Action pertaining to foreign tours undertaken to strengthen cooperation in the field of labour.
03. Compiling reports on emerging trends in respect of the field of labour for the Ministry of Foreign Affairs and other relevant Ministries.

a) Preparing the report required to be forwarded annually to the Labour Department of the United States on the elimination of worst forms of child labour.

b) Compiling the report to address problems encountered in regaining the GSP+ concession and taking further action towards that end.

c) Providing relevant information to the report in respect of the important sectors of the economic development and the vision of the economic development, published annually by the Central Bank of Sri Lanka.
04. Initiating action to undertake studies with the assistance of the ILO to find remedies for problems associated with the labour sector of Sri Lanka.

I. Establishing a maternity insurance scheme

II. Establishing an employment injury insurance scheme

III. Establishing a social protection floor for informal economic sectors
05. Acting as the facilitator of the meeting of the National Labour Advisory Council which meets monthly with tripartite representation.
06. Coordinating and following up all activities of foreign training courses for the officials of the Ministry of Labour and Trade Union Relations and the Department of Labour.
07. Replying to the questionnaire to be taken up for discussion at the 2016 session of ILO.
08. Carrying out all coordinating activities regarding “Child Activity Survey” implemented by the Department of Census and Statistics with the financial assistance of ILO.
09. Conducting the National Labour Advisory Council meeting and the discussions on increasing salaries of the private sector with tripartite representation.

Planning, Research and Development Division

Preparation of plans required to steer the development programmes of the Ministry and all institutions under its purview towards the set targets and implementation, progress review and follow up actions thereof are the key functions of the division. In addition, the division has also performed the following duties during this period.

- ▶ Preparing the annual action plan containing development tasks carried out by the Ministry and its affiliated institutions and referring it to the relevant authorities.
- ▶ Coordination with the Ministry of Finance and the Department of National Planning and submission of progress reports quarterly and monthly.
- ▶ Handling all activities pertaining to the publications of the Ministry including Sri Lanka Labour Gazette and Newspaper Supplement on May Day.
In respect of the period under review, volumes of 3, 4 of Serial No 65 and volume 1, 2 and 3 of serial No.66 of Sri Lanka Labour Gazette were issued.
- ▶ Implementing national policy on decent work and conducting progress review meetings.
Under the decent work programme, Rs. 14.5 million was allocated to various institutions and divisions and its progress as at 31st December 2015 is as follows.

Institution implementing programmes	Allocation (Rs. Million)	Progress as at 31.12.2015 (Rs. Million)	Percentage
Department of Labour	9.5	8.8	92.6%
National Institute of Labour Studies	0.5	0.5	100%
Ministry of Labour	4.5	4.5	100%
Total	14.5	13.8	95%

- ▶ Directing the Ministerial information technology system, implementation of government network project and updating the Government Information Centre 1919.
- ▶ Updating and maintaining the official website www.labourmin.gov.lk of the Ministry.
- ▶ Presenting the Performance Report to the Budget Committee Stage of the Parliament.
- ▶ Implementing programmes on gender equity. Under this, which is a special programme being implemented under the Planning, Research and Development Division, 06 programmes covering estates and institutions in investment promotion zones were conducted. Similarly, action has been taken to conduct a seminar on gender equity with the participation of tripartite representatives at the premises of the Labour Secretariat.

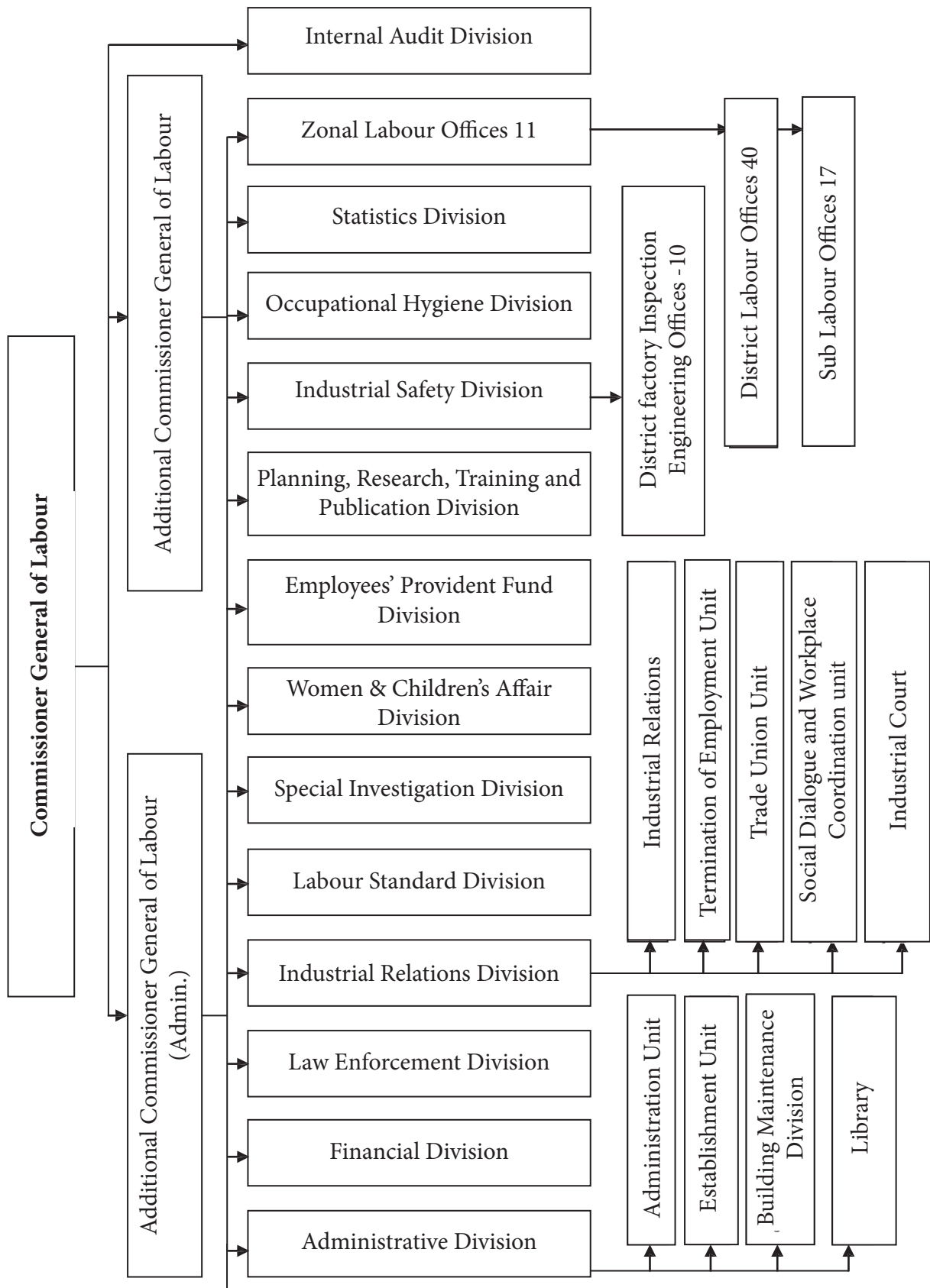
Department of Labour

The Department of Labour was established under the Indian Immigrant Labour Ordinance No. 01 of 1923. The legislature of Sri Lanka has passed over 50 legislations relevant to the field of labour during the past 92 year period. The fundamental function of the Department of Labour is to implement these legislations. For this purpose, 15 Divisions in the Head Office, 11 Zonal Labour Offices, 40 District Labour Offices, 17 Sub-Labour offices and 10 District Factory Inspecting Engineer's Offices are in operation. By the end of the year 2015, the total number of employees in the Department was 2,405.

Functions of the Department of Labour

- ▶ Settlement of industrial disputes through the enforcement of labour laws to maintain industrial peace in the country.
- ▶ Promotion of social dialogue to establish industrial peace in the country and creating awareness among the workers on labour laws
- ▶ Implementation of labour standards related to industries, conducting surveys on new industrial fields and preparing standards for such fields in compliance with international standards.
- ▶ Promotion of Employees' Provident Fund (EPF), awarding its benefits to members and supervision of approved private provident funds.
- ▶ Enforcement of laws pertaining to the protection of children, women and young persons in employment
- ▶ Introduction of methodologies to be followed to ensure safety and health in industries and creating awareness about them and supervision of their implementation.

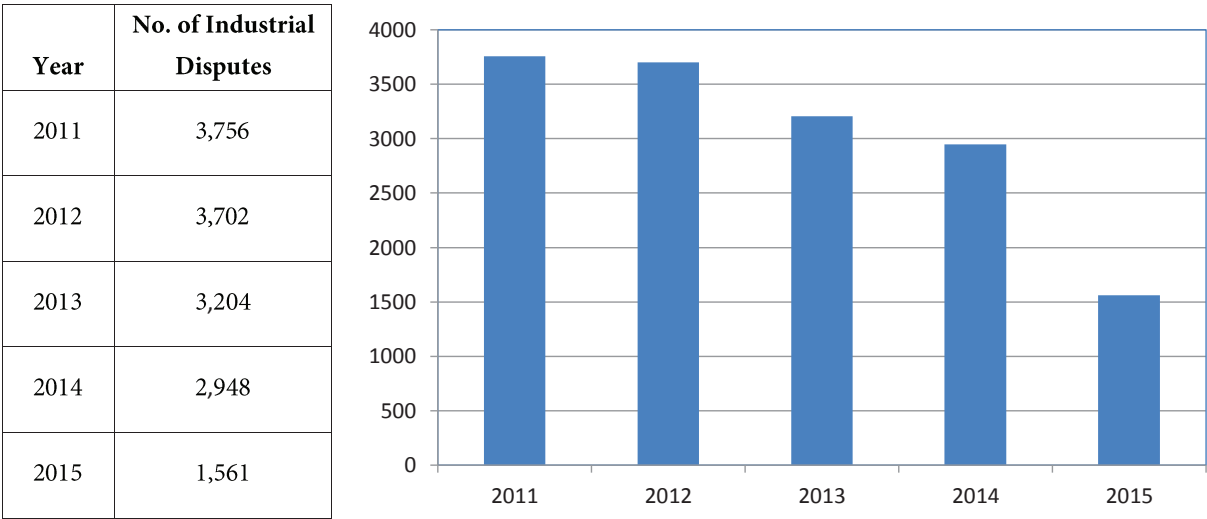
The Organizational Structure of the Department of Labour



Industrial Peace

The number of industrial disputes reported is the main component of prevailing industrial peace in a country. The number of industrial disputes reported through awareness and regular industrial inspection carried out by the Department at institutional level as well as national level and there is a gradual decrease through out the past period.

No. of reported industrial disputes 2011 - 2015



Social Dialogue

Industrial peace and reconciliation can be maintained by promoting social dialogue and co-operation among employers and employees for propagating communication between the employer and the employee, inquiring ideas and taking decision jointly. For taking action in this regard, there is a separate unit in the Department and regular awareness is being created regarding social dialogue. Further, a competition and an awarding ceremony is being held to evaluate the institutions which are properly maintaining social dialogue methodologies and this awarding ceremony was held 20th December 2015.

Conditions of Salaries and Services

The Department is engaged in settings up service terms and conditions relating to employees in the private sector. Job security, welfare and talking measures to assign legal states to them and for supervision thereof under the following Acts.

1. Wages Board Ordinance No.27 of 1941
2. Shop and Office (regulation of service and wages) Act No.19 of 1954
3. Budgetary Relief Allowance of Employees Act 36 of 2005

The programmes in relation to Wages Board including appointment of representatives for Wages Board whose terms of office are expired, updating the Wages Boards minimum salary (at present, no. of 44 Wages Boards representing various fields, are operative) implemented during the last year are given below.

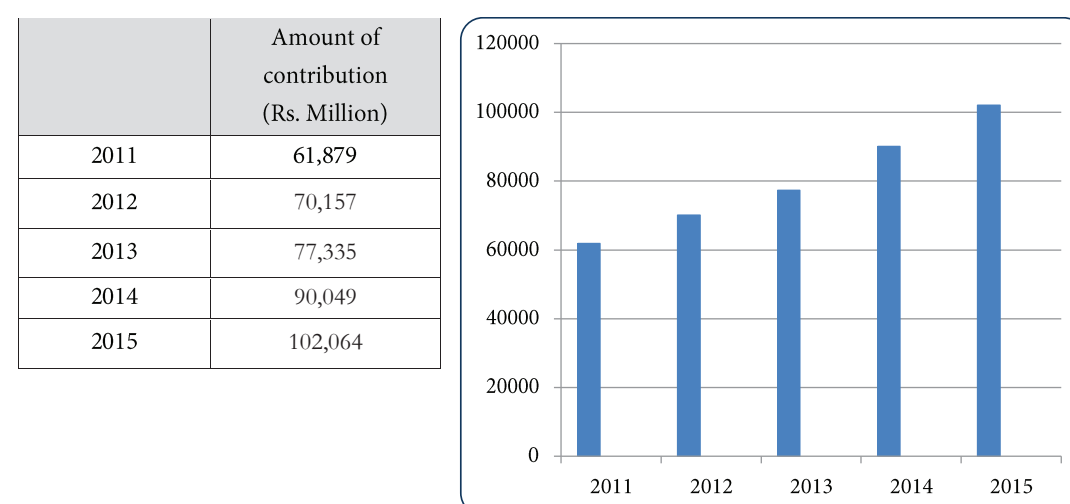
1. Carrying out activities relevant to restructuring of the Wages Board regarding transport work of jetties, ports and harbours.

2. Carrying out activities relevant to the restructuring of the Wages Board regarding the tea plantation and manufacturing industry.
3. Expanding the coverage of the Wages Board regarding the industry of making ice, soft drinks, fruit juice and jam.
4. Taking measures to rediscuss the amended services parties of the Wages Board regarding the industry of rubber plantation and manufacturing.
5. Creating awareness on labour laws among employers and employees.

Collection of Employment Provident Fund (EPF) Contribution

Contributions for any month in respect of all employees covered by the Act should be deposited in the Central Bank of Sri Lanka by the relevant employers at the end of the following month or before. The progress with respect to the collection of contribution during the past 05 years is shown in the chart

No. of reported industrial disputes 2011 - 2015



Payment of Employment Provident Fund Pre – Benefits

Regulations for payment of 30% out of EPF in accordance with Employment Provident Fund Act No.15 of 1958, as amended by the Employment Provident Fund Act No.02 of 2012 implemented by the Department of Labour which was published in the gazette No.1810/20 dated 13th May 2013, was passed by the Parliament on 02/03/2015. Accordingly, activities for the refund 30% balance of a member of the EPF for purchase of land, construction of houses and for medical reasons is being implemented at present after having it been commenced in May.

Occupational Safety and Health

The Department of Labour is implementing its policies to minimize accidents and disasters, occupational diseases and unfavorable health conditions in place of work created in connection with occupational activities. The working environment which protects occupational health, devoids of accidents and hazards would be helpful to uplift the efficiency and productivity of the employees as well as to maintain the quality of goods and services. According to the Factories Ordinance No.45 of 1942, the health and safety of the employees are legal requirements.

The progress of the activities of the Industrial Safety Division in 2015

Investigation of complaints on factory accidents investigations	5,090
Programme on creating awareness among employees	205
Testing on high-risk machines	7,433
New registration of factories	1,306
Taking legal action	20

The progress of the activities of the Occupational Hygiene Division activities in 2015

Environmental measurements	153
Biological experiments	330
Occupational health and safety activities	159
Awareness programmes	204
EPF and ETF Medical Boards	24

Elimination of Hazardous Forms of Child Labour

Programmes relating to the elimination of hazardous forms of child labour were implemented in the last quarter of the year 2014. Quiz programmes, drama, art and posters competitions were conducted for school children and prizes and certificates were awarded for winners. These programmes were conducted with the collaboration of District Secretaries, Zonal Directors of Education and officials of District Labour Offices.

Families which are existed child labour and worst forms of child labour were identified in the districts of Ampara and Kegalle. Actions were taken to obtain oaths from family members and officials who are engaged in bringing down worst forms of child labour to zero, print Books of Oaths and distribute in the area.

Awareness Programmes for women

During the year 2015, actions were taken to conduct 08 programmes for women employed in the plantation sector, and 15 advisory programmes and 19 in service programmes to create awareness among women.

Financial Progress of the year 2015

		2011	2012	2013	2014	2015
Recurrent Expenditure	Allocation (Rs.)	982,340,000	967,407,000	1,100,630,000	1,138,550,000	1,411,200,000
	Expenditure (Rs.)	970,274,622	953,894,760	1,016,129,728	1,117,107,412	1,364,002,819
Capital Expenditure	Allocation (Rs.)	371,936,197	372,365,000	760,275,000	373,200,000	1,705,904,000
	Expenditure (Rs.)	333,633,002	299,512,890	732,936,934	306,8883,422	1,574,171,513

Department of Manpower and Employment

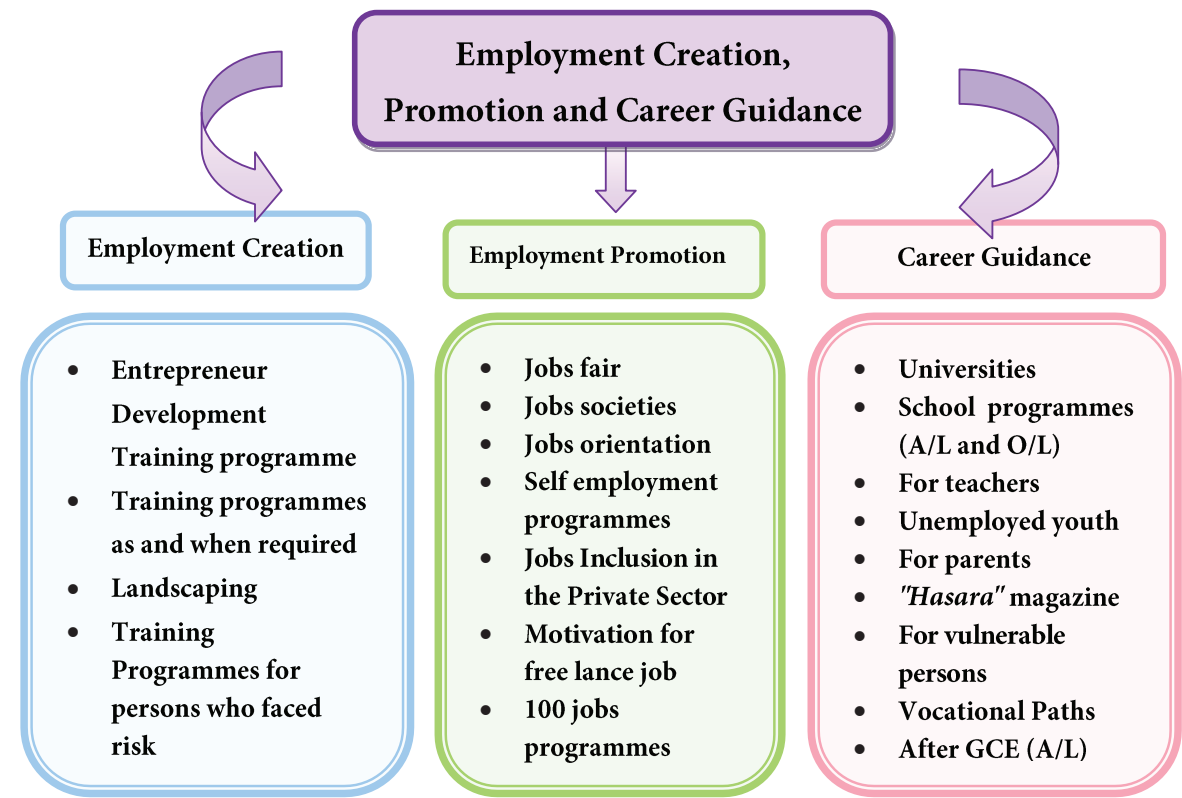
The Department of Manpower and Employment was established under the Ministry of Labour Relations and Manpower in the year 2010 in terms of the provisions of the extraordinary gazette No. 1640/31 dated 12.02.2010. At present, it functions under the Ministry of Labour and Trade Union Relations and has been assigned the responsibility of maintaining public sector employment services and implementing the provisions of the National Human Resources and Employment Policy.

Key gazetted functions of the Department

- › Formulation and implementation of National Manpower and Employment Policy
- › Employment Creation and Promotion
- › Activities relating to career guidance.
- › Collection, analyzing and dissemination of labour market information
- › Services offered by the Jobs Net and all other activities incidental/ connected to the above subjects.

The Department of Manpower and Employment operates under four main Divisions.

- › Employment Creation, Promotion and Career Guidance Division
- › Manpower Planning, Development and Research Division
- › Establishment Division
- › Accounts Division



Career Guidance

Career guidance helps to manage the professional life of persons and development thereof successfully. Career guidance programmers were held in the year 2015 by the Department with the objective of developing attitudes in the employers, motivating and improving the required knowledge. The physical and financial progress of career guidance programmes held within the period up to the end of 2015 is as follows.

Programmes	Estimate (Rs. Million)	Expenditure (Rs. Million)	No. of programmes		No. of beneficiaries
			Target	progress	
Career guidance programme for G.C.E (O/L) students	-	-	1,951	2,164	59,715
Career guidance programme for G.C.E (A/L) students	-	-	1,471	1543	43,961
Self-employment motivation programmes	0.119	0.132	50	128	3,678
Overcoming occupational challanges	0.391	0.387	50	72	2,538
Graduate programmes (External)	0.416	0.490	15	18	709
Graduate programmes (Internal)	0.416	0.249	15	9	425
Career guidance programme for teachers	1.75	1.660	50	76	2,622
Referring to Professional consultation/training – beneficiaries		-	(40,584)		(64,240)
Awareness programmes for parents	0.8	0.786	200	316	24,224
Occupational paths	0.3	0.288	10	14	3,782
Career guidance programme after G.C.E (O/L)	0.45	0.316	09	18	2,652
"Hasara" Magazine	0.5	0.454	04	02	
Career guidance programme for vulnerable persons			1,180	2,084	40,375
Total	5.142	4.762	5,005	6,444	184,681

Physical and Financial Progress of the Employment Creation Promoting Programmes

Physical and financial progress of the Employment Creation Promoting Programmes conducted in the year 2015.

Name of the Programme	Estimate (Rs. Million)	Expenditure (Rs. Million)	No. of programmes		No. of beneficiaries
			Targets	Progress	
Training Programmes based on needs	2.410	2.323	250	336	10735
Entrepreneur training programmes	0.646	0.647	25	40	1300
Garden management programmes	0.267	0.162	08	05	162
Job Orientation programmes in garment sector			04	01	45
Freelance job promotion programmes	0.343	0.320	25	33	1114
Awareness programmes for job opportunities in the field of tourism.	0.403	0.442	15	19	741
Job Societies	0.824	0.823	25	25	860
Training programme for vulmerable persons	0.482	0.416	40	49	1447
100 Jobs programme	0.8	0.766	08	09	2374
Creating entrepreneurs in the field of civil construction	0.125	0.035	06	02	75
Improving technological and soft skilsl of the entrepreneurs	0.175	0.297	07	10	366
Total	6.475	6.231	413	529	19219

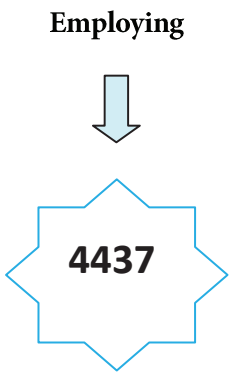
The progress of the district job fair programme

District	No. of participants	Expenditure
Kurunegala	1800	2,48856.00
Matara	2004	2,36172.00
Kegalle	1717	1,76895.00
Badulla	2525	2,40260.00
Kandy	2000	2,37800.00
Anuradhapura	350	1,09751.00

Activities of the Public Employment Service Centres

At present, 24 Public Employment Service Centres are being operated by the Department of Manpower and Employment. The progress of the activities of the Public Employment Service centres' is given below.

District	No. of registered job applicants	No. of registered vacancies	No. of job matching	No. of employing
Colombo	1077	1620	2700	156
Gampaha	1242	1263	965	217
Hambantota	961	1139	802	180
Matara	2104	1040	1755	430
Kandy	1429	330	453	189
Kegalle	1605	835	1395	480
Kurunegala	2372	535	2569	281
Ratnapura	1263	614	721	144
Kalutara	1122	958	625	196
Galle	1495	277	843	169
Anuradhapura	495	483	667	147
Ampara	3259	1339	480	357
Batticaloa	1324	239	810	144
Badulla	1258	1973	2499	128
Monaragala	372	1315	266	135
Jaffna	13002	2363	1290	425
Matale	277	306	182	129
Puttalam	738	327	203	89
Nuwaraeliya	220	250	244	39
Polonnaruwa	586	168	123	35
Mannar	1348	126	191	2
Kilinochchi	2841	154	123	53
Trincomalee	1764	231	361	77
Vavuniya	629	270	327	212
Total	43,390	18,518	20,946	4437



The financial progress upto 31st December 2015

	Allocations (Rs.000)	Expenditure (Rs.000)	Balance (Rs.000)
Recurrent Expenditure	312,300	310,136	2,163
Capital Expenditure	40,500	36,434	4,065
Total	352,800	346,571	6,228

Office of the Commissioner for Workmen's Compensation

The Workmen's Compensation Ordinance was enacted to provide for the payment of compensation to workers for accidents caused in the course of employment. The principal enactment was amended on several occasions, the last of which was done by the Act No.10 of 2005. The Workmen's Compensation Court comprises 14 circuit courts covering the entire Island with the powers of district judge and magisterial powers.

Provisions of the Code of Criminal Procedure, Code of Civil Procedure, and Evidence Ordinance are applicable for the workmen compensation court procedure and the appeal procedure is equivalent to that of district court.

Main Objectives

- To cause compensation to be paid to workmen who sustain injuries in the course of employment.
- To cause compensation to be paid to workmen, who suffer from diseases, contracted due to the nature of the employment.
- To cause compensation to be paid to dependents of workmen who die due to accidents in workplaces.

No.	Activity	Progress 01.01.2015 to 31.12.2015
01.	No. of accidents reported formally	422
02.	No. of Cases taken up for inquiries	2268
03.	No. of finalized compensation applications	247
04.	No. of registered agreements	80
05.	Amount recovered as compensations for fatal accidents	74,614,527.90
06.	Amounts paid to workers by employers for non- fatal accidents on court orders	12,517,644.60
07.	Amount of compensations paid to employees for non- fatal accidents as per registered agreements	8,899,323.70
08.	Amounts of money deposited in the savings accounts of minor dependents after being recovered in respect of fatal accidents	16,440,831.00
09.	No. of accounts opened on behalf of minors	109
10.	No. of accounts of minors which were closed upon them reaching the age of 18 years	194
11.	Amount thus paid	8,674,281.80

The Office of the Commissioner for Workmen's Compensation has launched a new website named www.compensation.gov.lk combining with the e-public service for providing more productive and efficient service to the working people.

National Institute of Labour Studies

National Institute of Labour Studies was officially established on 11th September 2007 and was legally incorporated by the National Institute of Labour Studies Act. no. 12 of 2010. The Institute is administered by a Board of Governors consisting of tripartite parties of field of labour: employers, employees representing trade unions and public officials.

The National Institute of Labour Studies is currently under the purview of the Ministry of Labour and Trade Union Relations and works in close cooperation with the Department of Labour, other public sector institutions, semi government and nongovernmental organizations. It also has collaborative arrangements with international organizations like the International Labour Organization. Further, it has signed the memorandum of understanding with V.V. Giri National Labour Institute, India for mutual cooperation.

Disigning, implementing, organizing and guiding activities required for the creation of a productive and formidable workforce well informed about labour legislations and regulations is the core function of the Institute.

In order to execute these functions, the following major divisions are in operation in the National Institute of Labour Studies.

- i) Training and Development Division
- ii) Research, Planning and Publications Division
- iii) Administrative and Finance Division

Progress of the programmes conducted from 01.01.2015 to 31.12.2015

Programme profile	Number of programmes planned	Expected income (Rs.)	Number of programmes conducted	Amount of income received (Rs.)
Diploma courses	3	2,772,000	2	2,991,500
One day programmes	26	936,000	29	1,653,900
Two days programmes	18	1,296,000	20	2,286,400
Three days programmes	6	576,000	9	1,389,200
Special programmes	-	-	4	2,552,400
Conducting examinations	-	-	3	287,690

Special activities in the year 2015

- Conducting Advance Certificate Course on Employent Law, Labour Standards and Rights at Work with the collabration of ILO
- Implementing employment policies for youth with the collabration of ILO.

Financial Progress of the year 2015

Total income of the year 2015 (Rs.000')	22,716
Total expenditure of the year 2015 (Rs.000')	21,482
Total assets as at 31-12-2015 (Rs.000')	40,268
Total liabilities as at 31-12-2015 (Rs.000')	218

National Institute of Occupational Safety and Health

The National Institute of Occupational Safety and Health was established as an institute affiliated to the Ministry of Labour and Trade Union Relations on 28th April 2005. The Institute is committed for the prevention of occupational accidents and diseases through sound health and safety measures in the country and ensuring a decent work environment for every worker through adherence to correct safety measures and methodologies. Further, the Institute provides occupational safety and health education for both the employers and the employees.

National Occupational Safety and Health Excellence Awards

For the first time in Sri Lanka, the National Occupational Safety and Health Excellence Awards was held in 2014. In this occasion both employee and employer sectors participated representing industries, tourism, construction, agriculture, food and garments sectors which contribute immensely to the national production including multinational companies. The main objective of this ceremony is to improve the occupational safety of the employees in both public and private sectors and creating new trend in the field of business.

Among the multinational companies, the award winners for occupational safety were A.E.S. Kelanitissa Company, Premium Export Company and Unilever - Horana and the award winners of local sector were Mass Active Synergy, Chaaya Tranz Hikkaduwa, H.J.S.Condiments Company.

Awarding of Certificates for Diploma Course/ Certificate Course

Certificates were awarded to the executive grade officers who successfully completed the Diploma Course on Occupational Safety and health 2014 and certificates were also awarded to students in plantation field who completed the Certificate Course on Occupational Safety and Health in successful manner. 70 officers of executive grade who completed Occupational Safety and Health Diploma Course successfully in the year 2015 were awarded certificates as Diploma holders. The Certificate Course intended for nurses in the industrial sector were conducted in 2015 and 15 nurses were enrolled as the 4th batch.

Training Programmes on Occupational Safety and Health

The training programme for Boiler Operators was conducted during 25th , 26th and 27th August 2015. At the end of the programme, they were given a practical training with the technical assistance of Elastomeric, Engineering Company by way of a field tour.

The National Occupational Safety and Health Week

The following programmes were conducted in the 2 week of October 2015 to mark the National Occupational Safety and Health Week

Date	Programme	Place
12.10.2015	Press conference and donating artificial legs for those who lost legs while in occupation	Auditorium, National Institute of Occupational Safety and Health
13.10.2015	Awareness programme on Occupational Safety and Health (For students of the University of Colombo)	Auditorium, National Institute of Occupational Safety and Health
14.10.2015	Safety and Health Seminar and Diploma Certificate Awarding Ceremony	Galadhari Hotel, Colombo
20.10.2015	Awareness programme an Occupational Safety and Health (For students of the University of Moratuwa)	University of Moratuwa

Financial Progress of the year 2015

Total Income of the year 2015 (Rs.000')	29,524
Total Expenditure of the year 2015 (Rs.000')	22,437
Total Asset as at 31.12.2015 (Rs.000')	78,739
Total Liabilities as at 31.12.2015 (Rs.000')	1,819

Shrama Vasana Fund

The Shrama Vasana Fund was established to promote welfare of labour by Act No. 12 of 1998 is an institution under the purview of the Ministry of Labour and Trade Union Relations. Under 06 broad objectives outlined in the Act, the fund since its inception has initiated a number of welfare programmes for the betterment of employees.

The main source of funding of ‘Sharma Vasana’ is the contribution given by the National Lotteries Board. With the increase in sales of the Jathika Sampatha Lottery, the fund too has witness a corresponding growth enabling the provision of expanded services for the welfare of employees.

Objectives of the Shrama Vasana Fund

- Promotion of welfare for the workers.
- When a place of work closes down without prior notice to the employees, grant financial benefits and other benefits to them.
- Providing employees with medical facilities and other assistance during emergencies
- Granting temporary relief to employees when enquiries are held against them.
- Granting financial assistance and other forms of assistance to employees or their dependents in tragic situations..
- Granting awards to those who have made an outstanding contribution to workers welfare.

Performance from 01-01-2015 to 31-12-2015

Programme/ Activity	No. of Programmes Conducted	No. of beneficiaries participated
Scholarship Awarding Programmes	2	100
Conducting Medical and Eye Clinics	8	3360
Empowering Programmes	1	200
Awareness Programmes	16	900

Financial Progress of the year 2015

Total Income of the year 2015 (Rs.000')	65,398
Total Expenditure of the year 2015 (Rs.000')	26,905
Total Asset as at 31.12.2015 (Rs.000')	373,491
Total Liabilities as at 31.12.2015 (Rs.000')	3,551

Department of Labour – Statistics

Industrial Relations Division

		2011	2012	2013	2014	2015
Statistics on Industrial Disputes						
No. of reported disputes		3,756	3,702	3,204	2,948	1,561
No. of resolved disputes		3,384	3,695	3,077	2,903	1,493
No. of registered Collective Agreements		66	43	34	50	40
Trade Union Activities						
Registered Trade Unions / Federations		76	114	108	125	196
Cancelled Trade Unions/ Federations		38	02	114	255	315
No. of entire active Trade Unions						1,888
Entire active Trade Federations						30
Industrial Courts Activities						
Referring to compulsory arbitration		69	43	49	53	28
Major Issuings		35	26	35	42	35
Statistics on Reported Strikes.						
Reporting of strikes	Estate	14	14	22	31	20
	Establishments	07	20	20	07	16
No. of employees attended	Estate	2,713	4,338	5,031	4,833	5,229
	Establishments	3,742	5,626	6,088	1,618	3,171
No. of man –days lost	Estate	9,877	25,043	41,669	29,165	29,743
	Establishments	15,543	10,774	38,754	8,158	8,630
Activities of Termination of Employments Division						
No. of complains referred		86	92	134	149	171
No. of complains resolved		111	143	112	148	162
Granting permission in respect of application on Termination of Employment		29	31	41	51	24
Conducting Programmes on Social Dialogue						
By Social Dialogue Division	No. of programms conducted	98	153	187	85	80
	No. of Employees attended	4,800	4,751	6,560	4,186	4.403
By Districts and Sub Offices	No. of Programms conducted	124	225	214	101	116
	No. of employees attended	4,478	7,902	7,768	3,714	4,094

Law Enforcement Division

No.	Act	No. of cases filled				
		2011	2012	2013	2014	2015
01.	Payment of Gratuity Act	4,092	3,404	2,371	545	2,524
02.	Industrial Disputes Act	72	77	126	45	153
03.	Termination of Employment Act	65	59	58	12	49
04.	Wages Board Ordinance	238	290	203	66	282
05.	Shop and Office Employees Act	80	132	112	25	99
06.	Maternity Benefit Ordinance	01	02	05	-	03
07.	Employment of Women, Young Persons and Children Act	05	10	07	02	05
08.	Employees Provident Fund Act	3,483	3,210	3,415	829	2,336
09.	Labour Tribunal Orders	153	165	144	45	164
10.	Budgetary Relief Allowance of Workers Act	54	134	22	13	29
11.	Approved Provident Fund	-	07	01	-	03

Special Investigation Division

	2011	2012	2013	2014	2015
Inquiry in to Complaints	241	264	122	84	292
Calculated value of E.P.F. arrears (Rupees thousands)	153,483	313,770	28,012	11,338	634,969
Calculated value of statutory arrears (Rupees thousands)	12,295	40,831	5,814	898	4,996

Industrial Safety Division

	2011	2012	2013	2014	2015
No. of entire registered factories as at the end of the year	20,971	22,459	23,974	25,236	26,198
No. of inquiries conducted	4,749	6,700	6,372	5,063	5,090
No. of inspectors (Engineers)	27	28	28	30	28
Approval of plans	122	106	97	111	130
Lectures and seminars	294	229	218	147	205

Occupational Hygiene Division

	2011	2012	2013	2014	2015
No. of Factory Inquiries	220	410	352	250	312
No. of Awareness Programmes	193	137	190	296	204

Employees' Provident Fund Division

	2011	2012	2013	2014	2015
No. of entire member's Accounts	14,162,590	14,559,328	15,203,073	15,831,410	15,831,410 [#]
No. of total employers	192,044	198,893	204,777	210,595	210,595 [#]
Total value of the fund (Rs. Million)	1,020,072	1,144,409	1,299,974	1,486,931	1,664,852
No. of active members (Million)*	2.21	2.34	2.40	2.40	2.40
No. of active employers**	64,562	68,140	69,148	69,683	72,917

		2011	2012	2013	2014	2015
New registrations	Employees	750,941	127,138	813,010	827,883	827,883 [#]
	Employers	6,403	10,060	7,802	6,176	5,770 ^{##}
Payments of benefits	No. of beneficiaries	120,109	115,654	114,275	127,492	127,107
	Amount of benefits paid (Rs. Million)	47,311	48,015	50,062	65,118	77,769
Collection of contributions (Rs.Millions)		61,879	70,157	77,335	90,049	102,453
E.P.F. housing loans	No. of applications approved	19,709	11,182	16,268	17,786	13,132
	value of loans approved	6,253	3,951	6,914	8,021	5,377

* Members' Accounts paid contributions at least once during the year
** Employers paid contributions for the employees at least once during the year
Non received the information at present. The information updated as at 31/12/2014
The information updated as at 30.09.2015

Few of the special activities of the Ministry during the relevant period.....



National Advisory Council Meeting
01.10.2015



Occupational Safety Walk, held at Seetawaka, Awissawella
13.10.2015



Walk held to mark the International Children's Day,
01.10.2015



Awarding of Compensation to July 80 strikers,
18.03.2015



Eye clinic conducted by the Shrama VasanaFund at Nikaweratiya,
22.06.2015



Seminar on worksite occupational health conducted by the National Institute of occupational Safety and Health, 14.10.2015



Annual Diploma Awarding Ceremony of the National Institute of Labour Studies, 08.01.2015



Eye clinic conducted by the Shrama Vasana Fund at Sri Krishna Vidyalaya-Kahawatta,



The progress review of the project "Fundamental Principles of Rights at work" implemented with the assistance of the International Labour Organization and Department of Labour-U.S.A. 25.09.2015



Career guidance programmes and job fair, conducted by the Department of Manpower and Employment, Kegalle District, 21.03.2015



At the Ampara Labour Office, 07.11.2015



External field training programme conducted for the staff of the Ministry (National Fisheries and Aquaculture Development Institute, Kalawewa, Wijithapura) 11.10.2015 to 12.10.2015

කම්කරු හා වෘත්තීය සමිති සබඳතා අමාත්‍යාංශය
தொழில் மற்றும் தொழிற்சங்க உறவுகள் அமைச்சு
MINISTRY OF LABOUR AND TRADE UNION RELATIONS

ශ්‍රී ලංකාවේ අර්ධ රාජ්‍ය හා පෞද්ගලික අංශයේ සේවයේ නියුක්ත වූවන්ගේ ජීවන හා සේවා තත්ත්වයන් වර්ධනය කිරීම මෙන්ම රටේ නිෂ්පාදනය හා ශ්‍රම ඵලදායිතාව ඉහළ නැංවීමට අවශ්‍ය වන කාර්මික සාමය සහ සේවා-සේවක සබඳතාව ස්ථාපනය කරමින් අදාළ ප්‍රතිපත්ති සම්පාදනය කිරීම සහ ඒවා ක්‍රියාවට නැංවීම, කම්කරු හා වෘත්තීය සමිති සබඳතා අමාත්‍යාංශයේ මූලික පරමාර්ථ වේ. සේවක ජනතාවගේ සුබසාධනය උදෙසා වරින්වර ඇති කරන ලද කම්කරු නීති හා අනෙකුත් අනුව මෙම අමාත්‍යාංශයට පැවරෙන කාර්ය භාරයද පුළුල්ය.

இலங்கையில் நியதிச் சபைகள் மற்றும் தனியார்துறை நிறுவனங்களில் பணியாற்றுகின்ற அண்ணளவாக 8.5 மில்லியன் தொழிலாளர்களின் வாழ்க்கை மற்றும் தொழில் தரங்களை அதிகரித்தல் உட்பட தேசியஉற்பத்தி மற்றும் தொழில் உற்பத்தித்திறன் அதிகரிப்பிற்குத் தேவையான தொழில் அமைதி, தொழில்வழங்குநர் - தொழிலாளரிடையேயான உறவுகளை உருவாக்கி குறித்த கொள்கைகளைத் தயாரித்தல், அவற்றை அமுலாக்குதல் போன்றவை தொழில் மற்றும் தொழிற்சங்க உறவுகள் அமைச்சின் பிரதான குறிக்கோள்களாகும். தொழிலாளர்களின் நலன்களை முன்னிட்டு அடிக்கடி உருவாக்கிக்கொண்ட தொழிற்சட்டங்கள், ஒழுங்குவிதிகளுக்கேற்ப இந்த அமைச்சிற்குப் பொறுப்பாக்கப்பட்டுள்ள கடமைகளும் விரிவானதாகும்.

Main objectives of the Ministry of Labour and Trade Union Relations are formulation of policies and implement those policies that establish the industrial peace and employer and employee relationship, which are pre-requisites for the increase of the production and the labour productivity, with the view of improving the quality of life and service conditions of the working population of about 8.5 million, who are employed in the private and semi-government sector of Sri Lanka. The functional area entrusted to this ministry gets broadened along with labour laws and legislations that are formed from time to time, for the welfare of the working people.