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MINISTRY OF LABOUR AND TRADE UNION RELATIONS



2016

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வருடாந்த செயலாற்றுகை அறிக்கை
ANNUAL PERFORMANCE REPORT

"A Satisfied Productive Labour Force"



Ministry of Labour and Trade Union Relations

Annual Performance Report **2016**

Preparation

Planning, Research and Development Division

Publication

Ministry of Labour and Trade Union Relations

Annual report - 2016

Preparation

Planning, Research and Development Division

Publication

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Ministry of Labour and Trade Union Relations Annual Performance Report-2016

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

It is with a sense of joy and pride that I issue this message for the Performance Report which reviews the progress of the Ministry of Labour and Trade Union Relations for the year 2016.

The active contribution made by the country's workforce for the attainment of sustainable development goals is of crucial importance. More than eight million workers of the private sector directly contribute towards this end while maintaining industrial peace built with the tripartite consensus of employers, employees and the state. The responsibility of transforming the working class into a healthy and contented labour force lies with the Ministry of Labour. Our contribution to enhance manufacturing productivity and achieve economic development goals while upholding the rights of workers is enormous.

A free and peaceful environment prevails in the country. Therefore, the people now enjoy the unfettered freedom to hold strikes, agitations, fasts and protests. Against this backdrop, we were successful in resolving many strikes and

industrial disputes in recent times. Similarly, we were able to address the salary issue of plantation workers and reactivate collective agreements. The Ministry also played a pivotal role towards eliminating child labour in collaboration with the International Labour Organization. Now we are in a position to reap the expected benefits of this endeavour. One of our outstanding successes during the year was the increase of salaries of all private sector employees by Rs. 2500/= consequent to the passage of the Budgetary Relief Allowance Act in Parliament. Making the national minimum wage in the private sector Rs. 10,000 is another significant achievement. Meetings of the National Labour Advisory Council were regularly convened enabling us to take a raft of measures for the advancement of the labour sector. Recommendations required for the uplift of occupational safety and welfare of the workers' of the private sector were made. Measures were also taken to amend antiquated labour legislations to suit the present day needs. In all these endeavours, the assistance extended by the Department of Labour and

other affiliated institutions was commendable. At present, a new consensual governing structure has been established in the country. Stage has been set for resolving all issues through consensus and consultations. The leadership provided by His Excellency the President Maithreepala Srisena and Prime Minister Hon. Ranil Wickremesinghe in this regard is praiseworthy. I wish to take this

opportunity to convey my heartfelt gratitude to State Minister Hon. Ravindra Samaraweera, the Secretary of the Ministry and the entire staff for their constant support to implement new plans for the attainment of developmental goals and maintain an efficient administration.

W.D.J. Senevirathne (M.P.)

Minister of Labour and Trade Union Relations





Message of the State Minister of Labour and Trade Union Relations **Hon. Ravindra Samaraweera (M.P.)**

Is with great pleasure that I issue this message to the Annual Report which outlines the performance of the Ministry of Labour and Trade Union Relations for the year 2016.

Services rendered by the Ministry of Labour and Trade Union Relations in improving living standards and working conditions of nearly 8.5 million workforce employed in the semi-governmental and private sectors of Sri Lanka thus contributing to improve manufacturing and labour productivity of the country and establish industrial peace for the wellbeing of both employer and employee are extensive.

The Department of Labour, Office of the Commissioner for Workmen's Compensation, National Institute of Occupational Safety and Health, National Institute of Labour Studies, Shrama Vasana Fund and Department of Manpower and Employment under the purview of the Ministry have taken necessary measures for the achievement of the development goals set for the year.

Emphasis was laid on minimizing labour disputes and strikers, expanding the coverage of the social care programmes, eliminating child labour, maintaining industrial peace in the country while upholding the rights of workers and ensuring that service conditions are on par with international standards and resolving industrial disputes.

Similarly, action was taken to modernize Public Employment Service Centres covering all districts of the Island for the provision of more efficacious service to the public.

The Ministry has initiated and implemented necessary measures to increase the salaries of the private sector enabling them to build social stability, register trade unions and mobilize activities of all trade unions for the development of the country.

I wish to record my appreciation to the Minister of Labour and Trade Union Relations, Hon. W.D.J. Senevirathne, the Secretary to the Ministry and all officials of the Ministry, the

heads of all institutions coming under the purview of the Ministry and the entire staff for

their commitment to achieve the objectives of the Ministry during the year 2016.

Ravindra Samaraweera (M.P.)

State Minister of Labour and Trade Union Relations





Message of the Secretary to the Ministry of Labour and Trade Union Relations **Mr. S.M. Gotabaya Jayarathne**

This report setting out the performance in the year 2016 of the Ministry and the State Ministry of Labour and Trade Union Relations and departments and institutions under their purview is presented to you with immense pleasure.

I am proud to state that the Ministry and the State Ministry of Labour and Trade Union Relations played a key role in the year 2016 with the aim of creating a contented and productive Sri Lankan labour force while safeguarding the labour rights.

During the period under review, construction work of the 32-storey 'Mehewara Piyasa' building built at a cost of Rs 8837.9 million reached the final stage and new labour offices were constructed at Negambo, Kilinochchi, Mullaitivu, Jaffna and Beliatta and vested with public and the labour offices at Kurunegala, Ambalangoda, Mahiyanganaya, Polonnaruwa, Awissawella and Anuradhapura were renovated to provide more efficient service to the public.

Approval of the cabinet of ministers was secured for the national policy on human resources and employment in compliance with new national policy and the opening of 06 new Public Employment Service Centres enabled the provision of employment to large number of people through job fairs.

Automation of payments and recoveries of the Employees' Provident Fund, decentralizing this service to cover all district labour offices and sub labour offices, installing benefit access machines at the head office and 30 district labour offices, delegation of authority to grant 30% loan to the district offices are some of the outstanding successes of the Ministry in its drive towards offering better service to the public.

We pride ourselves on our success in stipulating a national minimum salary for labour through the National Minimum Wage of Workers Act No. 03 of 2016 and granting a salary hike of Rs 2500/= for employees of the private sector through the Budgetary Relief Allowance of Workers Act No 4 of 2016. Other notable

achievements during the year include promoting social dialogue at the institutional level fostering the concept of decent work, activating the National Labour Advisory Council, eliminating child labour, ensuring occupational safety and health awareness raising among female employees, conducting research and expert panel discussions, offering professional training courses and launching publications.

My gratitude is due to Minister of Labour and Trade Union Relations Hon. W.D.J. Senevirathne and State Minister Hon. Ravindra Samaraweera for their leadership and guidance to execute the aforesaid functions.

Similarly, I am deeply appreciative of the Additional Secretary and the staff of the Ministry,

Commissioner General of Labour, Director General of the Department of Manpower and Employment, Commissioner of Workmen's Compensation, Director General of the National Institute of Occupational Safety and Health, Director General of National Institute of Labour Studies and General Manager of the Shrama Vasana Fund and officials of all levels of these institutions for their contribution in achieving the above progress in our performance and also extend my appreciation to officers of the Planning, Research and Development Division of My Ministry for their tireless work in preparing this report

S.M. Gotabaya Jayarathne

Secretary,
Ministry of Labour and Trade Union Relations





Message of the Secretary to the State Ministry of Labour and Trade Union Relations **Mr. Sunil Abeywardena**



I am pleased to extend my congratulations to the Annual Report of the Ministry and the State Ministry of Labour and Trade Union Relations and the Department of Labour, the Office of the Commissioner for Workmen's Compensation, the National Institute of Labour Studies, the National Institute of Occupational Safety and Health, the Shrama Vasana Fund and the Department of Manpower and Employment under its purview highlighting their achievements and successes during the year 2016.

Strengthening ties with the International Labour Organization and other related international organizations, conducting researches relevant to the field of labour, procuring the active contribution of the National Labour Advisory Council to augment tripartite relations amongst employees, employers and the government with a view to maintaining industrial peace and coordinating the activities of the institutions under the purview of the Ministry are the major responsibilities of the Ministry.

In addition, the Department of Labour carries

out a host of activities for upholding the rights of workers, eliminating hazardous forms of child labour, conducting social dialogue for promoting employer-employee relationships, formulating legislation required for increasing employee salaries and constructing "Mehewara Piyasa" building for expanding office space. The Department of Manpower and Employment has launched several initiatives to provide employment to unemployed youths and offer them necessary guidance and also contributes to the one million employment drive of the government. Concurrent to this programme, 08 Public Employment Centres (PES) were opened in 08 districts of the Island and JobNet programme was conducted across the Island guiding youths for employment opportunities in the private sector.

In 2016, under the patronage of the National Institute of Occupational Safety and Health, an awards ceremony of excellence was held to felicitate industrialists who excelled in promoting health and minimizing accidents in their respective workplaces and preliminary

arrangements were made to formulate necessary laws to increase the compensation paid to workers who become victims of work related accidents. The National Institute of Labour Studies was instrumental in conducting a raft of short term and long term training programmes for employees in the private and public sectors and several initiatives have been taken by the Shrama Vasana Fund targeting the wellbeing of families of the labour community by uplifting the living standard of low income workers.

I wish to extend my thanks to the Minister of Labour and Trade Union Relations, Hon. W.D.J. Senevirathne and the State Minister Hon. Ravindra Samaraweera who offer leadership and guidance in carrying out all these functions and the Secretary and the staff of the Ministry for efficient and effective implementation of programmes.

Sunil Abeywardena

Secretary

State Ministry of Labour and Trade Union Relations



Ministry of Labour and Trade Union Relations

Improving the standards of living and service condition of workers in the semi-government and private sectors of 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 are the prime objectives of the Ministry of Labour and Trade Union Relations. The scope of the Ministry has broadened with labour legislations enacted from time to time with the welfare of the worker in mind. 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 the promotion of industrial peace, social security, optimum manpower utilization, productivity and decent work.



Organizational Structure



Staff Details as at 31.12.2016

	Institution	Senior Level		Tertiary Level		Secondary Level		Primary Level		Total		
		Approved Carder	Existing Carder	Vacancies								
1	The Ministry	15	13	04	04	71	52	31	29	122	99	23
2	Department of Labour	210	161	668	363	1771	1434	489	442	3138	2400	738
3	Department of Manpower & Employment	13	09	02	0	673	538	15	11	703	558	145
4	National Institute of Labour Studies	09	03	13	04	18	06	05	03	45	16	29
5	National Institute of Occupational Safety & Health	03	02	07	01	10	07	05	03	25	13	12
6	Commissioner of Workmen's Compensation	04	03	03	01	31	16	05	04	43	24	19
7	Shrama Vasana Fund	01	01	02	02	07	07	04	04	14	14	0
	Total	255	192	699	375	2581	2060	554	496	4090	3124	966

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 employees and encouraging gender equality.
- Enhancing flexibility of labour legislations and procedures.
- Formulating appropriate methodologies for ensuring social security

Functions entrusted to the Ministry

As per the gazette notification extraordinary of the Democratic Socialist Republic of Sri Lanka published on 21.09.2015, the powers, functions and duties of the Ministry of Labour and Trade Union Relations are as follows.

1. Formulation of policies, programmes and projects, monitoring and evaluation in regard to the subjects of labour and trade union relations and those subjects that come

under the purview of Departments, Statutory Institutions and Public Corporations under the Ministry.

2. Formulation and implementation of policies with regard to international labour standards, supervision and welfare of employees.
3. Liaison with International Labour Organization and International Social Security Organizations.
4. Administration of the Employees' Provident Fund and Private Retirement Schemes.
5. Industrial relations and settlement of industrial disputes
6. Matters relating to formulation of laws and regulations relevant to labour relations and their regulation.
7. Provision of employment and career guidance.
8. Registration of trade unions and introduction and implementation of positive measures for harnessing activities of all trade unions in the public and private sectors for the country's development.
9. Implementation of national manpower and employment polices.

- 10.Regulation of levy of fees by employment agencies.
11. Unemployment benefit insurance scheme.
12. Provision of employment guidance.
- 13.Matters relating to all other subjects assigned to the Department of Labour, National Institute of Labour Studies, National Institute of Occupational Safety and Health, Office of the Commissioner of Workmen`s Compensation, Shrama Vasana Fund and Department of Manpower and Employment.
- 14.Formulation of policies, programmes and projects, monitoring and evaluation in regard to the subjects that come under the purview of the Department of Labour, National Institute of Labour Studies, National Institute of Occupational Safety and Health, Office of the Commissioner of Workmen`s Compensation, Shrama Vasana Fund and Department of Manpower and Employment

Major Acts implemented

1. Workmen`s Compensation Ordinance, No. 19 of 1934 .
2. Trade Unions Ordinance, No. 14 of 1935.
3. Maternity Benefits Ordinance 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. 14 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 Employment (Special Provisions) Act No. 45 of 1971.
- 12.Employees Councils Act No.32 of 1979.
- 13.Gratuity Act No. 12 of 1983
- 14.Shrama Vasana Fund Act No. 12 of 1998
- 15.National Institute of Occupational Safety, Health and Welfare Act No. 38 of 2009
- 16.National Institute of Labour Studies Act No. 12 of 2010.
- 17.National Minimum Wages of Workers Act No 3 Of 2016
- 18.Budgetary Relief Allowance of Workers Act No.4 of 2016

National Policy on Decent Work in Sri Lanka

This policy examines a whole range of issues pertaining to decent work which should be overcome 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 an environment of freedom, equity, security and human dignity. Notably, the policy is not aimed only at creating employment but 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 four major priorities, the programmes are implemented covering the following areas liaising with all sectors.

1. Productivity promotion
2. Ensuring gender equality

Accordingly, all institutions under the purview of the Ministry focus 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 relevant to the field of labour and development.

PERFORMANCE OF THE MINISTRY

1. Administration and Establishment Division

The Administration Unit, Establishment Unit and Media Unit are the three units under the scope of the Administration and Establishment Division. Among many responsibilities entrusted to this division include general administration, procurement activities, management, maintenance activities, training, matters related to information technology, coordinating activities of the Ministry and institutions under the purview of the Ministry. All activities relating to human resources management of the Ministry, Ministry 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 Workmen's Compensation, National Institute of Occupational Safety and Health, National Institute of Labour Studies, Shrama Vasana Fund and Department of Manpower and Employment are handled by this Division. In addition, it also deals with parliamentary questions and multiple requests made by the Public Petitions Committee, Consultative Committee, Human Rights Commission and the general public.

■ Human Resources Development

The Ministry organized Tamil language courses in partnership with the Department of Official Languages to improve Tamil language skills of officers of the Ministry and institutions under its purview. This Division also extends 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 and Sri Lanka Foundation and Skill Development Fund.

Graduates 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.

Up to 31.12.2016, 66 officers in the cadre of the Ministry have been referred to various training courses.

The Ministry has received a car, two vans and two cabs from the Ministry of Finance during the year 2016.

■ Other matters of importance

Approval was secured from the Department of Management Services for positions in the National Institute of Occupational Safety & Health and National Institute of Labour Studies and recruitments were made to such positions having prepared the relevant schemes of recruitment.

A new officer was recruited for the post of stenographer which remained vacant in the

cadre of the Ministry and the vacancy for the post of Information and Communication Technology Officer was filled by the Ministry of Public Administration and Management.

A Cabinet Memorandum dated 13.05.2014 was submitted to pay compensation to 2,396 employees of the Tulhiriya and Pugoda Textile Mills expelled from service due to the 1978 strike and taking into consideration the matters outlined therein, approval was granted at the meeting of Cabinet of Ministers held on 29.05.2014 to pay an ex-gratia payment of Rs. 25,000/= to 2396 employees/their dependents. ¹

Accordingly, out of those who forwarded applications, Rs. 56.05 million was paid to 2242 persons whose identity was established.

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 compensation to employees of the public and private sectors dismissed from service for taking part in July, 1980 strike. Accordingly, recommendations for the payment of the July strikers allowance for a total of 1,931 applicants with 1712 in 2015 and 219 applicants in 2016 were referred to the Ministry of Finance.

2. Labour and Foreign Relations Division

Safeguarding domestic labour rights in accordance with 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 premier function of this Division.

Performance from 01 January 2016 to 31 December 2016

01. Collecting and analyzing data required for compiling reports to be submitted to the International Labour Organization annually in terms of section 19 and 22 of the ILO constitution.
02. Compiling reports on emerging trends in respect of the field of labour for the Ministry of Foreign Affairs and other relevant Ministries.
 - I). Compiling the Chapter on the field of labour to address problems encountered in regaining the GSP+ concession and taking further action towards that end.
 - II). Providing relevant information to the economic review and economic outlook published annually by the Central Bank of Sri Lanka and the Annual Report of 2016.
03. Acting as the facilitator of the meeting of the National Labour Advisory Council which meets monthly with tripartite representation. Laying the groundwork for the implementation of the proposals of both employees as well employers in respect of the salary hike granted by the 2015 budget and amendments thereto was carried out during the year.
04. Submission of non-ratified "Transition from the Informal to the Formal Economy" Recommendation No 204 of ILO for the information of Parliament in all three languages, i.e. Sinhala, English, Tamil.
05. Conducting all coordinating and following up activities relevant to the participation of tripartite representatives for the International Labour Conference held annually.
06. Coordinating all activities relating to the participation of tripartite representatives in the Asia Pacific Regional Conference of International Labour Organization held in Indonesia in 2016.

07. Taking action pertaining to foreign tours undertaken to strengthen cooperation in the field of labour.
08. 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. Towards maternity insurance scheme for Sri Lanka
 - II. Employment injury insurance scheme for Sri Lanka (EIS)
 - III. Social protection floor for Informal Sector
09. Conducting meetings of National Operations Committee on labour laws and policies which is a special committee for discussing amendments to labour legislation and policies and matters pertaining to the introduction of new Acts and emerging trends and requirements in the sector.
10. Initiating action for the passage of the Budgetary Relief Allowance of Workers Act No. 4 of 2016 and National Minimum Wages of Workers Act No.3 of 2016.
11. Making necessary arrangements for the ratification of Employment Policy (1964) -C122 of ILO.
12. Coordinating and following up all activities pertaining to the reference of officials serving in the Ministry of Labour and the Department of Labour for foreign training programmes. During the period from January to December 2016, 40 officers have participated in foreign training programmes and workshops.
13. Carrying out all types of coordinating activities of the Child Activity Survey conducted by the Department of Census and Statistics with the financial assistance of the ILO.
14. Replies are to be forwarded to the questionnaire to be taken up for discussion at the 2017 session of ILO 'Report for the item V at the 106th Session (2017 & of the International Labour Conference (Revision of the Employment (Transition from War to Peace & Recommendation" 1944 (No- 71).
15. Assisting in the drafting of the national policy for the elimination of child labour in Sri Lanka and initiating necessary action to seek Cabinet approval for the same.
16. Holding the monthly labour dialogue to improve the knowledge of officials of the Ministry of Labour and all institutions under its scope. Accordingly, 5 programmes on topics associated the labour sector were conducted in 2016.
17. Carrying out relevant activities to enter into an agreement between the governments of Sri Lanka and India on social security of expatriate workers.
18. ILO Convention on Seafarers Identity Document No. 185 of 2003 was ratified.

3. Planning, Research and Development Division

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

1. Preparing the annual action plan containing development tasks carried out by the Ministry and its affiliated institutions and referring it to the relevant parties.
 - Preparing the Annual Action Plan in accordance with zero based budgeting scheme, implementation thereof and conducting monthly progress reviews.

2. Coordination with the Presidential Secretariat, Ministry of Finance, Department of Project Management and Monitoring and Department of National Planning in terms of National budgetary Circular No.(1) of 06/2015, and submission of progress reports monthly and quarterly.
 - In respect of the period under review, volume of 4 of Serial No 66 and volume 1 and 2 of serial No. 67 were issued quarterly.
3. Presenting the performance report to the Parliament for the committee stage debate of the budget.
4. Preparing annual report for the year 2015.
5. Handling all activities pertaining to the publication of Sri Lanka Labour Gazette.
 - Under the decent work programme, Rs 8 million was allocated to various institutions and divisions and its progress as at 31st December 2016 is as follows. Accordingly, the overall progress as at 31st December 2016 was 96.62%.
6. The first and second volumes of the biannual journal "Labour Eye" were published
7. Implementing national policy on decent work and conducting progress review meetings.

Implementing agencies of projects	Allocations (Rs Mn)	Progress as at 31.12.2016 (Rs. Mn)	%
Department of Labour	4.5	4.47	99.33
National Institute of Occupational Safety and Health	0.5	0.46	99.00
Ministry of Labour	3.0	2.80	93.85
Total	8.0	7.73	96.62

8. A scholarly symposium on the field of labour was held. It received 41 research papers and of them full reports were called in respect of 21 selected papers and the symposium was held on November 04, 2016. The research reports were compiled and published as a journal.
9. A two-day residential workshop to prepare a plan regarding the conditions to be acquired by the labour sector and other sectors incidental thereto for the formulation of the 2020 vision of the Ministry was held with the participation of senior staff officers of the Ministry and institutions under its purview on 12 & 13 February 2016 at the Sarvodaya Training Centre, Bandaragama. Encapsulating the views expressed at the workshop, the strategic planning report of the Ministry up to 2020 is due to be published.
10. A publication titled "Sri Lanka Labour-Way Forward" containing summarized information on the labour sector, the Ministry of Labour and Trade Union Relations and departments and institutions under its purview and the evolution of Sri Lanka's labour sector was published.
11. With a view to controlling fast spreading non-communicable diseases in Sri Lanka, a Yoga exercise programme for the officials of the Ministry and the Department of Labour is conducted every Thursday from 7.00 to 8.30 in the morning by two doctors of the Ayurveda Department.
12. The circuit bungalow being constructed in Ampara is expected to be completed

soon, its estimated value is Rs 28 million.

13. Project on gender equality – Under the gender equality project, programmes were conducted for ensuring gender equality in Sri Lanka’s labour market. The prime objective in conducting these programmes is to enhance labour productivity through the creation of a decent work environment in workplaces. Workshops for training of trainers as to how gender equality should be promoted in the world of work were

conducted for Labour Officers, Human Resource Development Officers and Development Officers of the Department of Labour and the Department of Manpower and Employment.

14. The Unit for the Disabled maintains a database on persons with disabilities seeking employment and employees who are willing to employ such persons can access necessary information from this database.

Theme	No. of programs conducted	No. of participants
Creation of decent work environment through promotion of gender equality	No. of awareness programs for institutions -05	447
The basic concept of gender equality and mainstreaming gender equality in the world of work.	No. of training of trainers programs -06	280

4. Finance Division

Financial progress of the Ministry from January to December 31, 2016

Program	Project	Type of expenditure	Net Allocation (Rs)	Expenditure (Rs)	Balance (Rs)	Expenditure (%)
1	1	Recurrent	25,201,000	23,781,598	1,419,402	94
		Capital	2,700,000	2,333,519	366,481	86
		Total	27,901,000	26,115,117	1,785,883	94

1	2	Recurrent	106,881,000	101,442,575	5,438,425	95
		Capital	22,659,000	22,411,085	247,915	99
		Total	129,540,000	123,853,660	5,686,340	96

1	11	Recurrent	25,228,000	23,543,320	1,684,680	93
		Capital	9,914,391	9,848,444	65,947	99
		Total	35,142,391	33,391,764	1,750,627	95

2	3(2)	Recurrent	9,500,000	9,500,000	-	100
		Capital	3,000,000	2,481,015	518,985	83
		Total	12,500,000	11,981,015	518,985	96

2	3(3)	Recurrent	3,211,790	3,211,790	-	100
		Capital	12,000,000	12,000,000	-	100
		Total	15,211,790	15,211,790	-	100

2	4	Recurrent	48,439,000	47,389,090	1,049,910	98
		Capital	1,100,000	686,543	413,457	62
		Total	49,539,000	48,075,633	1,463,367	97

2	5	Recurrent	25,140,000	24,885,134	254,866	99
		Capital	550,000	445,600	104,400	81
		Total	25,690,000	25,330,734	359,266	99

	Sum Total	Recurrent	243,600,790	233,753,507	9,847,283	96
		Capital	51,923,391	50,206,206	1,717,185	97
		Total	295,524,181	283,959,713	11,564,468	96

INSTITUTIONS UNDER THE PURVIEW OF THE MINISTRY

01. Department of Labour

The Department of Labour which focuses on enhancing welfare of workers in the semi-government and private sectors who represent the majority of the country's workforce and improving employer- employee relationships consistently seeks to augment its institutional capacity to a more optimal level and is the leading public sector entity that works towards achieving the aforementioned goals.

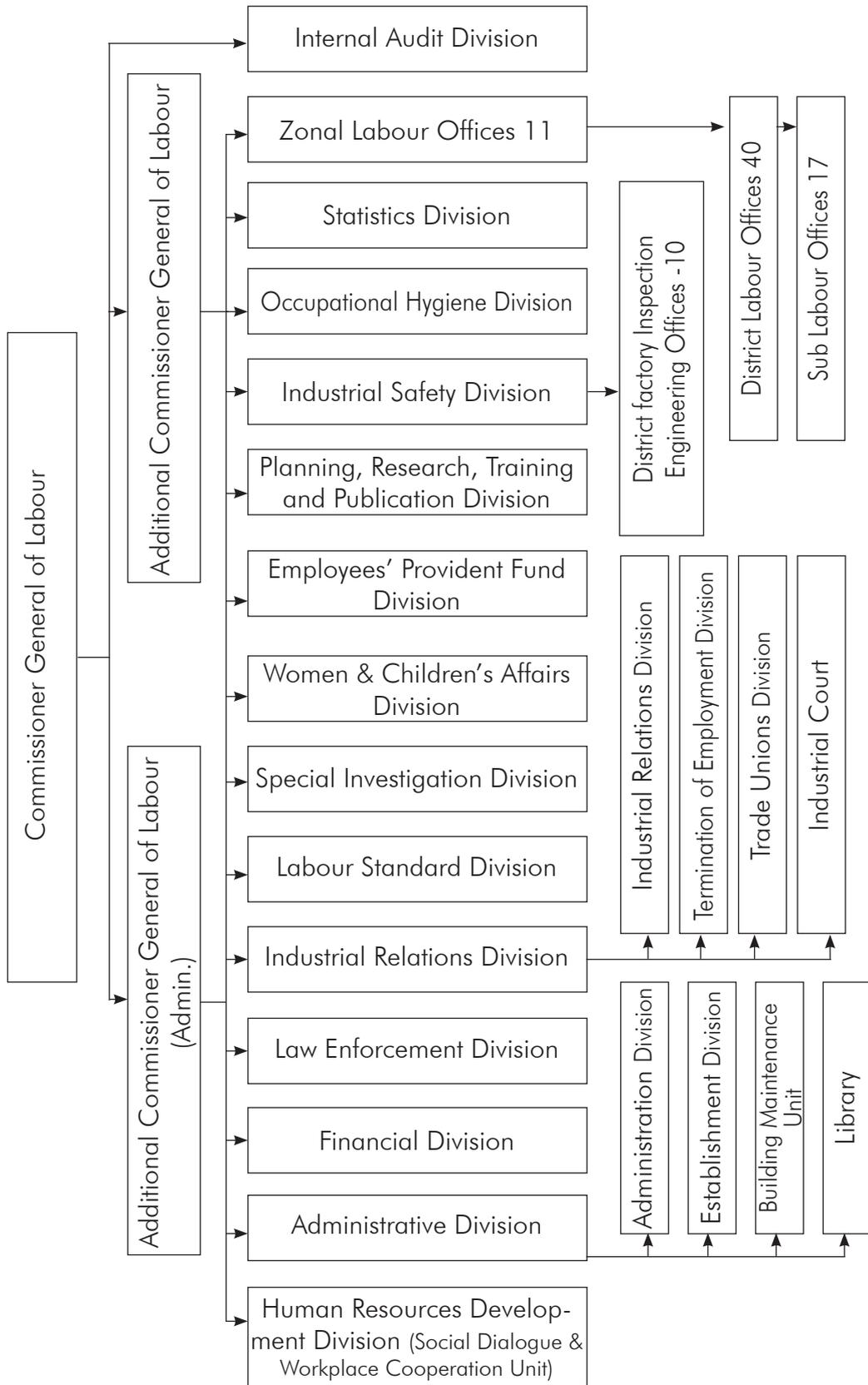
The fundamental role of the Department of Labour is to enforce legislations adopted by the country's legislature in respect of the labour sector during the past 94 years from 1923 and subsequent amendments thereto as per the needs of the sector.

For this purpose, these functions are implemented under 13 principal divisions attached to the head office of the Department of Labour, and in addition to that, 11 Zonal Labour Offices, 40 District Labour Offices, 17 Sub-Labour offices and 10 District Factory Inspecting Engineer's Offices are in operation to ensure safe working environment for workers in their workplaces while offering them legal protection and welfare.

Functions of the Department

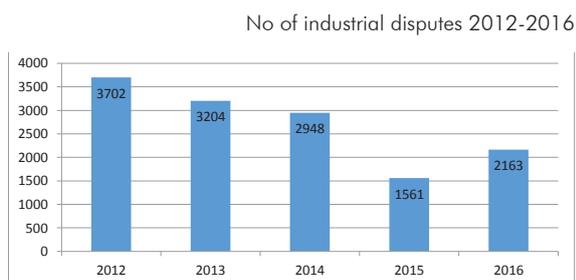
- Enforcement of laws aimed at promoting workers' welfare and resolving industrial disputes.
- Implementing social protection programmes for the labour force.
- Conducting researches on the labour sector, identifying projects and formulating plans contributory towards the promotion of the labour sector and the advancement of workforce, conducting internal and external awareness and educational programmes
- Promoting social dialogue amongst different stakeholders of the field of labour.
- Collecting, analyzing and presenting statistics related to the labour sector.
- Maintaining robust and active relationships with trade unions.
- As Sri Lanka's representative of the International Labour Organization, working in close collaboration with the Ministry of Labour and Trade Union Relations

Organizational Structure of the Department of Labour



Industrial Peace

The existence of a contended workforce provides a strong boost for the development of that country. Owing to labour inspections conducted island-wide by officers of the Department of Labour ensuring vibrant industrial peace, the number of labour disputes has declined thus contributing to upward trend in the overall productivity of the country.

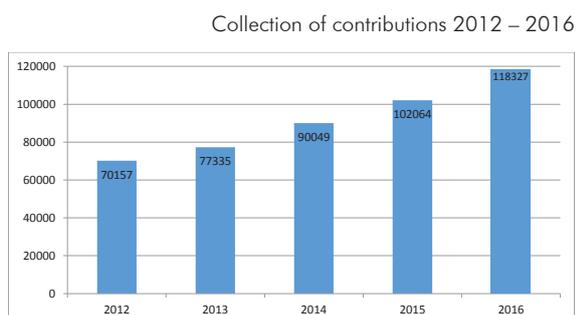


Employees' Provident Fund

The key function of the Employees' Provident Fund established by Employees' Provident Fund Act No. 15 of 1958 is to take action to register institutions and employees in the EPF and recover the relevant contributions from employers and pay the benefits of the Fund to employees.

At present, it is not confined to pension benefits. Every member of the Fund who has made contributions to the Fund for a period of not less than 10 years and possesses not less than 300,000 rupees to his credit in his individual account is now entitled to withdraw 30% of the amount lying to his credit for construction of a house or medical assistance as pre pension benefit.

Progress in the collection of EPF contributions during the past 5 years



Programmes focusing on Women and Children

With the objective of safeguarding occupational rights and safety as well as ensuring facilities and benefits related to health and welfare of women employees who represents a significant percentage of the Sri Lankan workforce, the Department enforces several legislations. Accordingly, International Women's Day was celebrated on 07.03.2016 at Ratnapura under theme "Empowered Woman- Sustainable Tomorrow". Similarly, with the objective of raising awareness amongst women, 2 programmes were conducted for female estate workers and 10 programmes were conducted for female factory workers. Psychological consultancy programmes were conducted to address psychological problems of female employees of Industrial Promotion Zones at Katunayake, Biyagama and Koggala. A drug prevention programme too was conducted for the benefit of female employees of the Free Trade Zone.

With the prime objective of preventing child labour as a solution to the problem of employing under-aged children in domestic work and other vulnerable trades, the Department of Labour conducts inspections jointly with its district labour offices. The ceremony to mark World Day against Child Labour was held under the patronage of His Excellency the President at the BMICH on 22.06.2016 with drawing attention at the national level to the elimination of hazardous forms of child labour. The highlight of the event was the reading of pledge for the elimination of child labour from Sri Lanka and signing same by His Excellency the President and the issuance of text message on the elimination of child labour from Sri Lanka.

International Children's Day ceremony was held at Dharma Vijaya Foundation auditorium, Colombo 07 and 100 children from low income families were donated school equipment.

Salaries and Service Conditions

The Department of Labour, guided by the following Acts, initiates action to formulate standards and conditions of work, give legal effect to them and monitor their implementation in order to ensure the welfare and job security of the workers employed by the private sector.

1. Wages Board Ordinance No.27 of 1947.
2. Shop and Office Employees (Regulation of Employment and Wages) Act No. 14 of 1954.
3. Budgetary Relief Allowance of Workers Act No.36 of 2005.
4. Minimum Wages of Workers Act No. 03 of 2016
5. Budgetary Relief Allowance of Workers Act No. 04 of 2016

Accordingly, activities carried out in the year 2016 are as follows.

- Appointing of representatives for 22 Wages Boards
- Calling for objections of the Wages Board on rubber cultivation and preparation of raw rubber.
- Drafting service conditions of rubber wages board and publishing same in newspapers.
- Drafting the decree of the Wages Board on transport industry in dockyards, ports and harbours
- Publishing Budgetary Relief Allowances No. 04 of 2016 and Minimum Wages Allowance No. 03 of 2016 in newspapers.
- Securing approval for 195 requests received for the enactment of five-day work week
- Inspecting and reporting legal validity of 30 collective agreements.
- Conducting awareness programme for both employees and employers and awareness programmes on budgetary relief allowance.

Occupational Safety

A hazard free and healthy work environment is helpful in enhancing efficiency and productivity

of employees and also contributes to improve the quality of goods and services. Hence the Department of Labour takes action to minimize disasters, accidents and occupational diseases. According to the provisions of the Factories Ordinance No. 45 of 1942, the health and safety of employees is a legal requirement.

Department of Labour conducted a national level programme at the Katunayake Investment Promotion Zone to mark World Safety Day -2016 and the programme for National Occupational Safety and Health Week was conducted at Altair Construction site, Colombo 02.

Progress of Industrial Safety Division in 2016

Factory inspections	4975
Inspection of high risk machines	9007
Registration of factories	1572
Legal matters	13
Conduct of awareness programmes on occupational safety	177
Occupational safety and health programmes (Industries / Vocational training students)	10

Progress of activities of Occupational Hygiene Division in 2016

Environmental measurements	46
Biological tests	1283
Occupational safety and health audits	212
Awareness programs	168
E.T.F. and E.P.F. medical boards	24

Social Dialogue

In order to maintain the production process of any given country productively and efficaciously, the cooperation between the employer and the employee is imperative. Sustaining industrial peace and harmony is easily achieved by the promotion of dialogue and cooperation between employers and employees. To take action towards this end, Social Dialogue and Workplace Cooperation

Unit has been established at the Department of Labour and the Unit implements diverse programmes to promote social dialogue and workplace cooperation. The Unit conducts a competition and an award ceremony to appreciate institutions which implements social dialogue workplace cooperation at an optimal level and this awards ceremony was held in November 2016 at the Sri Lanka Foundation Institute, Colombo-07.

Physical Resources Development

Construction activities of the 36-storey 'Mehewara Piyasa' building of the Department of Labour are going on apace. The cost during the year was Rs 3122.9 million. Further, construction activities of Jaffna, Mullaitivu, Beliatta and Kilinochchi labour offices have been finalized.

Construction activities of following offices are in progress

Office	Expenditure incurred in the year 2016 Rs Mn
Awissawella	50
Negambo	21.168
Polonnaruwa	46.7
Puttalam	12
Ambalangoda	15.310
Kurunegala	25
Mahiyanganaya	13
Anuradhapura	6

02. Department of Manpower and Employment

The Department of Manpower and Employment was established under the Ministry of Labour and Labour Relations 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.

The Department expects to carry out the following functions

- Formulation and implementation of national policy on manpower and employment
- Employment creation and promotion
- Career guidance programmes
- Collection, analyzing and dissemination of labour market information
- Services offered by Jobs Net

and for all matters connected or incidental to the above subjects

Divisions of the Department

- Administrative, Planning, Monitoring & Operations Division
- Accounting Division
- Manpower Planning, Development and Research Division
- Employment Creation, Promotion and Career Guidance Division

The financial progress up to 31/12/2016

	Allocation (Rs.000)	Expenditure (Rs.000)	Balance (Rs.000)
Recurrent expenditure	330,450	328,829	1,620
Capital expenditure	32,700	31,738	961
Total expenditure	363,150	360,568	2,581

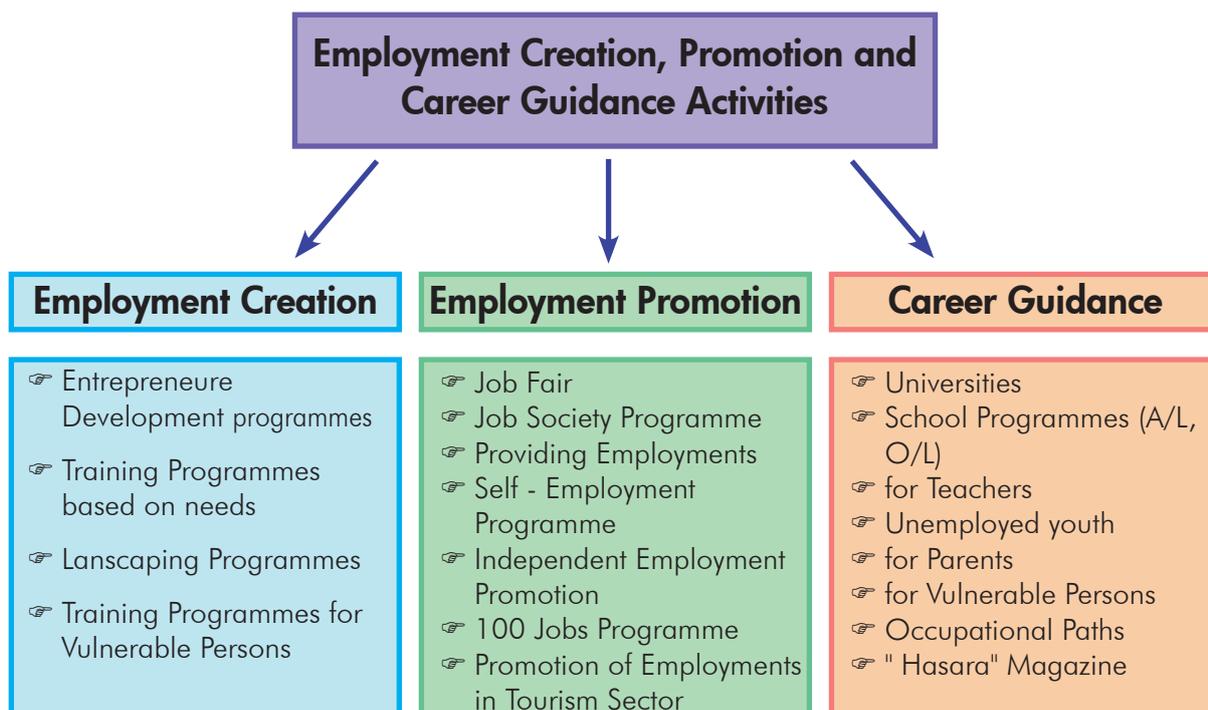
Budgetary allocations for the year 2017

	Recurrent (Rs.000)	Capital (Rs.000)	Total (Rs.000)
Operational Activities	321,361	-	321,361
Development Activities	-	37,400	37,400
Total	321,361	37,400	358,761

Progress of National Human Resources and Employment Policy 2016

- National Human Resources and Employment Policy was revised in compliance with the medium term developmental policy framework of the present government.
- Proposals were called to amend the policy from 25 ministries identified as directly linked to implementation thereof in order to amend the action plan for its implementation so as to be relevant to the period from 2017-2021.
- 11 ministries have submitted the amended action plan for the year 2016 and 07 ministries have forwarded the amended action plan for the year 2017 and coordinating activities with other ministries are in progress.
- Monitoring progress of functions of the ministries linked to the policy is carried out by the National Human Resources and Employment Operations Unit established at the Department of Manpower and Employment.
- Activities of the online operations system is in progress to assess the Programme.

Employment Creation, Promotion and Career Guidance Division



The Department of Manpower and Employment conducts various programmes with the objective of providing employment related facilities to job seekers, new entrants to the job market and those who are expected to enter it in the future.

The Department also conducts career guidance programmes for Ordinary Level students, Advanced Level students and school

leavers. In addition to these student groups, career guidance programmes are conducted annually for undergraduates of the national university system and students who follow external degree courses. These programmes are conducted with the intention of minimizing unemployment among educated youth.

Further, awareness is created among teachers and parents on occupational preference.

To enhance soft skills of job seekers needed by the job market, a five-day training programme is conducted by the job society programme.

By developing the rural economy, the Department seeks to generate employment opportunities and entrepreneurs and the self employed. Youth are empowered through this to take up jobs in the private sector.

Approximately 60% of the employed in Sri Lanka belong to the informal sector. With the help of the programmes conducted by the Department such as the three-day entrepreneurship development training programme, self employment promotion programme, training programme on the entrepreneurial requirements, steps are being taken to develop this informal sector and formalize it.

Furthermore youth are encouraged to taken up freelance jobs and landscaping and initiatives such as the 100 job programme and professional avenues and publication of journals such as 'Hasara' are carried out by the Department.

Career guidance programmes, employment trainings programmes are also conducted for vulnerable groups and persons with special abilities.

Manpower Planning, Development and Research Division

Information on labour market is required by policy makers of various fields as well as developers of educational programmes in the field of education and developers of training and skills development programmes.

In collating information on labour market, it is essential to closely monitor and evaluate the demand in the labour market for human resources with rapidly changing skills. The Department of Manpower and Employment collects, analyzes and disseminates information on labour market.

Labour market unit of the Department conducts labour market surveys and researches on development requirements and studies on supply and demand of labour and disseminates its findings. This unit publishes labour market journal and school based data handbook.

Public Employment Service Centres function under this division. These centres are operational in all 25 districts of the Island and the National Public Employment Service Centre has been established at the Battaramulla office premises.

The functions done by the PESs

- Registration of job seekers
- Registration of vacancies and institutions
- Taking to look for vacancies in institutions
- Preparing schedules on job seekers and existing vacancies
- Conducting interview and confirming qualifications of job seekers
- Job matching, and referring to interviews
- Providing employment and follow up
- Providing career guidance services
- Providing facilities for training
- Collecting and publishing statistics on job status
- Guidance for foreign employment opportunities
- Conducting and organizing of district job fair programme

Registration of job seekers is done in several ways. Information is gathered through Human Resources Development Assistants of the divisional level and details given through job fairs and Employment Service Centres.

Career guidance programmes are organized on the basis of aspirations of job seekers

No	Program/ Activity	Targets for the year 2016		Progress from 01.01.2016 to 31.12.2016	
		Physical	Financial (Rs Mn)	Physical	Financial (Rs Mn)
Job creation, promotion and career guidance division					
1	Career guidance program for G.C.E O/L students	1951	0.93	2274	0.8707
2	Career guidance program for G.C.E A/L students	1471	0.80	1438	0.7824
3	Self employment inducement program	60	0.20	139	0.1720
4	Overcoming occupational challenges	60	0.53	81	0.5124
5	Occupational guidance program for undergrads (Internal)	12	0.46	8	0.2758
6	Occupational guidance program for undergrads (External)	12	0.46	17	0.5328
7	Awareness program for teachers	35	1.05	48	0.8829
8	Awareness program for parents	150	0.68	290	0.4262
9	Occupational paths	8	0.19	12	0.1437
10	Printing of Hasara magazine	4	0.50	2	0.3185
11	Entrepreneur development program	25	0.71	53	0.6816
12	Job Society program	25	0.85	25	0.8389
13	Job 100 program	10	0.59	13	0.4035
14	Training program based on needs	219	2.17	328	2.1730
	Landscaping programme	3	0.094	3	0.0778
	Independent employment promotion programme	6	0.087	10	0.0970
	Awareness programme on employment opportunities in the tourism sector	6	0.1662	5	0.1148
	Granting employment for those 'at risk'	25	0.1987	22	0.1988
15	Entrepreneur marketing exhibition			2	
Manpower planning, development and research division					
16	Job profile in the field of health	100%	0.20	100%	0.2600
17	Job profile in the of marine and naval fields	100%	0.20	100%	-
18	Study of job fitness in informal sector	100%	-	100%	-
19	Studying of job fitness in district level	100%	FR66	100%	0.0567
20	Labor market information magazine	100%	0.30	100%	-
21	Socio economic data study	100%	0.30	100%	-
22	Study on mismatch of skills between job demand and supply in labor market	100%		86.4%	-
Public Employment Services Center					
23	Starting and upgrading PESs	12	5	7	5.824
24	Maintaining PESs	25	1	24	0.9763
	Registration of job seekers			51,489	

	Registration of job vacancies			27,353	
	Job matching			32,033	
	Providing employment			6,089	
25	Employment at Divisional secretariats			8,085	
26	Conducting district job fair	5	2	7	1.776
27	Launching official website of Department	100%	3.5	100%	3.492
Other functions and programs					
28	Improving occupational performance (No. of beneficiaries)			17,489	
29	Provision of career guidance services (No. of beneficiaries)			43,443	
30	Provision of occupational guidance for vulnerable persons (No of programmes)			2055	
31	Special program			45	0.5437

Programmes of Public Employment Service Centres Progress of District Job Fair Programme

District	No of job seekers participated	No of institutions participated
Kalutara-Matugama	1520	60
Badulla	2178	42
Batticaloa	2201	18
Vavuniya	1642	28
Mannar	1264	8
Badulla – Welimada	1348	37
Ratnapura	2223	37
Total	12376	230

Career guidance programmes were conducted for all those who participated in District Job Fairs programmes

Progress of regional job fair programme

Town in which regional job fair was held	No of job seekers participated	No of institutions participated
Colombo	320	11
Kurunegala	342	35
Kesbawa	116	12
Elpitiya	1361	42
Colombo	233	18
Galle	1608	47
Kaduwela	124	15
Total	2372	118

Progress of District Public Employment Centres

District	Registration of job seekers	Registration of job vacancies	Job adjustments	Providing employment	Reference for training
Ampara	3,982	339	186	146	149
Anuradhapura	751	669	819	225	135
Badulla	538	1,171	1,549	84	89
Batticaloa	7,408	2,006	2,420	210	32
Colombo	2,456	3,574	3,352	460	83
Galle	2,456	413	1,403	271	-
Gampaha	1,251	2,000	1,271	359	15
Hambantota	1,681	1,010	1,413	261	173
Jaffna	281	1,912	2,231	494	10
Kalutara	1,475	1,836	626	270	291
Kandy	2,161	472	706	297	299
Kegalle	3,995	2,901	956	371	30
Kilinochchi	1,992	111	265	59	45
Kurunegala	4,101	959	4,338	527	127
Mannar	2,366	689	1,246	28	223
Matale	382	423	256	185	118
Matara	2,270	2,645	1,554	428	44
Monaragala	1,123	1,248	316	67	-
Polonnaruwa	1,225	521	474	64	250
Puttalam	1,056	496	495	140	35
Ratnapura	3,875	1,125	3,241	879	362
Trincomalee	1,305	423	684	105	63
Vavuniya	2,236	323	2,232	143	247
Mullativu	1,123	87	109	16	-
Total	51,489	27,353	32,142	6,089	2,820

Job placement programmes for achieving career ambitions (Public Employment Service)

District	No of programmes conducted	No of beneficiaries	Amount spent (Rs)
Colombo	2	436	29,340
Kalutara	4	168	36,890
Galle	3	89	30,000
Matara	4	486	40,000
Kandy	2	86	19,980
Nuwaraeliya	3	124	26,100
Kurunegala	4	212	40,000
Puttalam	4	309	30,115
Polonnaruwa	3	91	30,000
Ratnapura	4	205	40,000

Kegalle	4	173	39,490
Trincomalee	1	10	8,650
Batticaloa	1	37	10,000
Vavuniya	3	130	30,000
Jaffna	2	90	17,530
Kilinochchi	2	84	20,000
Mannar	3	122	30,000
Mullativu	3	138	30,000
Hambantota	4	207	39,900
Anuradhapura	1	77	10,000
Matale	3	144	30,000
Gampaha	1	42	10,000
Total	61	3457	597,995

03. National Institute of Labour Studies

National Institute of Labour Studies was formally established on 11th September 2007 and was legally incorporated by the Parliament by the National Institute of Labour Studies Act, no. 12 of 2010. The Institute is administered by a Board of Governors consisting of employers, trade unions representing employees 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 governmental and nongovernmental organizations and private sector institutions. It also has collaborative arrangements

with international organizations such as the International Labour Organization and steps have also been taken to extend the memorandum of understanding signed with V.V. Giri National Labour Institute, India for mutual cooperation.

Designing implementing, organizing and guiding activities required for the creation of a productive and formidable workforce well informed about labour legislations and regulations as well as diverse areas of management is the core function of this Institute.

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

- Training and Development Division
- Research, Planning and Publications Division
- Administrative and Finance Division

Program profile	Number of programs planned	Expected income (Rs.)	Number of programs conducted	Amount of income received (Rs.)
Diploma courses	3	3,385,000	5	7,235,000
One day programmes	29	1,700,000	42	3,453,200
Two days programmes	18	2,200,000	19	3,039,000
Three days programmes	6	960,000	11	1,932,800
Special programmes	6	1,920,000	6	1,875,000
Certificate courses	3	1,200,000	7	1,417,000
Donor funded	2	3,000,000	2	1,645,000
Workshops	2	500,000	2	590,000
Holding examinations	3	200,000	7	208,360

Special activities in the year 2016

- Training programme for enhancing productivity of defending officers of trade unions with the patronage of International Labour Organization
- Initiating a research on the theme “Increasing women’s participation in the labour force” in collaboration with the United Nations Women’s Organizations.
- Conducting one-day training programme on “Understanding of Labour Legislations for Improved Industrial Relations” at Grand Monarch Hotel on 17.11.2016.

04. National Institute of Occupational Safety and Health (NIOSH)

The National Institute of Occupational Safety and Health was established as an institute affiliated to the Ministry of Labour and Labour Relations by the National Institute of Occupational Safety and Health Act No. 38 of 2009. The Institute is committed for the prevention of occupational accidents and occupational diseases through sound health and safety measures and ensuring a decent work environment for every worker through adherence to correct safety measures and methods and the Institute provides education and training for any employer or employee willing gain benefits from such training.

NIOSH has rendered an invaluable service in a short period of time by working with many factories located in export processing zones of the country, a large number of industries in the export and import sector as well as with companies in the manufacturing and plantation sectors. A range of programmes and awareness campaigns aimed at enhancing occupational safety and health of workers were conducted by the Institute over the past few years in collaboration with the respective institutions. This year too, the Institute worked with dedication and commitment to elevate

the services to a higher level and progress achieved during this period is outlined below.

Programmes and activities of National Institute of Occupational Safety and Health

- Diploma courses on Occupational Safety and Health
- Certificate courses on Occupational Safety and Health
- Higher Certificate Course on Occupational Safety and Health of plantation sector
- Program for training of Boiler Operators
- Work study programme on industries
- Training nurses in the industrial sector
- Occupational safety and health for hospital staff
- Occupational safety and health for office staff
- Occupational safety and health in laboratories
- Safe use of chemical substances
- Occupational safety and health for food handlers
- Training programme for stress management

1. Environment surveys

- Use of Indoor Air Quality equipment to survey quality of air and Flu Gas Analyzer meter to measure the concentration of various gases.
- Use of dust pump equipment to monitor the level of dust in factories
- Use of Survey sound level meter to assess sound and noise levels.
- Use of Heat Stress Meter to monitor heat levels

2. Medical examinations

- Audiogram
- Blood test
- Test to evaluate fitness for work
- Lung function test
- Vision test

3. Event management and administrative services of NIOSH

Diploma Course on National Occupational Safety and Health

- The course provides theoretical and practical knowledge and a salient feature of the course is the involvement of participants in two field visits. The

training provided by the course enables participants to create a safer workplace and which in turn boosts safety of all workers. Our institute has also produced personnel who could render an invaluable service to many sectors as occupational safety officers. It also serves as an added qualification for foreign employment and already a number of students have secured plum posts in several foreign countries.

Programmes conducted by NIOSH in 2016

Programme	Estimated amount (Rs,)	No of participant	Financial progress (Rs)
Diploma course on National Occupational Safety and Health	6,862,500	114	10,431,000
Certificate courses on National Occupational Safety and Health	2,790,000	105	4,882,500
One day workshop for nurses	70,000	27	70,700
Three-day workshop for construction field	283,500	62	501,000
One day workshop on garbage management	210,000	54	280,500
One day workshop on stress management	35,000	11	55,000
One-day safety programme for supervisors	105,000	40	140,000

National Occupational Safety and Health Week

The Cabinet of Ministers has designated second week of November every year as National Occupational Safety Week with the objective of promoting safety of employees in places of work.

International Seminar on Occupational Safety and Health

This seminar was conducted at Hotel Galadari, Colombo from 10 -12 October 2016 under the theme of investing in eradicating potentially risky situations in industries. Every year from 2012 onwards, this seminar has been conducted in one of the member Asian countries and it was proposed that Sri Lanka be selected as the venue of the meeting for 2016. The prime objective of the seminar is the exchange of new technology and knowhow of respective countries in ensuring protection and safety of workers in Asian countries. Amongst the countries participated in the event were Japan, Malaysia, Singapore, Vietnam and Taiwan.

National Seminar on Occupational Safety and Health

The national seminar on occupational safety and health was held at Galadari Hotel, Colombo on 12 October 2016. Factory owners and defending officers representing employer and employee federations participated in the seminar which is conducted annually. Local and international resource persons made presentations imparting new technological on all aspects of occupational safety and health.

Programme	Estimated amount (Rs)	Physical progress (Rs)	Financial Progress (Rs)
Occupational safety and health seminar	4,000,000	About 450 participated	4,090,250

Diploma awarding ceremony for Occupational Safety Officers

The ceremony for awarding diplomas for students of batches 8 and 9 who successfully completed the Diploma Course on Occupational Safety and Health was held at 6.00 p.m. on 12 October 2016 at Hotel Galadari.

Awards of Excellence on National Occupational Safety and Health

This awards ceremony was held for the second successive year on October 14 at Nelum Pokuna Theatre under the patronage of Hon. Prime Minister. The awardees are selected by a panel of experts having called applications from institutions selected on the basis of their commitment for safe and secure working environment for workers. During the second round, the audit committee visits and inspects each selected institution and the final round, the technical committee selects the best institution.

Pro-gramme	Estimated amount (Rs)	Phys-ical prog-ress (Rs)	Financial Progress (Rs)
Awards of excellence on National Occupational Safety and Health	10,090,000	1250*	1,264,500+10,000,000 - 8,912,726 = 2,351,774**

** Provisions received from the Ministry of Finance = 10,000,000, sponsors financial support

05. Office of the Commissioner for Workmen's Compensation

The Workmen's Compensation Ordinance No. 19 of 1934 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. The Office of the Commissioner for Workmen's Compensation has 43 positions including the Commissioner for Workmen's Compensation, 3 posts of Additional Commissioners for Workmen's Compensation who are judicial officers appointed by the Judicial Services Commission and 1 post of Grade 1 of the Sri Lanka Accounting Service and 1 post of the Sri Lanka Administrative Service.

This office consists of the Proceedings Division, Establishment Division, Accounting Division, Minors' Compensation Affairs Division and Insurance License Division.

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

01. Main Objectives

To cause compensation to be paid to

- workmen who sustain injuries in the course of employment
- who suffer from diseases contracted due to the nature of the employment and
- to dependents of workmen who die due to accidents in workplaces.

As per the provisions of the Workmen's Compensation Ordinance, No. 19 of 1934, the main powers and functions vested in the Commissioner for Workmen's Compensation are:-

1. Activities pertaining to recovery of compensation from employers for accidents, occupational diseases arising out of in the course of employment in the public or private sector and for dependents in the event of death of a workmen. (According to the last amendment, the

- maximum compensation that can be granted is Rs. 550,000)
2. Keeping the custody of the compensation entitled to minor dependants of a deceased workman in National Savings Bank until they reach maturity.
 3. In circumstances where the employer defaults the payment of compensation, seizing the movable and immovable property of such employer and sell them in public auction to recover compensation.
 4. Issuance, renewal and cancellation of workmen compensation insurance licenses
 5. Conducting onsite inspections in event of an accident caused to an employee.
 6. Causing compensation to be recovered for workmen employed in ships and aircraft registered in Sri Lanka for accidents caused outside Sri Lanka.

02. The progress from 01.01.2016 to 31.12.2016 (court proceedings)

Function	2016-01-01 2016-12-31
No. of accidents reported formally	419
No. of Cases taken up for inquiries	2789
No. of compensation applications to be finalized activities	437
No. of agreements registered	122
Amount recovered as compensations for fatal accidents (Rs. Mn.)	87.29
Amount of compensation paid to workers by employers for non fatal accidents on court orders (Rs. Mn.)	29.57
Amount of compensations paid to employees for non fatal accidents as per registered agreements (Rs. Mn.)	10.18
Amounts of money deposited in the savings accounts of minor dependants after being recovered in respect of fatal accidents (Rs. Mn.)	18.04
No. of accounts opened on behalf of minors	107
No. of accounts of minors which were released upon them reaching the age of 18 years	166
Amount of money paid from released accounts of minors (Rs. Mn.)	10.71

03. Financial progress from 01.01.2016 to 31.12.2016

Description	Allocation for the year 2016 (Rs Mn)	Expenditure from 01.01.2016 to 31.12.2016 (Rs. Mn)	Balance (Rs. Million)	Expenditure %
Recurrent expenditure	25.1	24.9	0.2	99.01%
Capital expenditure	0.5	0.4	0.1	81.02%
Total expenditure	25.6	25.3	0.3	98.72%

06. Shrama Vasana Fund

The Shrama Vasana Fund was established to promote welfare of employees 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 measures for the betterment of employees.

The main source of funding of "Sharma Vasana" is the Jathika Sampatha lottery of 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 Shrama Vasana Fund

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

- All sums of money received as grants, gifts or donations from local or foreign sources
- All sums of money received as income from investments made by the Fund
- All sums of money derived by the Fund in the exercise of its powers, and the discharge of its functions, under this Act, including the proceeds of the lotteries referred to in section 13 of the Act.

The Fund covers employees of the private sector but not those who are engaged in self employment. Based on the financial capacity of the Shrama Vasana Fund, various programmes are implemented at different times. Corresponding to the increase in the fund, the services rendered by the fund were further expanded in 2012.

Receipts for Shrama Vasana Fund

- All such sums of money as may be voted from time to time by the Parliament for the purpose of carrying out the objectives of the Fund

Programmes/ projects implemented by Sharama vasana Fund for the welfare of employees

	Programme/ Activity	No. of Pro-grammes	No. of Benefici-aries	Expenditure (Rs.)
01	Eye clinics	7	3288	2,345,000
02	Scholarship programmes/distribution of school equipment	5	1418	3,333,092
03	Awareness programmes	12	2260	424,335
04	Dry rations for those affected by disasters	9	600	1,680,000
05	Empowerment programmes	3	362	1,000,000
06	Shrama Vasana promotional programme for people of Jaffna			16,000
07	Conducting a programme for the promotion of welfare of works in the Katunayake Investment Promotion Zone			640,000

Department of Labour – Statistics

Industrial Relations Division

		2012	2013	2014	2015	2016 *
Statistics on industrial disputes.						
No. of reported		3702	3204	2948	1561	2163
No. of resolved		3695	3077	2903	1493	1869
No. of registered Collective Agreements		43	34	50	40	21
Trade Union activities						
Registered Trade Unions / Federations		114	108	125	196	147
Cancelled Trade Unions/ Federations		02	114	255	315	269
No. of entire active Trade Unions					1888	1747
Entire active Trade Federations					30	38
Industrial Courts activities						
Referring to compulsory arbitration		43	49	53	28	62
Major Issuings		26	35	42	35	25
Statistics on reported strikes.						
Reporting of strikes	Estate	14	22	31	20	26
	Establishments	20	20	07	16	15
No. of employees attended	Estate	4338	5031	4833	5229	10758
	Establishments	5626	6088	1618	3171	10167
No. of man - days lost	Estate	25043	41669	29165	29743	85727
	Establishments	10774	38754	8158	8630	18690
Activities of Termination of Employments Division						
No. of complains referred		92	134	149	171	160
No. of complains resolved		143	112	148	162	86
Granting permission in respect of application on Termination of Employment		31	41	51	24	14
Social Dialogue Division						
Conducting programmes on Social Dialogue						
By Social Dialogue Division	No. of pro-grams conducted	153	187	85	80	82
	No. of Employees attended	4751	6560	4186	4403	4483
By Districts and Sub Offices	No. of Pro-grams conducted	225	214	101	116	57
	No. of employees attended	7902	7768	3714	4094	1723

Law Enforcement Division

Act	No. of cases filed				
	2012	2013	2014	2015	2016
Gratuity Payments Act	3404	2371	2044	3171	2079
Industrial Disputes Act	77	126	146	153	76
Employment Termination Act	59	58	36	49	41
Wages Board Ordinance	290	203	244	282	97
Shop and Office Employees Act	132	112	88	99	31
Maternity Benefit Ordinance	02	05	03	03	01
Engaging Women, Children and Young People in work Act	10	07	11	05	06
Employees Provident Fund Act	3210	3415	3244	2779	2172
Labour Tribunal Orders	165	144	183	164	104
Budget Relief Act	134	22	32	29	22
Approved Provident Fund	07	01	07	03	27

Special Investigation Division

	2012	2013	2014	2015	2016
Complaints inquiries	264	122	84	292	522
Calculated value of E.P.F. arrears (Rupees thousands)	313770	28012	11338	634969	377481
Calculated value of statutory arrears (Rupees thousands)	40831	5814	898	4996	32140

Industrial Safety Division

	2012	2013	2014	2015	2016
No. of entire registered factories as at the date of year end	22459	23974	25236	26198	27570
No. of inquiries conducted	6700	6372	5063	5090	4975
No. of inspectors (Engineers)	28	28	30	28	27
Plan approval	106	97	111	130	149
Lectures and seminars	229	218	147	205	177

Occupational Hygiene Division

Environmental Measurements	46
Biological Tests	1283
Occupational Safety and Health Audits	212
No. of awareness programmes	168
E.P.F. and E.T.F. Medical Boards	24

Employee Provident Fund Division

	2012	2013	2014	2015	2016
No. of entire members' Accounts	14559328	15203073	15831410	16860334	16860334
No. of total employers	198893	204777	210595	216696	216696
Total value of the fund (Rs. Million)	1144409	1299974	1486931	1664852	1841494
No. of active members (Million)*	2.34	2.40	2.40	2.54	2.57
No. of active employers**	68140	69148	69683	72578	74842

		2012	2013	2014	2015	2016
New registrations	Employees	127138	813010	827883	831021	620806
	Employers	10060	7802	6176	6516	7178
Payments of benefits	No. of beneficiaries	115654	114275	127492	136815	187147
	Amount of benefits paid (Rs. Million)	48015	50062	65118	77769	108393
Collection of contributions (Rs. Millions)		70157	77335	90049	102453	118327
E.P.F. housing loans	No. of applications approved	11182	16268	17786	13132	12500
	value of loans approved	3951	6914	8021	5377	8320

* Member's Accounts paid contributions at least once during the year

** Employers paid contributions for the employees at least once during the year

The information updated as at 31/12/2014

The information updated as at 30.09.2015

Financial Progress of the Department

		2012	2013	2014	2015	2016
Recurrent Expenditure	Allocation (Rs.)	967,407,000	1,100,630,000	1,138,550,000	1,411,200,000	1,489,860,000
	Expenditure (Rs.)	953,894,760	1,016,129,728	1,117,107,412	1,364,002,819	1,453,173,725
Capital Expenditure	Allocation (Rs.)	372,365,000	760,275,000	373,200,000	1,705,904,000	5,060,720,000
	Expenditure (Rs.)	299,512,890	732,936,934	306,883,422	1,574,171,513	3,471,977,424

Few of the Special Activities of the Ministry



Presidential Mobile Service
"Nila Mehewara" at Polonnaruwa



National Occupational Safety and Health
Excellence Awards 2016



World Day against
Child Labour



Dialogue for reforming
labour laws



National Symposium on Labour and
Employment



Donations for differently abled persons by
the Shrama Vasana Fund

Few of the Special Activities of the Ministry



All Island competition on Social Dialogue



Diploma awarding ceremony of National Institute of Occupational Safety and Health



Opening of a Public Employment Services Centre



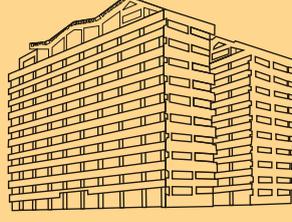
Diploma awarding ceremony of National Institute of Labour Studies



Donating a netball court for Investment Promotion Zone in Katunayake



A National Labour Advisory Committee Meeting



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 අනුපනත් 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 தேசிய உற்பத்தி 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.

තැ. පෙ. 1519, දෙවන මහල, කම්කරු මහලේකම් කාර්යාලය, නාරාහේන්පිට, කොළඹ 05.
த. பெ. 1519, 2 ஆவது தளம், தொழில் செயலகம், நாரஹேன்பிட்டி, கொழும்பு 05.
P. O. Box 1519, 2nd Floor, Labour Secretariat, Narahenpita, Colombo 05.