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வருடாந்த செயலாற்றுகை அறிக்கை
ANNUAL PERFORMANCE REPORT



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தொழில், தொழிற் சங்க உறவுகள் மற்றும் சப்பிரகமுவ அபிவிருத்தி அமைச்சு
Ministry of Labour, Trade Union Relations and Sabaragamuwa Development



**Ministry of Labour, Trade Union Relations and
Sabaragamuwa Development**

Annual
Performance Report

2017



Preparation

Planning, Research and Development Division

Publication

Ministry of Labour, Trade Union Relations and Sabaragamuwa Development

Annual Performance Report - 2017

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Publication

Ministry of Labour, Trade Union Relations and Sabaragamuwa Development

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Ministry of Labour, Trade Union Relations and Sabaragamuwa Development

Annual Performance Report - 2017

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

It is with a sense of joy and pride that I issue this message to the Performance Report of the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development which reviews the progress of the Ministry for the year 2017.

The Ministry of Labour shoulders the onerous responsibility of maintaining industrial peace while contributing to economic growth. As a ministry, we actively contribute to fulfill that responsibility through tripartite relationships while safeguarding the rights of workers.

Eight million workers of the private sector contribute actively to the economic development process of the country. More than two hundred and fifty thousand diverse institutions come within our administrative framework. One of the key functions of the Ministry is to give effect to labour rules, laws and regulations and formulate policies for the sector. Providing continuous state intervention to maintain industrial peace in the country minimizing industrial disputes and strikes, enacting and enforcing regulations ensuring occupational safety, health and welfare of the labour force and following up on the same come under the scope of our Ministry. We are also responsible for ensuring compliance with the conventions of the International Labour Organization (ILO). The support extended by the Department of Labour in all these endeavours is appreciable.

Today, a robust trade union movement is in active operation. A conducive environment has been created in the country enabling workers to join trade unions without any trepidation to win over their rights. As a government, we are committed to resolve issues through consultation and compromise. We have also been able to achieve the expected targets of eliminating child labour in collaboration with the ILO. A national policy to that effect is too now in force. A standout success of the Ministry was the grant of a Rs. 2500 salary increase to employees of the private sector through the passage of the Budgetary Relief Allowances Act in Parliament. The increase of minimum national salary in

the private sector to Rs. 10,000 is another landmark event. With the intervention of the Ministry, a number of labour offices equipped with modern facilities were constructed across the country and vested with people for the delivery of more efficient service. Convening the National Labour Advisory Council regularly, we were able to take launch a spate of activities for the advancement of the labour sector. Measures were also initiated for timely amendments of labour legislations to make them compatible with present day requirements.

The leadership and guidance offered by His Excellency the President Maithreepala Sirisena and Prime Minister Hon. Ranil Wickremesinghe for the establishment a regime of good governance is of critical importance. I wish to take this opportunity to express my gratitude to the State Minister Hon. Ravindra Samaraweera, the Secretary to the Ministry and the entire staff for their support to carry out these activities.

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

Minister of Labour, Trade Union Relations and
Sabaragamuwa Development



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

It is a great pleasure for me to have this opportunity to issue a congratulatory message to the Performance Report 2017 published by the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development.

A multitude of programmes were implemented by the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development in year 2017 for the welfare of employees serving island-wide in the private and semi-governmental sectors.

The contributions made during the year by the institutions affiliated to the Ministry, namely the Department of Labour, National Institute of Occupational Safety and Health, Sharma Vasana Fund, Department of Manpower and Employment and Office of the Commissioner for Workmen's Compensation, for socioeconomic development of the country are substantial.

Resolving labour disputes and strikes with the intervention of the Ministry thus establishing industrial peace to precipitate the development process of the country, formulating and implementing policies in respect of international labour standards, worker administration and welfare and drafting laws relating to labour relationships and regulating same were carried out during the year under review.

Action was also pursued to register trade unions, introduce and execute necessary measures to engage all trade unions in the public and private sectors in the development process of the country and implemented national manpower and employment policy.

Expediting labour inspections and court cases relating to labour disputes, employment creation and promotional programmes, career guidance, conducting research on manpower supply and development and generating opportunities for employment by initiating Public Employment Service

Centres and conducting district job fairs were other important activities carried out during the year. I would like to place on record my appreciation for the efforts of the Minister of Labour, Trade Union Relations and Sabaragamuwa Development, Hon W.D.J. Senevirathne, the Secretary to the Ministry Mr. S.A.N. Saranatissa, the Secretary to the State Ministry of Labour and Trade Union Relations Mr. Sunil Abeywardane and the heads of all institutions under the purview of the Ministry and their staff members to achieve the objectives and targets of the Ministry.

Ravindra Samaraweera (M.P.)

State Minister of Labour and Trade Union Relations



Message of the Secretary to the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development

I am delighted to extend my best wishes to this report which details the performance of the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development, the State Ministry and the institutions under their purview in the year 2017.

The responsibility entrusted to this Ministry to strengthen industrial peace and harmony through fostering tripartite relations between the employer, employee and the government is enormous. It is with a sense of pride that we note that we carried out a host of activities during the year 2017 to uphold the rights of workers of Sri Lanka who have rallied for the labour rights. The Ministry was able to initiate policies and programmes to strengthen workers' rights under the good governance policies and 2020 and 2025 vision and policy framework.

Fostering tripartite relations between the employer, employee and the government and implementing development programmes for developing the Sabaragamuwa Province are the major responsibilities entrusted to this Ministry. In order to execute this mandate the Ministry and institutions coming under the purview of the Ministry, i.e. the Department of Labour, Office of the Commissioner for Workmen's Compensation, National Institute of Occupational Safety and Health, National Institute of Labour Studies, Sharma Vasana Fund and Department of Manpower and Employment have played a pivotal role during the period under review from January to December 2017.

Action has been initiated to empower labour advisory councils and amend the Employees' Provident Fund Act, Workmen's Compensation Ordinance, Wages Board Ordinance, Shops and Office Ordinance and Shrama Vasana Fund Act in order to expand their coverage. Similarly, the national policy for the elimination of child labour was launched under the patronage of His Excellency the President and further action is being pursued to reinforce the legal framework required for the elimination of child labour. The Ministry is also pleased with its efforts to strengthen relationships

with international organizations including the International Labour Organization and other countries and regain Generalized Scheme of Preferences Plus (GSP+) through its commitment to uphold labour rights. In addition, infrastructures and livelihood activities required to be developed in the Sabaragamuwa Province in year 2018 have been identified in consultation with the District Secretariats of Ratnapura and Kegalle districts.

I wish to express my gratitude to the Minister of Labour, Trade Union Relations and Sabaragamuwa Development Hon. W.D.J. Senvirathne and State Minister of Labour and Trade Union Relations Hon. Ravindra Samaraweera for offering leadership and guidance to carry out the aforesaid functions.

My thanks are also due to the Additional Secretary and the entire staff of the Ministry, the Commissioner General of Labour, the Director General of the Department of Manpower and Employment, the Commissioner for Workmen's Compensation, the Director General of the National Institute of Labour Studies, the Director General of the National Institute of Occupational Safety and Health, the General Manager of the Shrama Vasana Fund and officials of all levels of these institutions, all officials of the Planning, Research and Development Division of the Ministry who prepared this report.

S.A. Nimal Saranattissa

Secretary

Ministry of Labour, Trade Union Relations and
Sabaragamuwa Development



Message of the Secretary to the State Ministry of Labour and Trade Union Relations

I am delighted to extend my best wishes to this annual report outlining the performance in the year 2017 of the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development and institutions under its purview, i.e. the Department of Labour, Office of the Commissioner for Workmen's Compensation, National Institute of Occupational Safety and Health, National Institute of Labour Studies, Sharma Vasana Fund and Department of Manpower and Employment.

Initiating action to strengthen relationships with other countries and international organizations and institutions including the International Labour Organization, conducting research in respect of the field of labour, enlisting the active contribution of the National Labour Advisory Council in order to foster tripartite relations between the employer, employee and the government and coordinating and directing the activities under the purview of the Ministry are the major functions of our Ministry.

The Department of Labour has discharged a host of activities including safeguarding the rights of workers, eliminating hazardous forms of child labour, conducting social dialogue programme for promoting harmony between employers and employees, providing buildings for the Zonal Labour Offices and carrying forward the construction activities of the 'Mehewara Piyasa' office complex building.

Similarly, the Department of Manpower and Employment launched a number of initiatives including offering guidance to young job seekers and the provision of training for self employment. Concurrent to these activities, Public Employment Service Centres were reorganized and declared open in 8 districts. It also conducted Job Fair programmes paving the way for many young men and women to take up employment opportunities in the private sector.

Under the aegis of the National Institute for Occupational Safety and Health, a series of programmes

were conducted in the year 2017 on matters connected with safety of workers. Further, the Office of the Commissioner for Workmen's Compensation continued the programme of paying compensation to those who met with accidents at workplaces and initiated preliminary measures to formulate legislation to increase the amount currently paid as compensation to victims of workplace accidents. National Institute of Labour Studies conducted diverse training programmes for public and private sector officials, conducted a slew of short term and long term programmes for employees of public and private sectors and the Shrama Vasana Fund implemented many programmes for the upliftment of low income earning families under the broader objective of welfare of the labour community.

I wish to convey my thanks to the Minister of Labour, Trade Union Relations and Sabaragamuwa Development, Hon. W.D.J. Senevirathne, State Minister of Labour and Trade Union Relations Hon. Ravindra Samaraweera and the Secretary to the Ministry and all officials for offering strong leadership and guidance in discharging all our duties and functions.

Sunil Abeywardena

Secretary

State Ministry of Labour and Trade Union Relations



Ministry of Labour, Trade Union Relations and Sabaragamuwa Development

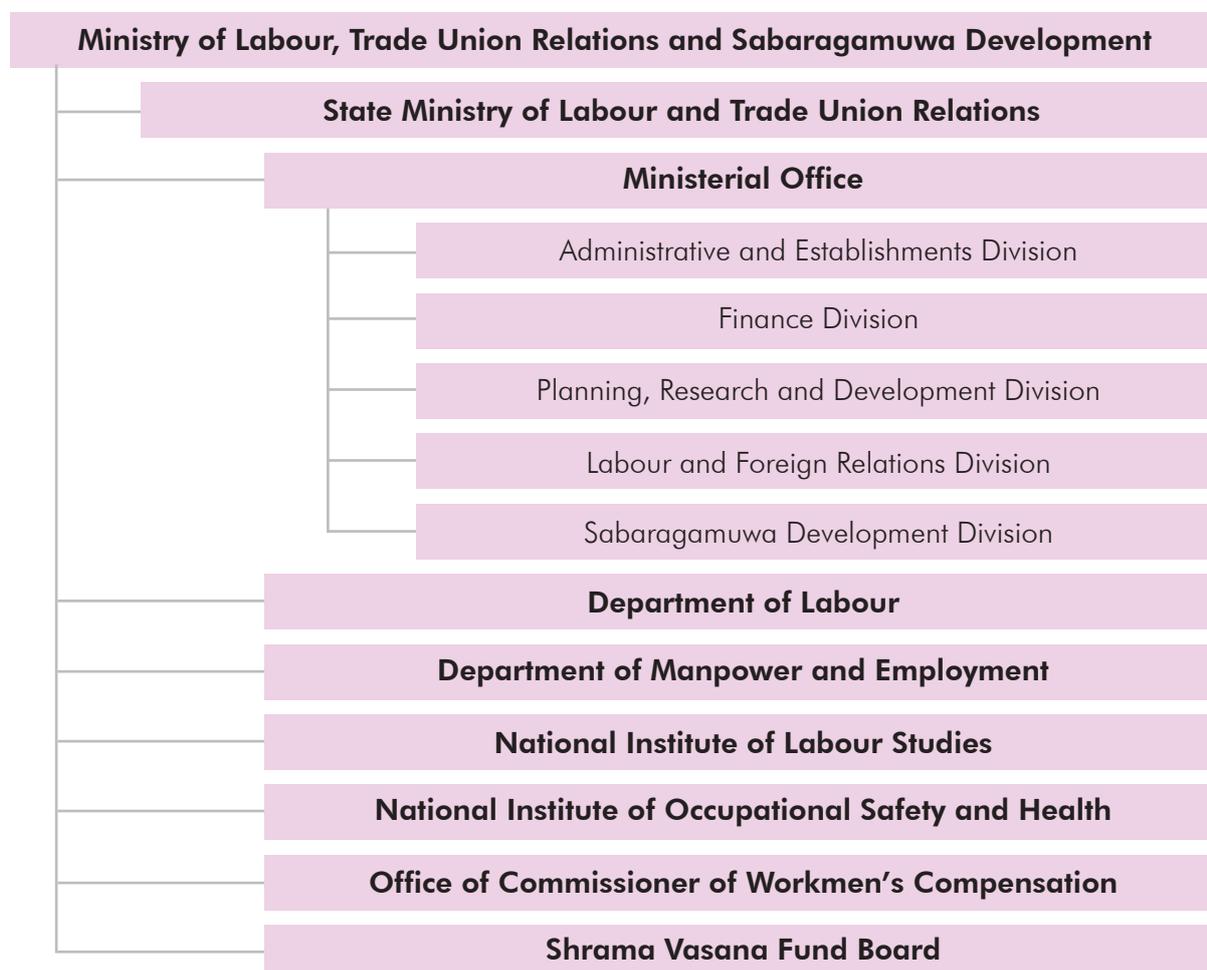
Improving the standards of living and service conditions of workers in the semi-government and private sectors of Sri Lanka and the formulation of pertinent policies and implementation thereof by establishing industrial peace and employer and employee relationship required for the enhancement of the production and labour productivity are the prime objectives of the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development. 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, workers' rights and productivity



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

Duties assigned to the Ministry

As per Gazette Extraordinary of the Democratic Socialist Republic of Sri Lanka published on 21.09.2015, the duties, powers and functions assigned to 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 policies.
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.
15. The scope of the Ministry of Labour and Trade Union Relations was further expanded through Gazette Extraordinary No. 2022/34 dated 09.06.2017 by the addition of subject of Sabaragamuwa Development.
 - I. Planning, implementation, supervision and coordination of special projects in the Sabaragamuwa Province.
 - II. Coordination of development activities in the Sabaragamuwa Province

Staff Information - 31.12.2017

	Institution	Senior level		Tertiary level		Secondary level		Primary level		Total		
		Ap-proved number	Num-ber em-ployed	Ap-proved num-ber	Num-ber em-ployed	Ap-proved num-ber	Num-ber em-ployed	Ap-proved num-ber	Num-ber em-ployed	Ap-proved number	Num-ber em-ployed	No. of vacan-cies
1	Ministerial Office	22	12	5	4	80	53	41	30	148	99	49
2	Dept of Labour	210	154	668	526	1,771	1,355	489	460	3,138	2,495	643
3	Dept of Manpower & Employment	15	9	4	0	673	566	15	13	707	588	119
4	National Institute of Labour Studies	09	03	13	07	18	10	05	03	45	23	22
5	National Institute of Occupational Safety & Health	03	03	07	02	10	07	05	05	25	17	08
6	Office of Commis-sioner of Workmen's Compensation	04	03	03	02	31	22	05	03	43	30	13
7	Shrama Vasana Fund	01	01	02	02	08	08	04	04	15	15	0
	Total No. of employees	264	185	702	543	2,591	2,021	564	518	4,121	3,267	854

Major legislations 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 and Health Act No. 38 of 2009
16. National Institute of Labour Studies Act No. 12 of 2010
17. National Minimum Wage of Workers Act No. 03 of 2016
18. Budgetary Relief Allowance of Workers Act No. 04 of 2016

Performance of the Ministry

Administrative and Establishments Division

The Administration Unit, Establishment Unit and Media Unit come under the purview 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, Ministerial 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, Sharma 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.

Those who have undergone training at technical colleges were offered practical IT training and deployed for training at various divisions of the Ministry.

From 01.01.2017 to 31.12.2017, 77 officers in the cadre of the Ministry have been referred to various training courses.

05 special programmes were conducted for the promotion of productivity of the staff of the Ministry and accordingly productivity circles were established for the identification, implementation and regulation of long term productivity methods.

■ Other special matters

Provision of relief to 1980 July strikers

Names of 222 workers dismissed from service for taking part in 1980 July strike were recommended to the Department of National Budget from 01.01.2016 to 31.12.2016. It is expected that a sum of Rs 55,500,000.00 would be required to provide relief to all of them with Rs 250,000.00 for each worker. Names of 155 workers dismissed from service for taking part in 1980 July strike were recommended to the Department of National Budget from 01.01.2017 to 31.12.2017. It is expected that a sum of Rs 38,750,000.00 would be required to provide relief to all of them with Rs 250,000 for each worker.

Provision of relief to employees of Thulhiriya and Pugoda Textile Mills who lost their jobs for resorting to strike action

A final ex-gratia payment of Rs 25,000.00 was made in the year 2016 to 2,396 workers of Thulhiriya and Puoda Textile Mills who lost their jobs. Subsequently, a cabinet memorandum was submitted to the Cabinet Secretary seeking approval to obtain Rs 165.3 million to pay a gratuity based on period

of service (From 18 March 1978 to the privatization of the Textile Corporation in June 2011) to workers of Thulhiriya and Pugoda Textile Mills who were dismissed from service for participating in a strike.

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 1,932 applicants in 2015 and 2016 were referred to the Department of National Budget. From 01.01.2017 to 10.10.2017, 155 July strikers were recommended for payment to the Department of National Budget. Thus a total of 2087 July strikers have been recommended to the Department of National Budget by 31.12.2017.

Public Complaints

The Ministry of Labour received 364 letters of complaints this year in respect of employment related problems of employees of the public sector. With a view to offering immediate solutions to these problems, they were referred to the relevant institutions under the purview of the Ministry.

Under the programme titled "Tell the President", the total number of complaints received during the period from 01.01.2017 to 31.12.2017 was 1437 of which 988 were resolved.

Under the Right to Information Act, an Information Officer and an Appeals Officer were appointed and required information is provided on the request of citizens.

Progress of Information and Communication Technology Division

Upgrading information and communication technology infrastructure to increase the use of information technology.

- Procuring a Unified Threat Management System for the regularization of internet facilities under the improvement of infrastructure facilities for the increased use of information technology.
- Purchasing a High End Computer for carrying out information technology related activities of the Ministry with due dispatch and efficiency and installing software thereto. (Windows 2016 Genuine)
- Introduction of software for the job satisfaction of employees.
 - Letter Management System
 - Vehicle Management System

Development of ICT related facilities is expected to enhance worker convenience and job satisfaction.

Finance Division

Financial progress of the Ministry from January to December 31, 2017

Pro-gramme	Project	Expenditure type	Net provision (Rs)	Expendi-ture (Rs)	Balance provision (Rs)	Expendi-ture per-centage %
1	1	Recurrent	26,080,870	25,557,218	523,652	98.0
		Capital	2,646,800	1,255,936	1,390,864	47.5
		Total	28,727,670	26,813,154	1,914,516	93.3
1	2	Recurrent	79,145,630	78,625,542	520,088	99.3
		Capital	40,033,400	24,348,918	15,684,482	60.8
		Total	119,179,030	102,974,460	16,204,570	86.4
1	11	Recurrent	24,856,000	24,264,949	591,051	97.6
		Capital	2,700,000	1,405,272	1,294,728	52.0
		Total	27,556,000	25,670,221	1,885,779	93.2
2	4	Recurrent	50,588,200	50,102,148	486,052	99.0
		Capital	1,074,700	136,169	938,531	12.7
		Total	51,662,900	50,238,317	1,424,583	97.2
2	5	Recurrent	29,388,000	28,871,448	516,552	98.2
		Capital	1,265,000	1,096,427	168,573	86.7
		Total	30,653,000	29,967,875	685,125	97.8
2	6	Recurrent	9,900,000	-	9,900,000	0.0
		Capital	3,500,000	1,450,163	2,049,837	41.4
		Total	13,400,000	1,450,163	11,949,837	10.8
2	3(2)	Recurrent	12,000,000	12,000,000	-	100.0
		Capital	3,000,000	3,000,000	-	100.0
		Total	15,000,000	15,000,000	-	100.0
2	3(3)	Recurrent	3,200,000	3,200,000	-	100.0
		Capital	2,000,000	1,969,682	30,318	98.5
		Total	5,200,000	5,169,682	30,318	99.4
	Totl	Recurrent	235,158,700	222,621,305	12,537,395	94.7
		Capital	56,219,900	34,662,567	21,557,333	61.7
		Total	291,378,600	257,283,872	34,094,728	88.3

This Division has duly submitted Appropriation Accounts, Advance to Public Officers "B" Account and General Deposit Account

Requesting budgetary provisions for the year 2018

	Recurrent (Rs.000`)	Capital (Rs.000`)	Total (Rs.000`)
Operational programmes	128,030	251,270	379,300
Development programmes	130,121	516,810	646,931
Total	258,151	768,080	1,026,231

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 performance based budgeting scheme, implementation thereof and conducting monthly progress reviews.
2. The scope of the Ministry was expanded consequent to the addition of the subject of Sabaragamuwa Development in addition to the subjects of Labour and Trade Union Relations. A development plan was prepared for the Sabaragamuwa Province following discussions with the District Secretariats of Ratnapura and Kegalle laying special emphasis on hitherto disregarded areas and necessary action was taken to secure provisions for its implementation.
3. 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.
4. Presenting the Progress Report to the Parliament for the committee stage debate of the budget.
5. Preparing Annual Performance Report for the year 2017.
6. Handling all activities pertaining to the publication of Sri Lanka Labour Gazette.
 - In respect of the period under review , volume 4 of Serial No 67 and volume 1 & 2 of serial No. 68 were issued quarterly.
7. The first and second volumes of Series 01 of biannual journal "Labour Eye" was published and measures are underway for the issue of the first volume of Series 02.
8. Implementing national policy on decent work and conducting progress review meetings. Under the decent work programme.
 - Rs. 9.945 million were allocated to the following institutes for the implementation of various programmes and projects under the decent work programme.

Implementing agencies of projects	Allocations (Rs Mn)	Progress as at 31.12.2017
1. Department of Labour	5.825	5.278
2. Department of Manpower and Employment	2.000	1.940
3. Ministry	2.120	0.582
Total	9.945	7.800

9. After calling for research papers on the field of labour and selecting the best five of them, a scholarly symposium was conducted on 30th November 2017 and arrangements have been made to summarize the reports and publish them in the form of a journal.
10. A workshop was conducted on 21st December 2017 in Colombo for arbitrators serving in labour tribunals and officers engaged in activities associated with industrial relations and cases filed by the Department of Labour. Four resource persons with expertise on the field of labour delivered lectures at the workshop. It served to motivate and broaden the knowledge of arbitrators and officers through the understanding of emerging trends and recent judgments in labour tribunals. It is expected that arbitration activities will become more effective and efficient as a result of the workshop.
11. A publication titled "Sri Lanka Labour- Way Forward" containing summarized information on the labour sector, the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development and departments and institutions under its purview and the evolution of Sri Lanka's labour sector was published. This book can be used as reference material in special meetings held locally and internationally.
12. Construction activities of the circuit bungalow in Ampara have been completed by now. The estimated value is Rs 25 million.
13. Concurrent to the National Food Production Programme -2017 implemented by the Presidential Secretariat, two lectures were conducted on the topics 'local foods and nutrition' and 'home garden development' for the officers of the Ministry and the Department of Labour on 06th October 2017. During the programme vegetable seeds obtained from the Department of Agriculture were distributed among participating officers.

Sustainable Development Goals

Sri Lanka expects to achieve better status of development by reaching Sustainable Development Goals (SDGs) by the year 2030. This Ministry needs to contribute for achieving SDG goal 8: promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all. The Decent Work Country Programme 2013 - 2017 was implemented in collaboration of the International Labour Organization with the objective of promotion of decent work for all, social dialogue, social protection and income generation.

Three main projects were implemented with the collaboration of the International Labour organization.

1. Skills for Local Economic Development
Providing vocational training facilities for the community in Ampara, Batticaloa, Mannar and Vavuniya districts and developing Public Employment Service Centres were conducted by this project.
2. ILO CLEAR Project (Country Level Engagement and Assistance / Cooperation to Reduce Child Labour in Sri Lanka)

Programmes were conducted to eliminate child labour in Sri Lanka. Giving recommendations on deploying Child Labour at domestic work, introducing labour inspection system application, launching a policy for eliminating child labour and conducting child activity survey were done by this project.

3. LEED / EGLR Project

This project was implemented to create decent work for poor people and valuable community in the Northern, North-Central and other provinces in Sri Lanka. Developing value chains for fruits and vegetable cultivation, increasing fisheries production and creating joint businesses at rural, regional, national and international levels were carried out by this project.

The Department of Labour performs its all duties in order to ensure decent work for all and establish industrial peace in the country. At the same time, the other institutions affiliated to the Ministry also perform their activities to promote occupational safety and health, conduct researches and studies on the labour sector, increase the welfare of the working community in order to ensure decent work for all, improve productivity by strengthening employer-employee relation and creating knowledgeable labour force.

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, Trade Union Relations and Sabaragamuwa Development to resolve problems in the labour sector is the premier function of the Labour and Foreign Relations Division of the Ministry.

Objectives

- Taking action to build better relationships between employers and employees in order to uphold the rights of workers that come under constant threats due to globalization and open economy.
- Reporting to the International Labour Organization (ILO) within stipulated timeframes, the progress in respect of the implementation within Sri Lanka of the labour conventions of the ILO ratified by Sri Lanka.
- Initiating action to educate the international community on the basis of progress achieved by Sri Lanka in relation to the labour sector.
- Pursuing action to enlist the financial and technical support of the ILO to address issues connected with the labour sector.
- Taking measures for the provision of foreign training to the officers attached to the Ministry and institutions under its purview.
- Enacting new legislation and taking measures to amend existing labour legislations to be compatible with current needs.

Performance from 01 January 2017 to 31 December 2017

1. Compiling reports required to be submitted to the ILO annually in terms of section 22 of the ILO constitution and preparing reports in respect of 06 conventions for the year 2017 and preparing the report required to be sent under constitution No. 19.
2. Conducting all coordinating and following up activities relevant to the participation of tripartite representatives for the International Labour Conference held in Geneva annually.
3. Acting as the facilitator of the meeting of the National Labour Advisory Council which meets monthly with tripartite representation. 07 meetings were conducted during the period under review.

4. Compiling the report on resolving the issues associated with regaining EU GSP+ concession and conducting the meetings of tripartite committee appointed for the monitoring of GSP+ concession and organizing all activities pertaining thereto.
5. Compiling reports on the progress of the National Human Rights Action Plan aimed at promoting and safeguarding human rights in Sri Lanka.
6. Taking measures to have the officials of the Ministry and institutions under the purview of the Ministry and the Department of Labour participate in foreign scholarships, workshops and training programmes. During the period from 01 January to 31 December, 2017, 50 officers participated in foreign training programmes and workshops.
7. Providing relevant information for the report on important components of economic development and economic development outlook published annually by the Central Bank of Sri Lanka and compiling information required for the Annual Report of the Central Bank.
8. Conducting meeting of the tripartite committee on the amendment of labour legislation and organizing all activities connected therewith.
9. Handling activities in respect of Memoranda of Understanding to be signed in future in the fields of social security and education in relation to the labour sector between Sri Lanka and other countries and all programmes towards that end.
10. 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.
11. Launching the national policy formulated for the elimination of child labour in Sri Lanka in the Sinhala, English and Tamil languages and formulating an action plan for the implementation of the policy.
12. Conducting meetings of the National Steering Committee on Child Labour and coordinating all activities connected therewith.
13. Forwarding responses to queries made by the American embassy in respect of the labour sector.
14. Compiling reports on emerging trends of the labour sector for the use of the Ministry of Foreign Affairs and other ministries.
15. Taking action pertaining to foreign tours undertaken to strengthen cooperation in the field of labour.
16. Conducting coordinating activities in respect of projects and workshops implemented with the technical cooperation of the International Labour Organization.
17. Taking all necessary actions for the ratification of the Marine Labour Convention 2006 and the Seafarers' Identity Documents Convention No. 185 of 2003 of the ILO.

Sabaragamuwa Development Division

In addition to the subjects of Labour and Trade Union Relations, the scope of the Ministry was further expanded with effect from 09.06.2017 by the inclusion of planning, implementation, supervision and coordination of special projects in the Sabaragamuwa Province and in order to ensure efficient execution of these functions, preliminary work was carried out for the establishment of the "Sabaragamuwa Development Office". The staff for the office was recruited subsequent to the receipt of the relevant approvals. Rs 500 million was allocated through the budgetary provisions for the year 2018 and identified development proposals for the Ratnapura and Kegalle districts are scheduled to be carried out on priority basis. Accordingly, an integrated plan was formulated incorporating hitherto non-implemented development activities in the Sabaragamuwa Province during the period from 2017-2020.



Department of Labour

The Department of Labour started under the Indian Immigrant Labour Ordinance No. 01 of 1923 is the foremost entity in the country for the advancement of the labour force of the country.

The fundamental role of the Department of Labour is to draft and enforce legislations relating to salaries, service conditions, job security, health and welfare of the workforce of the private and semi-government sectors that make a greater contribution to the country's economy and strengthen national economy by maintaining industrial peace.

13 main divisions attached to the head office of the Department of Labour are in operation to render multiple services to address the needs of workers scattered across the country, 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. As at 31st December, 2017 the overall staff of the Department was 2495.

Vision

A country with established industrial peace for an internationally competitive economy

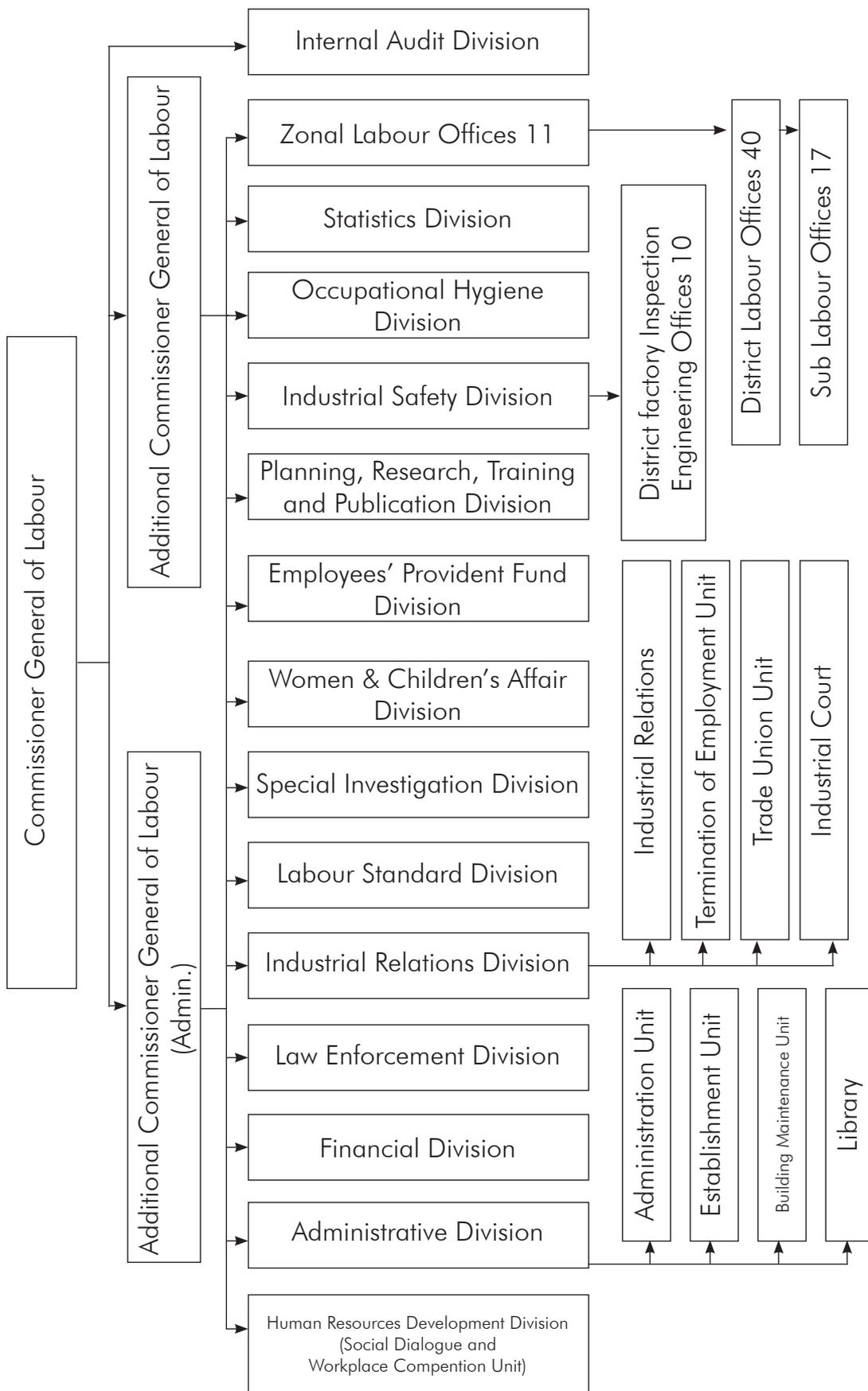
Mission

Contribute to the economic development process of Sri Lanka by establishing decent work environment with secured industrial peace.

Functions of the Department

- Enforcement of legislations formulated for welfare and advancement of workers and resolving labour disputes.
- Implementation of social security programmes targeting the labour community.
- Conducting research on the labour sector, identification and planning of projects beneficial to the labour force, conducting external and internal awareness and education programmes.
- Promotion of social dialogue amongst the stakeholders of labour sector
- Collection, analysis and presentation of statistics pertaining to the labour sector
- Maintaining cordial and viable relationships with trade unions.
- Working in close collaboration with the Ministry of Labour, Trade Union Relations and Sabaragamuwa Development as the agent of Sri Lanka of the International Labour Organization.

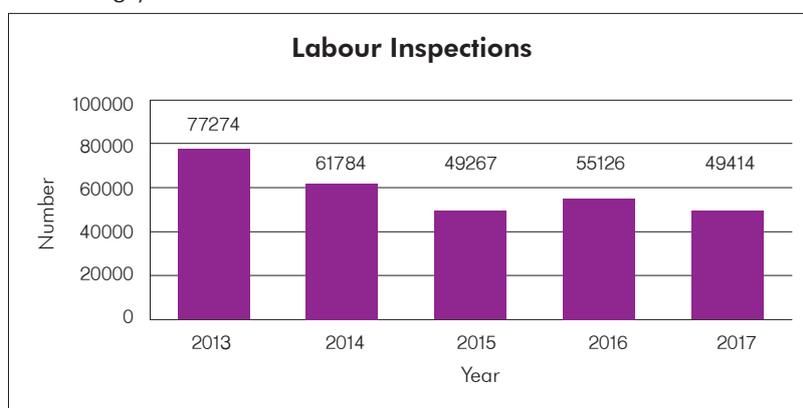
Organizational structure of the Department



Labour Inspections

Workplace cooperation and industrial peace are essential components for enhancing national productivity while safeguarding local productions in the face of international competition. Labour inspections play a pivotal role towards this end. A systematic process of labour inspections contributes to minimizing workplace accidents, implementing stipulated salary scales and regulations, establishing social protection programmes guaranteeing a hassle-free retired life and establishing industrial peace.

The following graph shows the number of labour inspections conducted country wide by the officers of the Department over the past 05 years. A minor setback was experienced in the number of inspections conducted owing to the large number of vacancies of labour officers, but with the recruitment of 179 new labour officers in December 2017 and with the envisaged optimal use of their services, it is expected to increase the number of labour inspections quantitatively and qualitatively in the coming years.



Note: May be subject to change as the graph was prepared as per currently available information for the year 2017

Special investigations

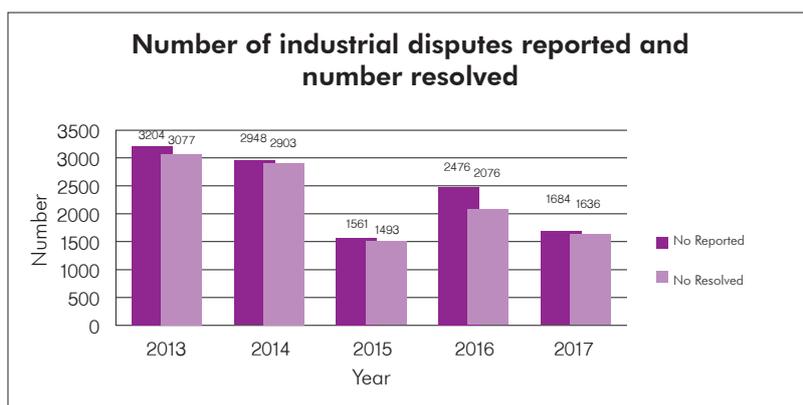
In addition to the routine labour inspections and inquiries into complaints, the Department has established a special division for the speedy enforcement of labour laws and regulations and the conduct of emergency inspections and special investigations.

Accordingly, 420 inquiries were conducted into complaints lodged with the Department and the value of the arrears computed was Rs. 198,184,397.89.

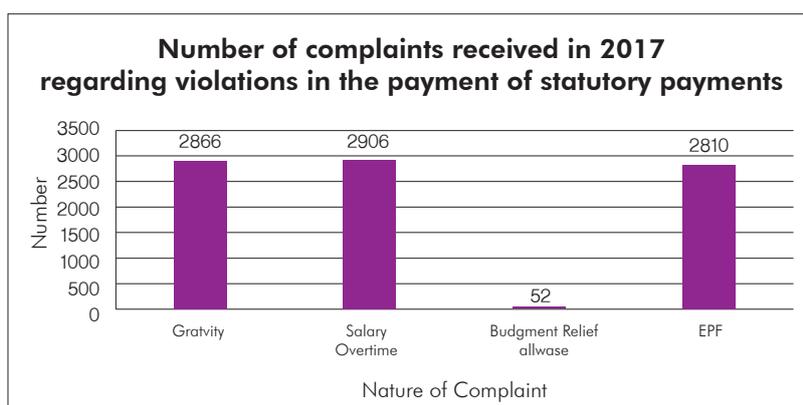
52 investigations were conducted in respect of complaints received from the Human Rights Commission of Sri Lanka, Consultative Committee of Parliament, Public Petitions Committee, Presidential Secretariat and the Prime Minister's Office. 16 institutions, each with a cadre exceeding 100 were inspected during the year.

Resolution of labour disputes

Diverse programmes implemented by various divisions of the Department of Labour helped in minimizing the number of labour disputes in 2017 and the reduction in the number of disputes is largely due to labour inspections and the expansion of awareness programmes conducted by different divisions of the Department through mass media.



Note - May be subject to change as the graph was prepared as per currently available information for the year 2017



Note - May be subject to change as the graph was prepared as per currently available information for the year 2017

Registration of collective agreements

Collective agreements enable employees to secure greater privileges than the rights and privileges conferred through labour legislations. The number of collective agreements registered in the year 2017 was 23.

Labour tribunal activities

No referred for compulsory arbitration	42
No of grants awarded	48

Trade Union Activities

The number of trade unions/federations registered during the year 2017 was 115 and the number of trade unions/federations cancelled was 85. Accordingly, the number of trade unions/federations in operation by the end of year 2017 was 1815.

Termination of employment

Activities associated with the minimizing of arbitrary and unfair termination of employment, providing of equitable and reasonable relief to employees whose jobs are terminated on account of repercussions caused by climate changes, according of opportunities for retrenchment of surplus workers to business community consequent to strategies adopted to strengthen their businesses concurrent to economic growth are carried out by the Department of Labour. The number of complaints received in 2017 in respect of unfair termination of employment was 116 of which 68 were resolved during the year.

The Department has received 36 applications requesting termination of employment out of which 24 were granted permission.

Strikes

The number of strike action reported to by the workforce of the semi-government and private sectors has been reported as 33 in the year 2017. The total number of workers took part in them was 10,312 and the number of man days lost as a result was 58,279.

Legal Matters

The Department constitutes legal action against the violators of labour legislations thereby upholding the rights of workers and fostering the employer-employee cooperation. Accordingly, the details of cases thus filed in 2017 in island-wide labour offices are as follows.

Relevant Act	No of Cases Filed				
	Balance as at 01.01.2017	No. of cases filed during the year	No of cases disposed	Amount recovered through cases Rs.	Amount to be recovered from cases Rs.
Gratuity Act	2706	1363	761	125,186,398.00	130,505,316.00
Industrial Disputes Act	253	40	8	1,275,836.00	136,650.00
Termination of Employment Act	9	13	-	-	23,767,677.45
Wages Board Ordinance	547	115	22	2,337,852.00	7,346,025.93
Shop and Office Employees Act	161	41	8	296,264.00	20,388,024.05
Labour Tribunal Orders	449	62	16	2,699,358.00	35,181,727.68
Employment of Women and Children Act	14	6	-	-	-
Employees' Provident Fund Act	9,013	2,343	2,159	2,141,840,039.00	2,066,196,116.45
Maternity Benefits Ordinance	1	2	-	-	-
Budget Relief Allowance Act	31	23	-	-	2,500,695.60
Approved Provident Funds.	0	4	-	-	865,000.00

Details of cases filed in courts in the year 2017

Court	Balance as at 01.01.2017	No of cases filed	Cases heard	Amount recovered from cases	Amount to be recovered from cases
Supreme Court	148	33	-	-	-
Appeals Court	301	35	-	-	-
High Court	167	104	-	98	-
District court and commercial high court	257	11	3,132,454,228.41	58	255,528,784.03
Magistrate courts	15,140	4,012	2,286,887,233.16	2,974	2,273,635,747.00

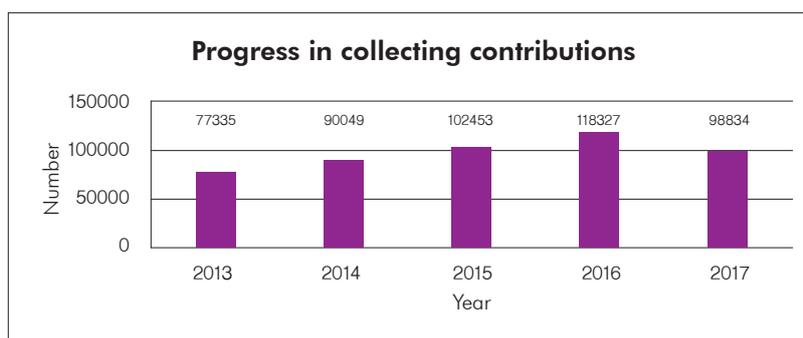
Social Security

The Employers' Provident Fund (EPF), the largest pension gratuity fund in operation in Sri Lanka to secured retired life for worker community is maintained by the Department of Labour. Accordingly, the number of employers registered for the EPF in 2017 was 7777.

Collection of contributions

Employers are legally bound to deposit contributions in respect of all employees covered by the EPF Act No. 15 of 1958 for a particular month on or before the last day of the next month in the Central Bank of Sri Lanka.

Progress of collection of contributions over the past five years



Note - Progress of the collection of contributions is estimated as at 30.09.2017

Progress of EPF	As at 31.12.2017
Overall number of accounts of employees	17,131,226 *
Total number of employers	223,114 *
Value of the fund (Rs Million)	1,987,753
No of active members (Million)	2.29 **
No of active employers	72,964 **

* As per information updated as at 31.12.2016

** Amounts estimated as at 30.09.2017

		As at 31.12.2017
New registrations	Members	490,847 **
	Employers	4,804 **
Payment of benefits	Benefits paid (Rs Million)	91,093 **
Collection of contributions (Rs Million)		65,030 **
EPF housing loans	No of applications approved	8,135 **
	Value of loans approved (Rs Million)	3,562 **

** As per information updated as at 30.09.2017

Number of beneficiaries of Employees' Provident Fund in 2017

Benefit	No of beneficiaries
Payment of benefits on retirement from service upon reaching the age of retirement	87,268
Payment of benefits to female members leaving service upon marriage	22,426
Payment of benefits on vacating post due to permanent disability	1,048
Deceased member benefits	4,738
Pre-retirement benefits of 30%	33,014
Payment of benefits on permanent settlement in a foreign country	1,959
Payment of benefits on receiving permanent pensionable post in the public service or provincial public service	13,488
Payment of benefits to employees who left the service as a result of closing down a public corporation/board, due to retrenchment or conversion into a company.	2,785

Financial progress of activities from 01.01.2017 to 31.12.2017

Programs/Activity	Targets for the year 2017		Progress from 01.01.2017 to 31.12.2017	
	Physical	Financial Rs.	Physical	Financial Rs.
Registration of new employers	8,000	-	7,718	-
Production of advertisements	1	1,000,000	1	1,552,500
Televising advertisements –on TV channels	100%	8,000,000	45%	-
Broadcasting advertisements – on Radio channels	100%	4,000,000	100%	2,399,130
Purchasing scanners for the finger print project	100%	16,000,000	100%	16,500,000
Obtaining fingerprints of 100,000 members (Out source)	100,000	17,000,000	-	-
Obtaining fingerprints – officers of the Department	50,000	-	12,600	-
Sending first notices	11,000	-	10,888	-
Amount expected from sending first notices (Rs Mn)	6,000	-	6,263	-
Sending final notices	7,500	-	6,613	-
Amount expected from sending final notices (Rs Mn)	5,000	-	4,048	-
Amount expected to be settled in the account of Commissioner of Labour (Rs. Mn)	4,000	-	9,529	-
Amount expected to be settled in General Deposit Account (Rs. Mn)	800	-	1,118	-
No. of investigations expected to be conducted on private Provident Fund (Rs. Mn)	80	-	82	-

Social Dialogue

The Department of Labour is committed to achieve economic prosperity by maintaining industrial peace and harmony through the promotion of dialogue and cooperation amongst social stakeholders to engage in communication, consultation and joint decision making.

Accordingly, the activities conducted in the year 2017 for the promotion of social dialogue are as follows.

	Programme/ activity	Targets for 2017		Receipt of additional provisions		Physical and financial progress from 01.01.2017 to 31.12.2017	
		Physical	Financial	Physical	Financial	Physical	Financial
1	Social dialogue promotion programmes	139	1,475,000.00	139	1,557,945.00	128	1,442,419.00
2	Regional & District Advisory Councils	51	688,500.00	51	688,500.00	48	561,304.00
3	'Kathikawa' journal	1	40,000.00	1	40,000.00	1	25,500.00
4	Social dialogue excellence competition	100%	796,500.00	100%	1,213,555.00	100%	1,005,224.59

Programme	No. of programmes conducted in 2017	Participation
Institutional workshops	60	2,648
For managers and employees	10	407
For semi-government sector	12	545
Regional advisory councils	8	277
District office advisory council	40	1,333
District office institutions	32	1,155
Sub labour office institutions	14	469

As part of the follow-up and assessment process of various programmes implemented by the Department of Labour for the promotion of the concept of social dialogue and workplace cooperation, the Department annually organizes and conducts the island-wide social dialogue and workplace cooperation competition and in the year 2017 too, the competition was conducted successfully and awards were presented to winners. The island-wide social dialogue and workplace cooperation competition conducted at the institutional level to recognize institutions that implements the concept of social dialogue and workplace cooperation at an optimal level and to appreciate creative skills of employees was held for both employers and employees.

Industrial safety and occupational hygiene

A hygienic working environment devoid of accidents and hazards enhances efficiency and effectiveness of workers and contributes to improve the quality of goods manufactures and services delivered. The Department of Labour takes action to minimize workplace accidents and hazards and occupational illnesses.

In the year 2017, the Department conducted 4,943 investigations and inquiries into complaints in respect of industrial accidents and 7,530 inspections were carried out regarding highly dangerous machines and machinery. During the year 68 fatal workplace accidents and 1,451 non-fatal accidents were reported and all of them were investigated into by the Department.

The programme to mark Occupational Safety Week was held at Galadhari Hotel, Colombo in October 2017.

The following chart shows the new registrations of factories aimed at ensuring industrial safety and the total number of factories registered as at 31.12.2017 was 28,854.



In the year 2017, 45 environmental measurements were carried out for the inspection of working environments that may cause occupational diseases and the number of biological tests conducted for the early detection of occupational diseases or symptoms in employees was 1,235. In addition, 271 occupational health and safety audits were conducted.

The number of awareness programmes conducted by the Department for the promotion of industrial safety and occupational hygiene during the year was 399.

Labour Standards

One of the primary functions of the Department of Labour is to initiate 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. The following activities were carried out in this regard in the year 2017.

- Declaring minimum wages for flower, ornamental plant, vegetable and fruit export industry.
- Appointing representatives for 13 Wages Boards whose official term has expired
- Publishing monthly salaries of cocoa, cardamom, pepper cultivating and processing industry
- Granting 200 approvals for five-day workweek.
- Conducting 33 inspections on the validity of collective agreements
- Publishing the decree of the tea cultivating industry and drafting of service conditions
- Conducting awareness for both employers and employees

Protecting the rights of employed women and elimination of child labour

Women employment plays a significant role in the manufacturing process of Sri Lanka and therefore the protection of the rights of women employees and to provide for their occupational rights, safety as well as health and welfare and ensuring the safety of children who are the lifeblood of the nation and the elimination of child labour are also responsibilities assigned to the Department of Labour.

Accordingly, the Department of Labour conducted the following activities in the year 2017.

Programme	Programmes planned for 2017	Physical progress as at 31.12.2017	Financial progress as at 31.12.2017
Programmes conducted under the heads of expenditure of Department			
Commemorating International Women's Day	01	100%	448,529.00
Conducting plantation programmes	03	03	89,550.00
Conducting in-service programmes	13	09	34,600.00
Conducting psychological counseling programmes	03	02	36,500.00
Conducting inspections on night shifts	70	61	176,280.00
Complaints of women	-	09	-
Drug prevention programmes	12	08	29,300.00
Complaints of children	-	87	-
Programmes conducted under expenditure head of decent work			
Conducting self employment programmes	04	04	181,820.00
Conducting programmes for the promotion of daycare centres	18	18	31,000.00
Conducting programmes and clinics on STD	04	03	76,100.00
Conducting awareness programmes for children of schools with high dropout rates	46	29	31,450.00
Commemorating World Day Against Child Labour	01	100%	229,500.00
Conducting special investigations of hazardous forms of child labour	52	46	141,950.00
Conducting programmes for officers who enforce laws relating to child labour.	2	2	100,400.00

A ceremony was not organized this year to mark World Day against Child Labour but a programme was implemented to distribute school exercise books carrying the message on 'child labour and elimination of child labour' targeting school children of low income families vulnerable to hazardous forms of child labour.

For the commemoration of International Children's Day, quiz and singing competitions, aptitude tests and relay events with the participation of 50 children from 10 schools in the Welimada Divisional Secretary Division were conducted and the winners were awarded certificates and prizes and all participants were presented with gifts.

Administrative activities

Physical Resources Development

Developing infrastructure facilities enabling the officers of the Department of Labour to discharge their duties efficiently is of utmost importance.

Accordingly, construction activities of 'Mehewara Piyasa' building on the land of the Department of Labour are being carried out expeditiously. The expenditure borne during year 2017 for construction activities was Rs 2,133.75 million. As of 31.12.2017, the physical progress of the building was 67.92%.

Construction activities of Awissawella and Negambo labour offices too have been completed.

Progress of constructions at labour offices is as follows.

Programme/ Activity	Targets for 2017		Progress as at 31.12.2017	
	Physical	Financial (Million)	Physical	Financial (Million)
Mehewara Piyasa	80%	3,200	67.92%	2,133.80
Polonnaruwa	Phase 03 - 100%	25	Phase 03 - 100%	0
Kurunegala	Phase 02 - 100%	61	Phase 02 - 30%	61
Puttalam	Phase 03 - 75%	15	Phase 03 - 98%	15
Ambalangoda	Phase 02 - 35%	21	Phase 02 - 20%	21
Anuradhapura	Phase 02 - 100%	4	Phase 02 - 100%	3.447
Mahiyangana	Phase 02 - 5%	21	Phase 02 - 50%	21
Ratnapura	Phase 01 - 75%	25	3%	24.99
Badulla	Phase 01 - 75%	25	2%	24.79
Hatton	Phase 01 - 75%	15	2%	14.98
Naula	Phase 01 - 75%	15	2%	0.014
Vavuniya	Phase 01 - 75%	15	2%	0.023

Human Resources Management

Maintaining the staff at an optimal level facilitates the efficient and effective discharge of the functions of the Department. The following are the activities carried out in this regard.

- Securing the approval of the Public Services Commission for the recruitments in the technical service
- Referring the recruitment procedure of Research Officer of the scientific service for the approval of the Public Services Commission
- Referring the recruitment procedure of Commissioner of Labour (Occupational Safety & Health) for the approval of the Public Services Commission
- Carrying out activities relevant to the recruitment of legal officers, labour officers, stenographers, drivers and posts in the Office Workers' Service.
- Obtaining for performance of staff officers. (Subject No.- 1A,1B,2,3,17).
- Providing uniforms allowances (for watchers' service, drivers, and relevant officers of k.k.s).
- Granting annual salary increments.
- Holding efficiency bar examinations for Assistant Labour Commissioners, Engineering Service, Labour Officers, Human Resources Officers, Drivers and Officers Workers' Service.
- Obtaining for midyear performance
- Obtaining for assets and liabilities reports
- Salary conversions as per Public Administration Circular 2016/03
- Carrying out preliminary activities in respect of the implementation of the recommendations of the Department Restructuring Report.

Library and Information Service

The Department of Labour maintains a library to gather subject related information so as to match the requirements identified in respect of the advancement of employer-employee community while paving the way for the dissemination of knowledge and the propagation the knowledge on the labour sector among the general public. During the year under review 173 new books and journals

were purchased with a view to broadening knowledge and understanding of a our readership. Department of Labour also maintains a Labour Museum and it demonstrates the evolution of the labour sector of Sri Lanka since its inception and conserves old ancient ordinances, regulations and other documents related to the labour sector.

Progress Monitoring and Review Activities

Having monitored the progress of labour offices, 06 progress review meetings were conducted at the zonal level and 02 seminars were conducted for officers in charge of regional offices in the year 2017.

During the year under review, Labour Inspection System Application (LISA) for the establishment of a systematic data base for the computerization of information on labour inspections conducted by labour officers and details of complaints and court cases received by offices was updated. Having inspected the use of LISA programme for duty related purposes in 34 offices, instructions were given on the rectification of internet issues and computer problems, sorting out subject problems associated with LISA programme, maintenance of the petitions register and court cases register.

For improving the performance of officers, training programmes were organized and conducted.

Programme	No of programmes conducted
Staff officers training programmes	6
Management Assistant Officers training programmes	18
Computer training programmes	14
Referral to post graduate degree and diploma courses	80
Referral to external training programmes	24
Other training programmes	5
Overseas training programmes	6

Financial Management

During the year 2017, the Department was able to handle its financial resources efficaciously, productively and economically.

The following activities were carried out for effective financial management.

- Preparing and implementing the procurement plan of the Department.
- Distributing goods and services obtained through the procurement process.
- Issuing imprest for sub-offices and monitoring financial activities thereof.
- Preparing monthly, biannual and annual reports and submitting same to the relevant parties on due date.
- Handling all receipts from and payments to external parties in compliance with rules and regulations.
- Conducting capital assets survey and disposing of assets of the department
- Paying personal emoluments and advances and allowances of officials of the department.

Financial progress of the Department from January 2017 to 31 December 2017

Programme	Expenditure type	Provision for the year 2017 (Rs)	Expenditure as at 31 December 2017 (Rs)
221	Recurrent	1,505,256,000.00	1,451,795,889.23
	Capital	3,607,300,000.00	2,503,986,516.61

Publication of statistical reports related to labour sector

Collecting and analyzing more accurate information and statistics having studied the emerging trends and complex changes in Sri Lanka's labour sector and making projections for the future using statistics thus gathered is also a function of the Department of Labour.

Physical and financial progress from 01 January to 31 December 2017

Programme/Activity	Progress from 01.01.2017 to 31.12.2017	
	Physical	Financial (Rs)
Annual employment survey 2016	Published in print and posted on website	76,500.00
Annual employment survey 2017	Data of 2017 survey is being computerized	159,380.00
Labour statistics Annual publication 2016	Copies have been prepared to be published and posted on website	-
'Sri Lanka Employee' quarterly journal 2017	Data was collected for publication from other institutions	3,500.00
Survey report on average earnings and the number of hours worked 2016	Final report has been published	2,800.00
Survey report on average earnings and the number of hours worked 2017	March 2017 survey has been completed and September survey has been finalized and date is being edited.	48,300.00
Computing minimum salary index	Computation of monthly minimum salary index as per wages boards for the relevant period has been finalized up to October	-
Computerizing new registrations of EPF	Data received to date has been computerized.	-

Information Technology activities

Preliminary activities in relation to the implementation of E-governance project were commenced in the year 2017. Public services rendered through the departmental website are also expected to be promoted in 2018.



Department of Manpower and Employment

Scope of the duties

The Department is responsible for carrying out following functions

- Formulation and implementation of national policy on manpower and employment
- Employment creation and promotion
- Activities related to Career guidance
- Labour market information, collection, analyzing and dissemination
- Services offered by Jobs Net, and for all matters connected or incidental to the above subjects

Strategic Orientation

Vision

A World class Sri Lankan Labour Force.

Mission

Development of a globally competitive and active labour force with extensive competencies and utilization of the full potential of our human resources for socioeconomic development of Sri Lanka

Long term goals

1. Building a globally competitive, competent Sri Lankan Labour Force with multifaceted skills.
2. Implementing various activities for minimizing unemployment.
3. Developing an organized and comprehensive Labour Market Information System.

Objectives of the Department

1. Formulating the National Manpower Policy and implementing programmes.
2. Solving the structural issue of mismatch of skills
3. Providing facilities to all Sri Lankans in the existing labour force and all those who are expected to enter the labour force in the future to determine correct occupational orientation
4. Planning, developing and projecting manpower supply
5. Developing the informal sector.
6. Motivating job seekers for obtaining employments in the Private Sector.
7. Providing free Public Employment Service.
8. Providing manpower and employment related facilities to vulnerable groups, differently abled persons and people in underserved areas.
9. Provision of accurate global and local information on labour market to all Sri Lankans.
10. Projecting local and global labour market trends.

Various programs are being thus implemented by the Department employing its human resources for the accomplishment of the task of minimizing unemployment and creating decent employment.

Divisions of the Department

- Administrative, Planning, Progress and Operational Division
- Accounting Division
- Manpower Planning, Development and Research Division
- Employment Creation, Promotional and Career Guidance Division

Financial progress up to 31 December 2017 (before the final reconciliation statement of the Treasury)

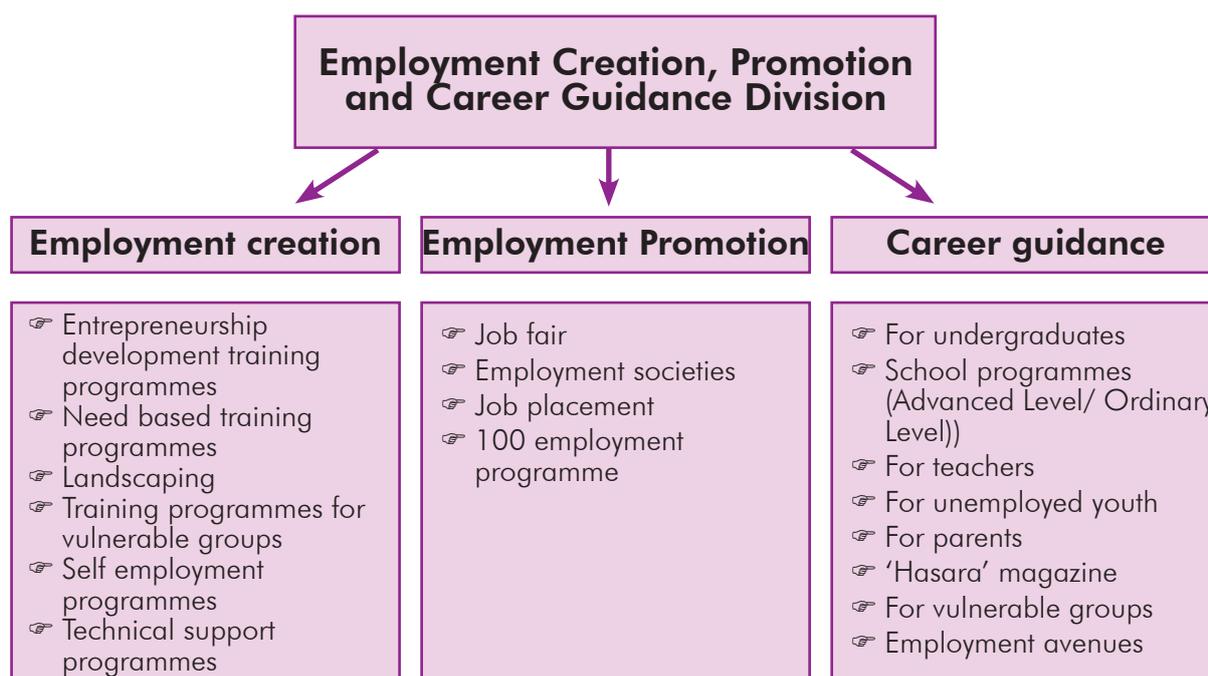
	Provision (Rs.000)	Expenditure (Rs.000)	Percentage (%)
Recurrent expenditure	356,195	347,125	97.45%
Capital expenditure	37,400	31,135	83.25%
Total	393,595	378,261	96.10%

Budgetary provisions for the year 2018

	Recurrent (Rs.000)	Capital (Rs.000)	Total (Rs.000)
Operational activities	348,950	-	348,950
Development activities	-	31,100	31,100
Total	348,950	31,100	380,050

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.



Public Employment Service Centre (PES Centres)

This division functions under the Manpower Planning, Development and Research Division. These centres are operational in all 24 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 actions
- 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 on them is gathered through divisional level Human Resources Development Assistants, job fairs and Employment Service Centres.

Based on the aspirations of job aspirants, career guidance programmes are organized.

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 collecting 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.

Formulating and implementing the National Human Resources and Employment Policy.

Progress in respect of the national human resources and employment policy in 2017.

- The National Human Resources and Employment Policy was revised in line with the midterm development policy framework of the government
- Proposals were called from for the amendment of the action plan for the implementation of the said policy in respect of the period from 2017-2020 from 25 ministries identified as directly involved in the implementation of the policy.
- 17 ministries have forwarded the completed action plan and necessary co-ordination activities are in progress for updating the action plan submitted by the remaining 8 ministries.

- The monitoring of the progress of functions executed by the Ministries involved in the policy too is carried out by the Human Resources and Employment National Policy Operations Unit established at the Department of Manpower and Employment.

	Programme/activity	Targets for the year 2017		Physical progress from 01.01.2017 to 31.12.2017	
		Physical	Financial (Rs Mn)	Physical	Financial (Rs Mn)
Employment creation, promotion and occupational guidance division					
1	Career guidance programme for G.C.E O/L students	2,000	1,000	2,132	1.226
2	Career guidance programme for G.C.E A/L students	1,450	0.200	1,384	0.429
3	Self employment motivations programme	312	0.926	348	0.884
4	Overcoming occupational challenges	100	0.876	105	0.936
5	Career guidance programme for undergrads external/internal	20	0.755	20	0.795
6	Awareness programme for teachers	25	0.709	32	0.664
7	Awareness programme for parents	306	0.910	362	0.817
8	Career paths programme	7	0.180	11	0.185
9	Printing of 'Hasara' magazine	2	0.300	1	0.159
10	Entrepreneur development programme	24	0.696	40	0.700
11	Job Society programme	24	0.859	24	0.838
12	Job 100 programme	30	0.630	29	0.582
13	Need based training programme	40	0.480	138	0.461
14	Technical assistance programme	45	0.540	45	0.561
Manpower planning, development and research division					
15	Job profile in the financial sector	100%	0.250	100%	0.132
16	Job profile in the electricity, gas, fuel and water supply sectors	100%	0.250	70%	0.008
17	Job profile in the fisheries sector	100%	0.250	100%	0.293
18	Study on the professional advancement in the public sector	100%	0.250	100%	0.294
19	Labor market information magazine	100%	0.300	100%	-
20	Study on self employment feasibility	100%	0.400	90%	0.006
21	Socio economic data handbook	100%	0.300	100%	0.673
Public Employment Services Centre					
22	Starting and upgrading PESs	6	2.980	6	2.987
23	Maintaining PESs	24	2.000		1.410
	Registration of job seekers				30,697
	Registration of job vacancies				21,325
	Job matching				25,014

	Providing employment				4,285
24	Conducting district job fair	12	1.863	11	1.732
25	Establishment of data system on labour market for the provision of employment services – Online internet portal	100%	3.000	20%	1.853
Decent work					
26	Flower cultivation projects based on micro-propagation	4	1.300	4	1.200
27	Employment creation programme for families with disabled persons in the Badulla district	7	0.165	7	0.165

Job placement progress up to 30.09.2017

District	Direct job placement		Creation of self employed/entrepreneurs
	Through PES Centres	At Divisional Secretary Division	
Kandy	261	349	87
Kegalle	158	370	-
Colombo	340	66	-
Ratnapura	190	282	-
Badulla	150	253	16
Kurunegala	585	374	211
Kalutara	259	309	159
Galle	160	177	26
Batticaloa	131	268	105
Gampaha	305	332	46
Matara	291	360	17
Puttalam	87	212	289
Hambantota	303	306	-
Anuradhapura	143	45	-
Jaffna	284	279	183
Kilinochchi	15	17	50
Trincomalee	54	24	7
Nuwaraeliya	0	43	-
Matale	124	283	10
Ampara	65	235	144
Polonnaruwa	116	2	54
Monaragala	128	112	-
Vavuniya	65	35	66
Mannar	50	48	31
Mullaitive	21	-	10
Total	4285	4781	1,511

Progress of District Job Fair Programme

District	Location	No of job seekers	No of institutions participated	No of training institutes	Job matching
Galle	Labuduwa	918	32	05	421
Badulla	Haliela	854	30	03	650
Badulla	Uvaparanagama	1251	28	02	820
Gampaha	Minuwangoda	674	38	07	1504
Trincomalee	Macheer stadium	710	38	05	700
Nuwaraeliya	Town hall	559	45	03	391
Monaragala	District Secretariat	820	30	03	353
Matara	District Secretariat	768	25	07	850
Hambantota	Tangalle	920	26	07	685
Puttalam	Chilaw	729	38	04	739
Kalutara	Panadura Balika Vidyalaya	510	42	7	758
Total		8,713	372	53	7,871

Special Programmes

1. Decent Work Programme Pilot project for developing entrepreneurs engaged in micro-propagation method based flower cultivation.

Developing unemployed graduates as various entrepreneurs connected with flower cultivation, creating and developing entrepreneurs who own nurseries with planting materials produced employing micro-propagation methods, establishing a business level laboratory producing basic propagating materials using tissue culture/ micro propagation thus creating direct and indirect employment opportunities are the objectives of this programme.

The programme for graduates and undergraduates of this training project was held from August 4-9 and in addition, 3 programmes were conducted for applicants who applied for the course.

2. Decent Work Programme - Project for the economic and social empowerment of housewives of families with disabled persons of the Badulla district and women of single parent families of the district and making them partners of economy. This programme was conducted in November and December 2017.
3. Programme for training SYIB trainers.
This training was conducted for enhancing the capacity of officers of the department.
4. Policy consultancy programme on employment and labour programmes with the support of the government of Korea.



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, Trade Union Relations & Sabaragamuwa Development 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 like 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.

- a) Training and Development Division
- b) Research, Planning and Publications Division
- c) Administrative and Finance Division

Progress of programmes conducted from 01.01.2017 to 31.12.2017

Programme profile	Number of programmes planned	Expected income (Rs.)	Number of programmes conducted	Amount of income received (Rs.)
Diploma courses	6	7,155,000	5	7,235,000
One day programmes	52	3,120,000	51	3,721,050
Two days programmes	40	4,800,000	40	5,182,700
Three days programmes	12	1,920,000	10	1,449,000
Special programmes	12	3,840,000	23	2,420,100
Certificate courses	12	2,340,000	8	2,328,000
Workshops	4	1,020,000	8	5,344,625
Holding examinations	5	200,000	18	1,666,000
Research Projects	2	1,000,000	1	1,250,000

Special activities of the year 2017

- Launching a research on the theme “improving women’s participation in Sri Lanka’s labour force” in collaboration with United Nations Women’s Organization.



National Institute of Occupational Safety and Health (NIOSH)

The National Institute of Occupational Safety and Health (NIOSH) 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 to gain benefits from such training.

A range of programmes and awareness campaigns aimed at enhancing occupational safety and health of workers were conducted by NIOSH over the past few years in collaboration with in many factories located in export processing zones, industries in the manufacturing sector as well as the companies in the plantation sector. 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.

Vision

Occupational Safety, Health & Welfare for all

Mission

To empower tripartite partners through education, trainings, research, and other relevant interventions for preventing and controlling all forms of work- related hazards to ensure safety, health and welfare at work places

Programs 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
- Programme 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

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 Sound Level Meter to assess sound and noise levels.
- Use of Heat Stress Meter to monitor heat levels

Medical examinations

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

Incident management and administrative services of NIOSH

Special programs of NIOSH from 01.01.2017 to 31.12.2017 and their financial and physical progress

	Courses conducted	No of courses	No of participants	Financial progress (Rs Mn)
1	National Diploma Courses on Occupational Safety and Health	03	133	12.82
2	Certificate Courses on Occupational Safety and Health	05	190	8.83
3	Two-day programme for construction sector	01	35	0.262
4	One day workshop on waste management	01	11	0.055
5	One day workshop on boiler protection	01	16	0.064
6	One day workshop for nurses	01	18	0.630
7	Two day workshop for apparel sector on occupational safety and health	01	25	0.187
8	One day workshop on working in unsafe and hazardous places	01	85	0.297
9	One day workshop on identifying limited spaces and risks	01	30	0.030
10	One day safety workshop for supervisors	01	12	0.042
11	Three day workshop on the use of first aid	01	12	0.126
12	Three day workshop for the construction sector	01	09	0.094
13	Two day workshop on electricity safety	01	22	0.165
14	One day workshop on safe use of chemical substances	01	13	0.065
15	One day workshop on OSHAS 8001, 8002 standards	01	14	0.070

Special programmes

Medical clinic for flood affected people

Relief items were provided and five medical camps were established for the provision of medical facilities to people affected by the floods in Ratnapura district. The programme was conducted in collaboration with the Government Medical Officers Association covering the areas of Ratnapura, Batugedara, Marapana, Pelmadulla and Kahawatta.

In addition, a programme for reintegration of those who lost limbs due to work related accidents, a Japanese language programme and 04 programmes for training of trainers were conducted.

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.

Certificate Course on National Occupational Safety and Health

The number of participants in all courses was 140 and all of them completed the course successfully. The training has contributed to minimize occupational accidents in their workplaces. The majority of those who followed the course are now gainfully employed as Safety Officers. Any person who has passed the GCE Advanced Level examination and is interested in occupational safety and health can follow this course. A notable feature is the participation of senior officers from the defence sector.

One-day training programme for nurses

The one-day workshop for nurses was conducted successfully on 28th February 2017. The National Institution of Occupational Safety and Health established under the Ministry of Labour and Trade Union Relations is gaining ground as an institution effectively dealing with issues related to occupational safety and health. This course is specifically designed for the nursing professionals in the health sector dealing with patient care.

Programme for training trainers – Batticaloa, Vavuniya

This Programme was organized by NIOSH in collaboration with the International Labour Organization. Members of the National Workers Organization and about 50 trainees from technical colleges in the Batticaloa/ Vavuniya districts participated in the programme. The ILO allocated Rs 2.29 million for the programme conducted in the Batticaloa and Vavuniya districts and the programmes conducted for 10 days mainly focused on occupational safety and health training.

National Occupational Safety and Health Week

The Cabinet of Ministers has designated second week of October every year as National Occupational Safety and Health Week of employees with the objective of promoting safety of employees in places of work. National Occupational Safety Conference was held on 11th October 2017

Programme	Estimated amount (Rs)	Physical progress (Rs)	Financial progress (Rs)
National Occupational Safety Conference	400*5000 = 2,000,000.00	422*5000 Souvenir - Money received from sponsors	2,110,000.00 355,000.00 2, 300,000.00

75 invitees participated in the conference. Lectures were delivered by local and foreign resource persons.

Objectives

National Occupational Safety Week was held from 09th October to 13th October and the following activities were organized and carried out by the staff of the institution.

1. School safety and health seminar-09th October 2017- Siri Piyarathana Central College, Padukka

Accordingly, the main workshop and seminar in this regard was held on 09th October 2017 in Siri Piyarathana Central College, Padukka. The prime target and objective of this programme was to assess and enhance the knowledge of school children on occupational safety and to provide practical knowledge in that regard.

This programme was held under the patronage of the Director General of NIOSH and with the participation of the Zonal Director of Education and the Principal of Siri Piyarathana Central College and 100 children of the school.

2. National seminar on occupational safety and health – 11th October 2017, Kingsbury Hotel

This seminar was held from 11th October 2017 from 9.00 a.m. at Kingsbury Hotel with the participation of over 500 guests. The theme of the seminar was the prevention of occupational accidents. The main objective of the programme was to create awareness and inculcate knowledge amongst the participants regarding the use of new technology and new methods employed in other countries to ensure safety and protection of workers. The programme was conducted with the participation of six local and foreign resource persons.

Disease detection camp - Export Processing Zone

Three medical clinics organized jointly by the Shrama Vasana Fund and NIOSH were held at the following export processing zones.

- Awissawella export processing zone
- Koggala export processing zone
- Katunayake export processing zone

Emphasis was laid on the following tests at these medical camps.

- Medical tests
- Blood tests
- Lung tests
- Ear tests

A large number of employees from the three export processing zones were attended these camps and details are tabulated below.

Test	Awissawella - Number attended	Koggala - Number attended	Katunayake - Number attended
Medical tests	151	137	371
Blood tests	151	107	188
Lung tests	75	88	106
Ear tests	61	77	75



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 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.

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.

Progress from 01.01.2017 to 31.12.2017 (Courts related matters)

Function	2017.01.01 - 2017.12.31
No. of accidents reported formally by employers	485
No. of Cases taken up for inquiries	3,008
No. of compensation applications to be finalized activities	426
No. of agreements registered	125
Amount recovered as compensations for fatal accidents (Rs)	111,276,358.99
Amounts paid to workers by employers for non fatal accidents on court orders (Rs)	36,009,234.68
Amount of compensations paid to employees for non fatal accidents as per registered agreements (Rs)	9,854,327.11
Amounts of money deposited in the savings accounts of minor dependants after being recovered in respect of fatal accidents (Rs)	27,884,973.00
No. of accounts opened on behalf of minors	148
No. of accounts of minors which were closed upon them reaching the age of 18 years	216
Total amount paid from released minor accounts (Rs)	16,850,651.81

Financial progress from 01.01.2017 to 31.12.2017

Description	Provisions of year 2017 Rs.	Expenditure from 01 Jan. 2017 to 31 Dec 2017 Rs.	Savings Rs.	Expenditure percentage
Recurrent expenditure	29,388,000.00	28,871,447.00	516,553.00	98.24%
Capital expenditure	1,265,000.00	1,096,427.00	168,572.00	86.67%
Total expenditure	30,653,000.00	29,967,874.00	685,125.00	97.76%



Shrama Vasana Fund

Shrama Vasana Fund 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 ‘Shrama Vasana Fund’ is the Jathika Sampatha lottery of the National Lotteries Board. With the increase in sales of the Jathika Sampatha Lottery, the fund too has witnessed a corresponding growth enabling the provision of expanded services for the welfare of employees.

Objects 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 old age.
- (f) Presentation of awards to those who have made an outstanding contribution to workers welfare.

Receipts for Shrama Vasana Fund

- (a) All such sums of money as may be voted from time to time by Parliament for the purpose of carrying out the objects of the Fund
- (b) All sums of money received as grants, gifts or donations from local or foreign sources
- (c) All sums of money received as income from investments made by the Fund
- (d) 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 has been established covering employees of the private sector, but it does not cover those engaged in self employment. Based on the financial capacity of Shrama Vasana Fund, various programmes are implemented during different periods of time. With the steady increase in the financial capacity, the services were further expanded in year 2012 beyond the traditional scope of work.

Progress of the Programme

Programme/Activities		Targets for the year 2017		Progress from 01.01.2017 to 31.12.2017	
		Physical	Financial	Physical	Financial Rs Mn
1	Medical clinics and camps	8	4	8	2.2
2	Empowerment programmes	8	4	8	3.4
3	Awareness programmes	28	1.5	22	0.4
4	Welfare programmes	10	12	30	11.7
5	Providing artificial limbs	42	3	1	0.18
6	Vocational education programmes	12	0.6	1	0.03
7	Awareness programmes on occupational safety	28	1	23	0.4
8	Legal aid programme	25	0.75	11	0.4
9	Medical Relief	10	0.5	3	0.1
10	Scholarship programmes	100	7	74	4.6
11	Programmes on natural disasters	4	6	8	4
12	Awards ceremony	50	2.5	33	0.28
13	Promotional programmes	12	1	9	0.9
14	Advertisements and publicity	30	3.5	29	1.5

Few of the Special Activities of the Ministry



Welfare programme conducted by the Shrama Vasana Fund at the Presidential Mobile Service in Galle - 14.01.2017



At the Job Fair in Haliela conducted by the Dept. of Manpower and Employment - 18.20.2017



National Symposium on Labour Law and Practices - 30.11.2017



Appointing 191 Labour Officers to the Dept. of Labour - 01.12.2017



At the meeting with the Officials of the Dept. of Manpower, Korea - 14.10.2017



Programme held in Galle to mark the International Women's day - 08.03.2017



Medical camp organized by the National Institute of Occupational Safety and Health in Rathnapura - 31.03.2017



Welfare programme conducted by the Shrama Vasana Fund at the Presidential Mobile Service in Polonnaruwa - 11.03.2017



Awarding scholarships for the students vulnerable due to the incident in Meetotamulla by the Shrama Vasana Fund - 25.07.2017



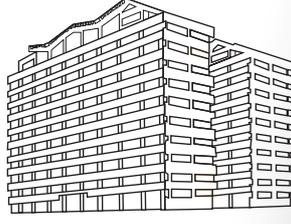
Workshop on team building conducted by the National Institute of Labour Studies



National Labour Advisory Councils Meeting - 22.11.2017



Seminar on Occupational Safety and Health conducted by the Dept. of Labour - 10.10.2017



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தொழில், தொழிற் சங்க உறவுகள் மற்றும் சப்பிரகமுவ அபிவிருத்தி அமைச்சு
Ministry of Labour, Trade Union Relations and Sabaragamuwa Development

ශ්‍රී ලංකාවේ අර්ධ රාජ්‍ය හා පෞද්ගලික අංශයේ සේවයේ නියුක්ත වූවන්ගේ ජීවන හා සේවා තත්ත්වයන් වර්ධනය කිරීම මෙන්ම රටේ නිෂ්පාදනය හා ශ්‍රම වලදායීතාව ඉහළ නැංවීමට අවශ්‍ය වන කාර්මික සාමය සහ සේව්‍ය-සේවක සබඳතාව ස්ථාපනය කරමින් අදාළ ප්‍රතිපත්ති සම්පාදනය කිරීම සහ ඒවා ක්‍රියාවට නැංවීම, කමිකරු, වෘත්තීය සමිති සබඳතා හා සබරගමුව සංවර්ධන අමාත්‍යාංශයේ මූලික පරමාර්ථ වේ. සේවක ජනතාවගේ සුබසාධනය උදෙසා වරින්වර ඇති කරන ලද කමිකරු හිති හා අභ්‍යන්තර 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, Trade Union Relations and Sabaragamuwa Development 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, කමිකරු මහලේකම් කාර්යාලය, නාරාහේන්පිට, කොළඹ 05.
த. பெ. 1519, 2 ஆவது தளம், தொழில் செயலகம், நாரஹேன்பிட்டி, கொழும்பு 05.
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