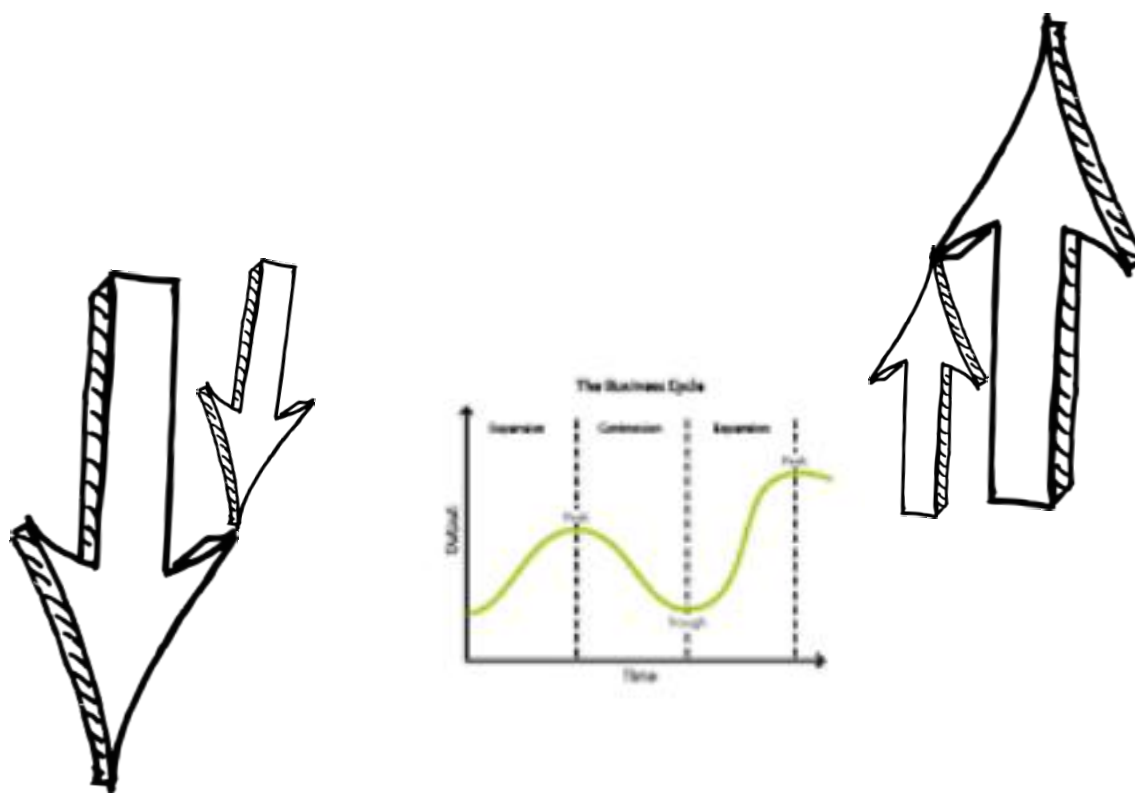


Survey on Exploring the Fluctuation of Employment in Private Sector Establishments



Department of Manpower and Employment

Ministry of Labor and Foreign Employment

Survey on Exploring the Fluctuation of Employment in Private Sector Establishments

CHAPTER ONE

1. Introduction

1.1 Background of the Study

The decision on substantial demand for labour is a critical assessment made by the employers and the supply of labor is function of differentiated demand for labor and output of own generated attitudes of personnel. The equilibrium of demand for labor and supply of labor is an optimal status of any economy. However, most of the economies are still in experiencing with mismatch of demand and supply of labor. It has being contradicted thoroughly since the outbreak of Covid 19. The estimation highlighted that, the economic backlash of the COVID-19 pandemic wiped out some 81 million jobs in 2020. In nearly all economies with available quarterly data for 2020, employment levels contracted compared to 2019 (Asia-Pacific Employment and Social Outlook, 2020: Navigating the crisis towards a human-centered future of work). Women and young people are disproportionately hit and labor income as another crisis victim since hold or/ and half paying of salaries with being victimized.

Sri Lanka is in challenging period of overall functions, mostly with sound labor market system. Depriving considerable number of employment opportunities, half paying or hold the payment of salaries with considerable effect upon the employees have hardly influenced over the determining workers' earning by both required levels of education and actual skills possessed. Since, the apparent contradictions as much higher number of inactive population, unemployment, higher number of NEET segment, increasing the number of unemployed graduates, much higher number of informal sector employment, prevailing higher number of skills mismatch and informal employment without any social security, the said uninterrupted accumulation to the labor market is heightened the contrast of economy with the stable vulnerability.

Labor force participation rate was 50.6 (Population 15 years and above) in Sri Lanka. And the same for the educational level of GCE A/L and above segment was 10.1 in first quarter 2021. Further, economically inactive population for the same educational segment was 15.9 and unemployment rate for the same share was 9.8 and underemployment was 1.5. Meanwhile, youth unemployment rate of the same educational group was 36.6. Moreover, NEET (Age 15 – 24

years) share of the same educational group was 23.5 and computer literacy was 74.3 of the same segment. As per the employed population by occupation, elementary occupation was 22.9 and 43,074 were unemployed graduates. And employed population by occupation was 22.9 of elementary occupations (Department of Census and Statistics, 2020). Total registration with the SLBFE by manpower level, 25.91 was low skilled (SLBFE, 2021). Persistence at labour-market is structural unemployment, which occurs when the labour market does not react to a situation of simultaneous unemployment and unfilled vacancies with the unexpected fluctuation and stagnation or the depression of economies, and long-term unemployment arising from reduced reemployment chances of those facing longer spells of unemployment and adoption with the unexpected deprivation of employment opportunities.

The minimum economic activities carried out since Mid-March 2020 has impacted all stakeholders of the labor market (Department of Labor, 2020). Further, a significant cohort of the working population is making highly vulnerable in the event of loss of income since the vacuum of any form of social security. Labour market of Sri Lanka has suffered a similar backing towards the depression; the existing legislation does not address the pandemic situation, depriving both employees and employers alike of relief measures to be adopted in the situation. Hence, protecting employment whilst protecting businesses and ensuring sustainability has become a challenging task.

Exhibit 1.1 ; Employment Population by Employment Status – 2019 - 2021

No	Employment Status	2019	2020	% Change	2021	% Change
1	Employee	4,738,244	4,595,712	-3.01	4,645,572	1.08
	Public	1,216,549	1,183,716	-2.70	1,235,164	4.35
	Private	3,521,695	3,411,996	-3.11	3,410,408	-0.05
2	Employer	209,159	202,788	-3.05	222,833	9.88
3	Own Account Worker	2,658,735	2,657,795	-0.04	2,706,505	1.83
4	Contributing Family Workers	574,555	542,798	-5.53	538,597	-0.77
Total		8,180,693	7,999,093	-2.23	8,113,507	1.43

Source: Department of Census and Statistics, 2019 -2021

The total employment in 2021 was 8,113,507. It was manifested that employment to population ratio (15+) was 47.35 in 2021 and it is obvious that almost half a million people who are not

productively engaged in economic activities. Since, 2020 is known as Depression Year of World Economy, all employment status in Sri Lanka has been considerably dropped. Dropping of private sector employment compared to the yester year was 3.11%. However, it was 0.05 in 2021.

1.2 Statement of the Problem

Sri Lankan scenario exist the profile of LM as considerable youth unemployment, overall unemployment, underemployment, excessive NEET rate, discouraged employees, skills mismatch altogether influence on macro economy. Over the said disturbances, depriving employment opportunities, holding/ half paying of salaries are overlapped and caused on intensification of the economic depression.

The Official Poverty line at National level for October, 2022 is Rs. 13,810 (Department of Census and Statistics, 2022). Poverty Head Count Ratio (2002 based) was 3.2. Mean per capita income per month was Rs. 20,527.00 and Mean household income per month was Rs. 76,414.00. No. of income receivers per household was 1.8 and Household size was 3.7. Gini coefficient of household income was 0.46 and Gini coefficient of income receivers' income was 0.52 (Economic and Social Statistics, 2022). Along with limitation of sound functioning of overall economy, shrinking the scope of economic functions was caused to drop the magnitude of the total employment and its' earning. Finally increasing the cost of living along with the stopping earning, limited earning and high inflation rate (From 3% in 2021 January to 70.60% in December 2022) since the economic depression.

The weighted influence on Sustainable Labor Market is a function of said indicators collectively. When specific groups of citizens drops in employment representation and contradiction with earning, they are likely to become more excluded, leading to an erosion of trust in their future and ensuing difficulties in governance. And make discourage of job aspirant on employment. Much of expenses injected by the government to resolve, it is indeed an opportunity cost on the social coherence it is a sign of stagnated society. And standard of living is caused to degrading, social unrest, and again degrading international rankings vested. Addressing on fluctuation of private sector employment issue will give the insight to adjust their policy and strategies, improving inclusion for the sustainable work orientation as well contributing to a more nuanced understanding of current trends and unexpected shocks on labor market system.

1.3. Objectives

- i. To assess the effect of employment fluctuation in private sector establishments and status of job categories.
- ii. To explore the reasons affected on fluctuation of employees in private sector establishments.
- iii. To mediate policy directions on adsorption of unexpected shocks in labor market scenario.

1.4 Significance of the Study

The study expected to assess the influence upon the employees and private sector establishments as well along with the fluctuation of employees during the period spending for absorption the unexpected shocks in labor market. The findings of the survey propose to develop a sustainable mechanism for absorption of unexpected labor market shocks in both employees and employers.

Hence, the survey is fulfilled the scarcity of liable information on direction to the mature pathway for resilient the shocked labour market. On the other hand the vulnerable cohort of active labor market hence, this attempt is widely emphasized the convention on said imbalance and necessity of evolving new approach to update and ensure the persistence.

On the other hand this attempt can have been recognized as a fulfillment of a condition in sustainable development context through maximum utilization of labour under the unexpected conditions towards the completion of transitional period.

Whereas, the research specifically, will be benefited to;

- Employees, Employers in private sector establishment's potentials of the same. Unemployed, Underemployed, NEET, Economically inactive population, Potential labour force, discouraged employees and other vulnerable segments of the 15+ population.
- Policy Makers
- Decision and Policy Makers – Private sector establishments

Strategies formulated will be aimed the policy makers that will use the findings in reforming, address and mitigate challenges experienced since the economic depression. Both existing and potential strategies will be benefited since identify the gap to understand the dynamics and mitigation of challenges immersed.

CHAPTER TWO

Research Methodology

2.1 Introduction

The structural changes of private sector establishment are being occurred since the effect of unexpected and abrupt shocks of local and global economy as effect of Covid 19, global economic depression. Thus the survey has been planned to explore the fluctuation on number of employees in the private sector establishments and reasons for fluctuation has happened. Thereby, it concerned about the deployment of employees in the certain points as at 2021.12.31 and as at 2022.06.01 on the pattern of human resource utilization and if any deviation observed, reason for the difference made and make recommendation to keep sustainably of employee retention.

In generally, the methodology presents an overview of the method used to collect, analyze and interpretation. Hence, the composition of the chapter was research design, population, sample and sampling techniques, data collection and data analysis. Thus the selection of the method used depends on the type of information to be gathered (Horn & Salvendy, 2006). However, the electronic mode (Google Form) has been developed as the data collection method for gathering primary data. The target group consists the companies/ Institutions/ establishments who has located under each Divisional Secretariat.

2.2 Research Design

The derived attempt is initially identified the critical points vested with the labor market on employment under the unexpected shocks upon the economy. The descriptive research design expects the overall plan for obtaining answers to the questions guiding by the research. Research design explains the method adopted in carrying out of the research and the plan or structure of any aspect of research procedure (Ondara et al., 2016). Epistemology related variances have been defined by the supports through which respective research methods have been complied. Accordingly, the design being sought is made help where, merging of both qualitative and quantitative approaches in a productive way of the research study. Thus, it is used quantitative method to identify, analyze and describe factors vested with the employment fluctuation and reason for the fluctuation along with the expected adoption of labor market system on performance of demand - supply combination of labor under the condition of economic depression. Therefore, this study is helped to elucidate the descriptive and give specific details about the phenomena that have been tested. The distinction between the two approaches being

that the qualitative approach to research acquisition was expansive in its inquiry against the operational work burdens, whereas the qualitative approach was intentionally limited. Hence, study utilized a quantitative approach because the investigation process was done in a manner that concentrated on measurement of data.

This approach helps in describing the data and determining the respondents' degree of agreement with the various statements that aiming each objective. It is obvious that said approach is conformable for gaining better understanding about the gap between existing challenges to give contribution for heightening the labor demand and supply to refrain from the imbalance structure strategically. This design has been used for the purpose of developing theory, identifying problems with current practice, justifying current practice, making judgment or determining what others in similar situation are being done (Waltz & Bausell, 1981). The purpose of applying said design is to provide the perception and view of the respondents about the phenomenon studied. This research is attempted to identify and describe the factors that vested with fluctuation of employees and reasons influenced. Therefore, it is used quantitative research design to carry out a more in-depth and comprehensive research analysis.

2.3 Population

The survey is planned to conduct with the contribution all staff deployed in each Divisional Secretariat under the purview of the department. The target group consists all the private sector companies/ Institutions/ establishments who has registered as Small, Medium and Large scale. Accordingly, the population was consisted the all registered companies/ Institutions/ establishments under the any of authorities that prevailing all over the country. It is indeed the number of individual companies. Hence, the respondents were almost a head or the designated personnel of the company. Where, the population of this survey has contrived to consider the said critical groups who made propensity to feed back the evaluation on employment fluctuation and it's effect.

2.4 Sample and Sampling Techniques

The sample was 20 companies/ Institutions/ Establishments who located in the each Divisional Secretariat (DS) comprising. Stratified sampling techniques has been used to draw a sample. Each DS has divided into 3 strata as small, medium and large companies/ Institutions/ Establishments. Thus, at the rate of 30% for small 40% for medium and 30% for large scale companies/ Institutions/ Establishments out of said 20 no.s.. Thus the sample size was 6640 of

companies/ Institutions/ establishments located in the each DS.

The sample was almost perceived the feature of homogeneity since the unique segmentation. Aforesaid sub sets of the sample were mutually exclusive to each other. Hence, one company has one chance to represent in all aforesaid categories. The distribution of sample amongst the DSs was made based on the constant size of companies/ Institutions/ Establishments for each DS.

This is indeed focused on perception about challenges, remedial measures and constructive opinion of diversified aspects on adoption labor demand and supply by the operational level under the economic depression period. The methodology that used is provided the justification on drawing the sample whereas treated as representative sample.

2.5 Instrument

The questionnaire method vested with structured format has been used as the main data-gathering instruments from the sample. The questionnaire has been delivered to the sample via the electronic mode (Google Form). The effective Webinar was taken place to develop a rapport with DS staff on the questionnaire and got fully aware about the research.

The profile of questionnaire was consisted on general detail of the company, specific overview on information for employment fluctuation within the two date slots as at 2021.12.31 and 2022.06.01, and the same as level of job status and reasons experienced upon the employment fluctuation. The viewpoints are represented the degree of agreement of each respondent's on the given questions. This research instrument is allowed to carrying out the quantitative approach effectively with the use of descriptive and inferential statistics for analysis and interpretation.

2.6 Data Collection Procedure

2.6.1 Primary Data

The questionnaire method is influenced in data collection procedure from the sample as primary data. The structured questionnaire was received via the e-mode through the Google Form for all DSs.

2.6.2 Secondary Data

Central Bank Reports, reports of Department of Census and Statistics, Registrar of companies

DSs, News Papers, Internet and other related sources of information were used as sources of gathering secondary data.

2.7 Pre -Test

In the research aspect there is a great necessity to testing the validity of the instrument being used. Accordingly, the structured questionnaire was tested among several respondents (Companies) covering different aspects (Language, Geographical variations) by explaining the context which is expected to gathering under the purview of objectives as almost equal background through the Google Form. These respondents as well their replying were not part of the actual study process and it was assured further improvement and validity of the instrument by expurgation of vague terminologies to ensure comprehension. Substantially, the above respondents were not included in the final study result as recommended (Kothari, 2004). This is attributed to the fact that the intention of the pretesting tool to ensure that the items in the tool bear the same meaning to all respondents irrespective of the language, sector, magnitude or scale of the company, and also to assess the average time that is required to administer the instrument (Mugenda, 2003).

2.8 Data Processing and Analysis

It is provided documentation on the archived information as well the analysis methods used to process and summarize the data. Presents the information from the archived data, including the type of structured questionnaire is used to collect the information, the level of detail of the archived information, and its elements that were submitted. Data processing steps used to prepare the data for analysis, including pre-processing, data quality checking and aggregation to a common data standard and finally analysis. Describes the data quality checks used in preparing the archived data for analysis. If inclusion of any vague terminologies or exaggerations, the validity of information gathered were doubtful. As the validity and reliability of studies test heavily on the correctness of the information provided by the respondents and could be assured by using multiple sources or looking at data in multiple ways.

The data was analyzed using Statistical Package for Social Sciences (SPSS 23) platform. Mainly the descriptive statistical analysis was used to interpret survey results and inferential statistical analysis was used to test the data with statistically.

CHAPTER THREE

Data Analysis

3.1 Introduction

The study is driven to assess the effect of employment fluctuation on private sector establishments and status of upon the job categories, to explore the mostly affected reasons on fluctuation of employees and to mediate policy directions on adsorption of unexpected shocks in labor market scenario. The structured questionnaire was distributed amongst 6640 respondents, covering 332 Divisional Secretariats (DS) at the rate of 20 per DS. Replies received was 3235 questionnaires. 936 replies were rejected since incompleteness. Thus, 2299 questionnaires had been completed with the inclusion of all required information.

Exhibit 1. Distribution of Sample by Districts

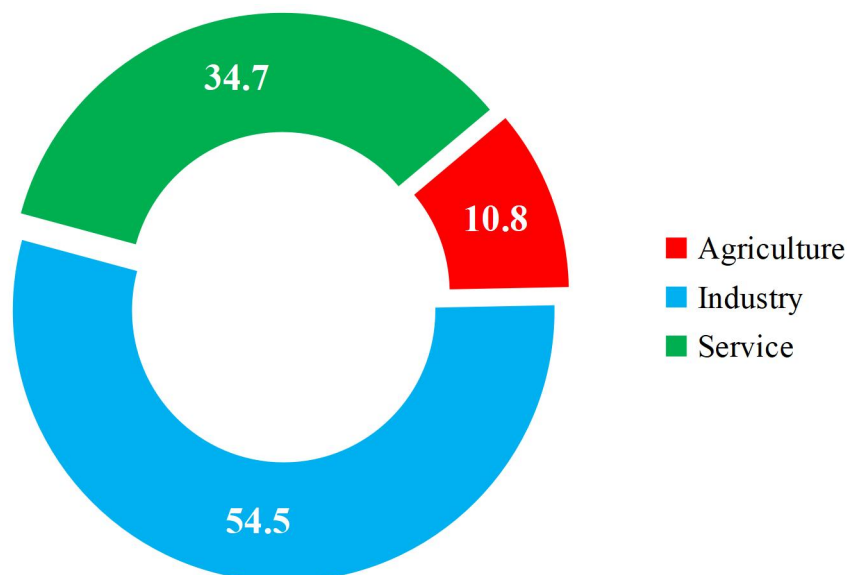
District	Frequency	Percent	Valid Percent	Cumulative Percent
Ampara	30	1.3	1.3	1.3
Anuradhapura	225	9.8	9.8	11.1
Colombo	78	3.4	3.4	14.5
Galle	352	15.3	15.3	29.8
Gampaha	10	.4	.4	30.2
Hambantota	2	.1	.1	30.3
Jaffna	218	9.5	9.5	39.8
Kalutara	64	2.8	2.8	42.6
Kandy	452	19.7	19.7	62.2
Kegalle	3	.1	.1	62.4
Kurunegala	565	24.6	24.6	87.0
Mannar	36	1.6	1.6	88.5
Matale	72	3.1	3.1	91.6
Matara	7	.3	.3	92.0
Polonnaruwa	49	2.1	2.1	94.1
Puttalam	2	.1	.1	94.2
Rathnapura	102	4.4	4.4	98.6
Vavuniya	32	1.4	1.4	100.0
Total	2299	100.0	100.0	

Source: Survey Data, 2022

Kurunegala was the mostly represented district of the sample. Puttalam and Hambantota were least represented districts. 18 districts have been included into the sample. 183 Divisional

secretariats have been represented in the sample.

Exhibit 2. Economic Sector Belonging to the Organizations in the Sample (Percent)



Source : Survey Data, 2022

Majority was represented in Industry sector and Agriculture sector representation was 10.8 percent.

Exhibit 3. No. of Employees Worked – As at 2021.12.31 & 2022.06.01

No. of Employees Category	No of Establishments as at 2021.12.31		No of Establishments as at 2022.06.01	
	Frequency	%	Frequency	%
Below 10	1540	67.0	1661	72.2
Between 11 -50	494	21.5	399	17.4
Between 51 - 200	180	7.8	155	6.7
Between 201 - 300	15	.7	18	.8
300+	70	3.0	66	2.9
Total	2299	100.0	2299	100.0

Data, Source : Survey 2022

As per the exhibit 4, more than two thirds of organizations have deployed less than 10 employees (Micro Enterprises) both two date slots. Further, if the no. of regular employees greater than or

equal 10, that is considered as Formal Sector (Department of Census and Statistics, 2020). Thus, it is divulged the increasing of informal sector employees with in the period. Hence, most representation of two time slots was informal sector establishments. And the percentage change between the date slots was 7.86. It is apparent that decrement of Small Enterprises by 19.23 percentage change. Further, Medium Enterprises have been dropped by 11.28 percentage change, whilst the expansion is observed in establishments between 201 – 300 no. of employees. And Large scale enterprises have been dropped by 5.71 percentage change. Accordingly, it is obvious that Micro enterprises could have been absorbed the shocks along with the expansion of establishments. Further, Small and Medium and large Enterprises have been dropped noticeably (When defining SMEs, Annual Turnover was not considered).

Exhibit 4 No. of Employees Worked – As at 2021.12.31 & 2022.06.01 vs Sector Engaged

	No. of Employee Category								
	Agriculture			Industry			Services		
	As at 2021.12.31	As at 2022.06.01	% Change	As at 2021.12.31	As at 2022.06.01	% Change	As at 2021.12.31	As at 2022.06.01	% Change
Below 10	193	196	1.55	782	865	10.61	565	600	6.19
Between 11 - 50	28	27	-3.57	281	214	-23.84	185	158	-14.59
Between 51 - 200	23	22	-4.35	123	106	-13.82	34	27	-20.59
Between 201 - 300	1	0	-100	10	16	60	4	2	-50
300+	4	4	0	57	52	-8.77	9	10	11.1

Source : Survey Data, 2022

As denoted in exhibit 4.1, Micro Enterprises in all sectors has been expanded. Industry sector has mostly expanded. It is apparent that Small Enterprises in all sectors has been dropped. Medium

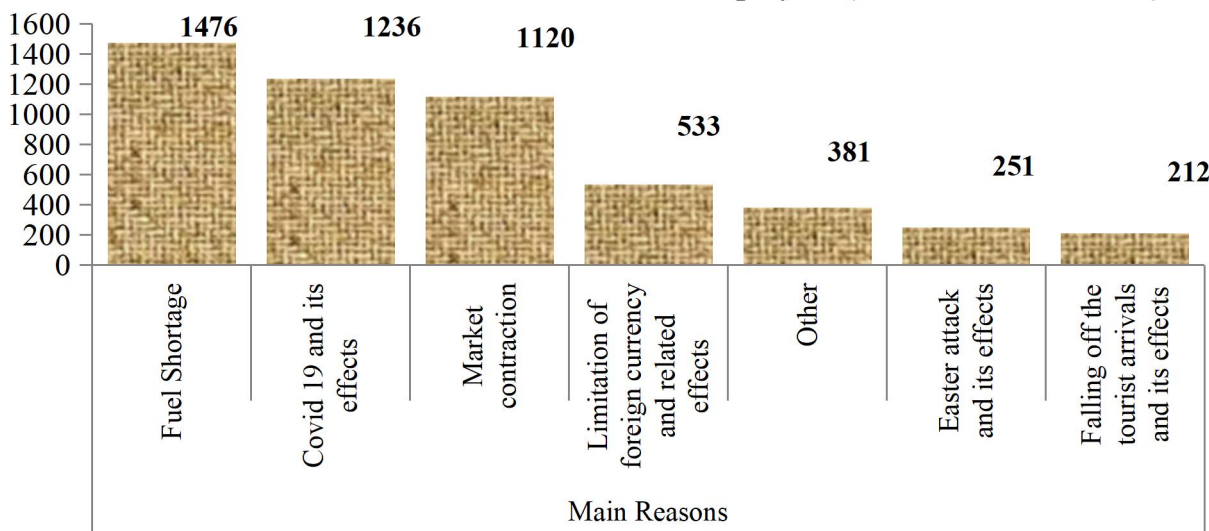
Enterprises in all sectors has been dropped in establishments between 51 and 200 no. of employees. Medium Enterprises in Industry sectors has been expanded and Agriculture sector has been dropped in establishments between 201 and 300 no. of employees. And, Large scale Enterprises in Service Sector has been dropped in establishments between 201 and 300 no. of employees. Large scale enterprises in Industry sector has been dropped in establishments 300+ no. of employees. And Large scale enterprises in Service Sector have been expanded in establishments 300+ no. of employees. Large scale enterprises in Agriculture sector have not been changed in establishments 300+ no. of employees.

Exhibit 5. Main Reasons Headed for Fluctuation of Employees

Status	Main Reasons													
	Easter attack and its effects		Covid 19 and its effects		Falling off the tourist arrivals and its effects		Limitation of foreign currency and related effects		Fuel Shortage		Market contraction		Other	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
No	2048	89.1	1063	46.2	2087	90.8	1766	76.8	823	35.8	1179	51.3	1918	83.4
Yes	251	10.9	1236	53.8	212	9.2	533	23.2	1476	64.2	1120	48.7	381	16.6
Total	2299	100.0	2299	100.0	2299	100.0	2299	100.0	2299	100.0	2299	100.0	2299	100.0

Source : Survey Data, 2022

Exhibit 6. Main Reasons Headed for Fluctuation of Employees (No. of Establishments)



Source : Survey Data, 2022

Exhibit 7.1 Main Reasons Headed for Fluctuation of Employees - Multiple Responses

Case Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Reasons_Fluctuation_Employees^a	2290	99.6%	9	.4%	2299	100.0%

a. Dichotomy group tabulated at value 1.

Source : Survey Data, 2022

Exhibit 7.2 Main Reasons for Fluctuation of Employees

	Responses		Percent of Cases
	Count	Percent	
Easter attack and its effects	251	4.8%	11.0%
Covid 19 and its effects	1236	23.7%	54.0%
Falling off the tourist arrivals and its effects	212	4.1%	9.3%
Limitation of foreign currency and related effects	533	10.2%	23.3%
Fuel shortage	1476	28.3%	64.5%
Market contraction	1120	21.5%	48.9%
Other	381	7.3%	16.6%
Total	5209	100.0%	227.5%

a. Dichotomy group tabulated at value 1.

Source : Survey Data, 2022

As per the exhibit 7.2 overall, there were 2299 respondents in the study. The Count column of the spreadsheet shows the number of respondents who mentioned the respective type of reasons for fluctuation of employees. Thus, only unique responses were counted and, each respondent can only be counted once in this column. Hence, it can be concluded that Fuel shortage was the most influenced reason for fluctuation of employees, mentioned either as the first, second, or third favorite by 2299 respondents, Covid 19 pandemic and its effects was the second most influenced reason for fluctuation employees in the establishments (1236). Market contraction was the third most influenced reason.

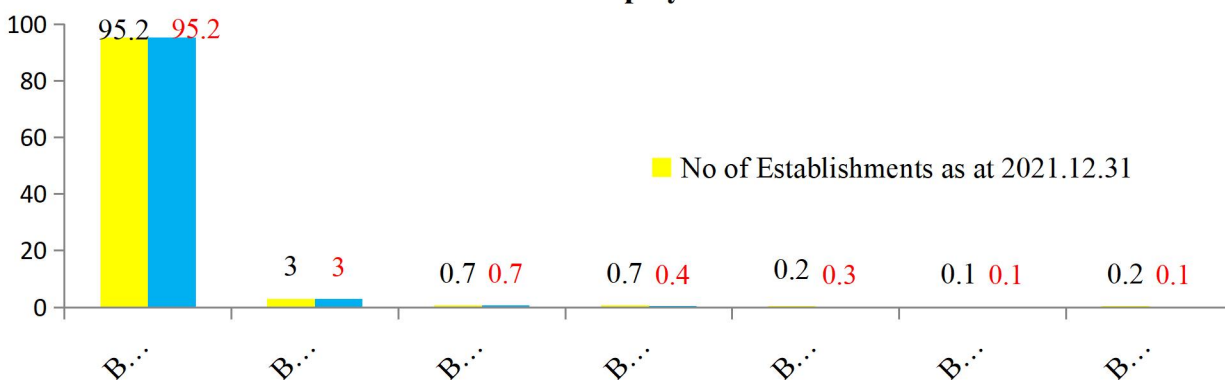
Exhibit 7.3 “Other” Reasons for Fluctuation of Employees

No	Reasons	%
1	Higher raw material price	11.0
2	Shortage of raw material	8.2
3	Continuous Electricity supply not provided	3.3
4	Resigned	3.3
5	Personal reasons	3.0
6	Transportation problem	2.7
7	Foreign employment	2.5
8	Inflation	2.5
9	Salary not enough	2.5
10	Fuel shortage	2.2
11	Low level of customers' purchasing power	2.2
12	Marriage	1.9
12	Lack of fertilizer	1.6
13	Lack of raw materials	1.6
14	Low demand	1.6
15	Falling of Agriculture field	1.4
18	Financial problem	1.4
19	Manage without labor Self-managed	1.1
20	Economics Crisis	0.8
21	Limited numbers of business orders	0.8
22	Recruitment Problem	0.8
23	Seasonal Job	0.8
24	Family problem	0.5
25	Higher cost of production	0.5
26	Higher education	0.5
27	Increased bank interest rates	0.5
28	Lack of imported raw materials	0.5
29	Limitation of Building construction	0.5
30	Operations temporary hold	0.5
31	Reduced production capacity due to the restrictions of	0.5
32	Shortage of Fertilizer	0.5
33	Transfers	0.5
34	Absorbed contact employees to permanent carder	0.3
35	Animal damage for crops	0.3
36	Applying for a new job	0.3
37	Communication problem	0.3
38	Cost is increased	0.3
39	Dead of Two Employees	0.3
40	Decrease the overtime payments of employees	0.3
41	Deduction of export market	0.3
42	Diversification of employment	0.3

43	Drop of unskilled workers	0.3
44	Graduate Appointment	0.3
45	Government order problem	0.3
46	Health problems	0.3
47	High Salary expectation	0.3
49	High transport cost	0.3
50	Increased working capital	0.3
51	Increasing travelling expenditure for staff vehicles	0.3
52	Increasing prices of all items	0.3
53	Inability of compete with large Scale Businesses	0.3
54	Lack of government agricultural projects	0.3
55	Leasing installment issues	0.3
56	Limitation of imports	0.3
57	Locked down	0.3
58	Low market price	0.3
59	Not willing to employed in Colombo due to current high cost	0.3
60	Postponing of Technical Colleges exams & batch passing	0.3
61	Presently not function	0.3
62	Problems with daily duties	0.3
63	Product diversification	0.3
64	Reduction of sales	0.3
65	Retirement and transfers	0.3
66	Shortage of intermediate goods	0.3
67	Shortages of skilled person	0.3
68	Stopped bank OD facility	0.3
69	Unconducive Political Environment	0.3
70	Undergraduate students - temporary Jobs	0.3
71	Unsatisfactory performance	0.3
Total		100.0

Source : Survey Data, 2022

Exhibit 8. Status of Executive - Permanent Employees - As at 2021.12.31 & 2022.06.01

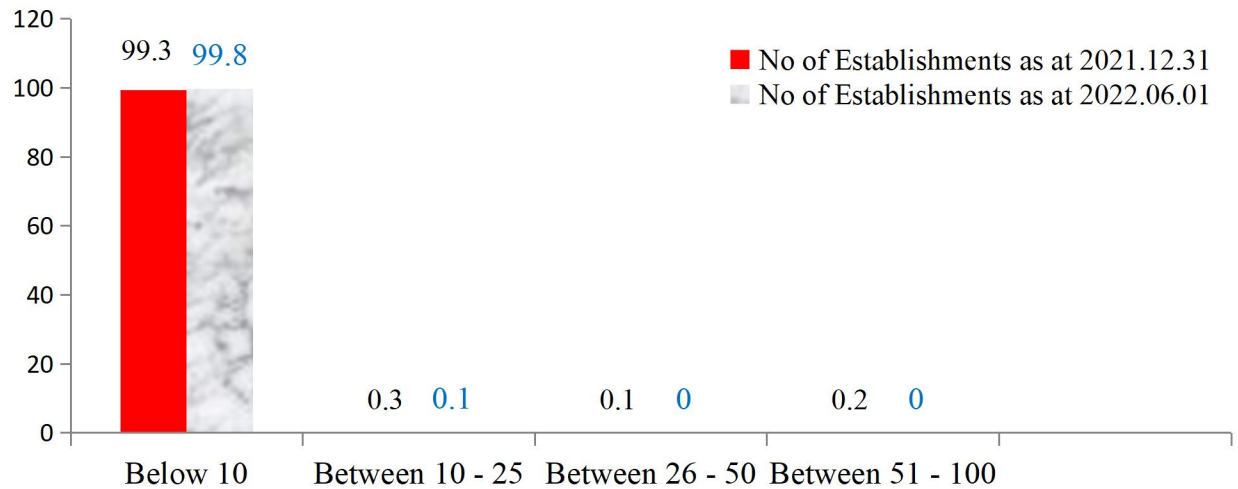


Source : Survey Data, 2022

As per the exhibit 8, number of executive –permanent employees has been slightly increased in,

between 101 – 200 no. of employed establishments as at 2022.06.01. However, it has been slightly dropped in, between 51 – 100 and 501 – 1000 no. of employed establishments. No representation of executive –permanent employees in 1001+ employed establishments.

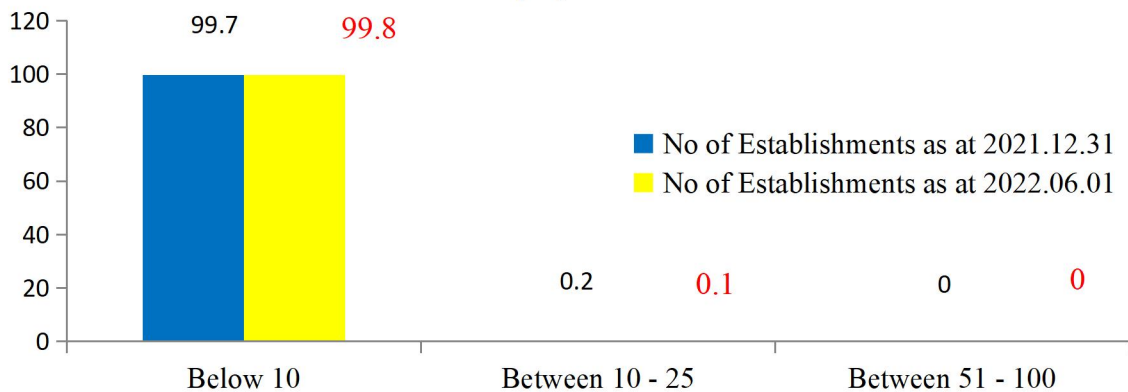
Exhibit 9. Status of Executive - Contract Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 9, number of executive –contract employees has been increased in, below 10 no. of employed establishments as at 2022.06.01. However, it has been dropped in, between 10 – 25, between 26 50 and 51 – 100 no. of employed establishments. No representation of executive – contract employees in 101+ employed establishments.

Exhibit 10. Status of Executive Casual Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

Number of executive – casual employees has been slightly increased in, below 10 no. of employed establishments. It has been slightly dropped in, between 10 – 25 no. of employed establishments. No representation of executive – casual employees in 26+ employed establishments.

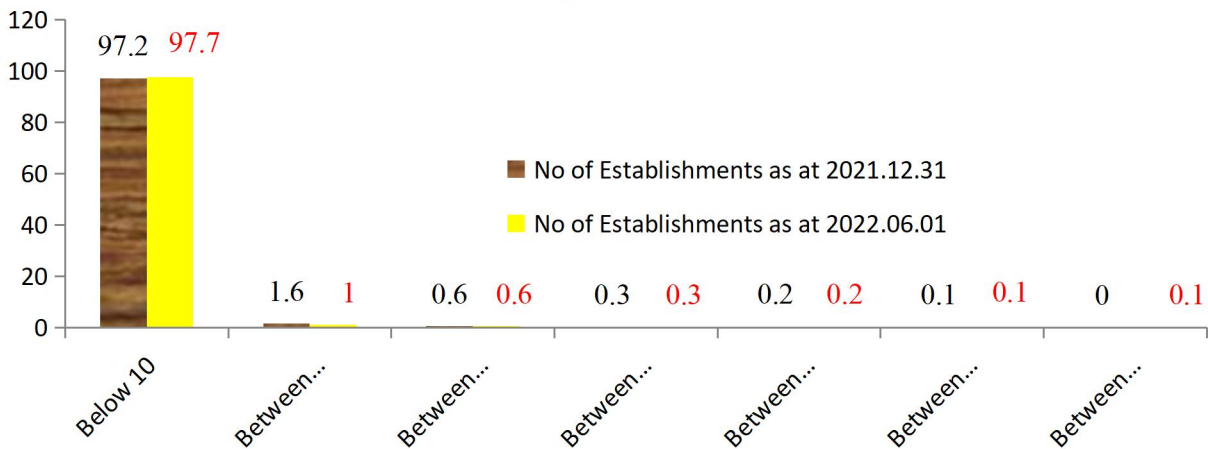
Exhibit 11. Status of Skilled Permanent Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 11, number of Skilled - permanent employees has been increased in, below 10 and between 1001 – 2000 no. of employed establishments as at 2022.06.01. However, it has been dropped in, between 10 – 25, between 26 - 50 , between 51 – 100 and between 101 - 200 no. of employed establishments. No representation of skilled – permanent employees in 5000+ employed establishments. Rest has not been changed.

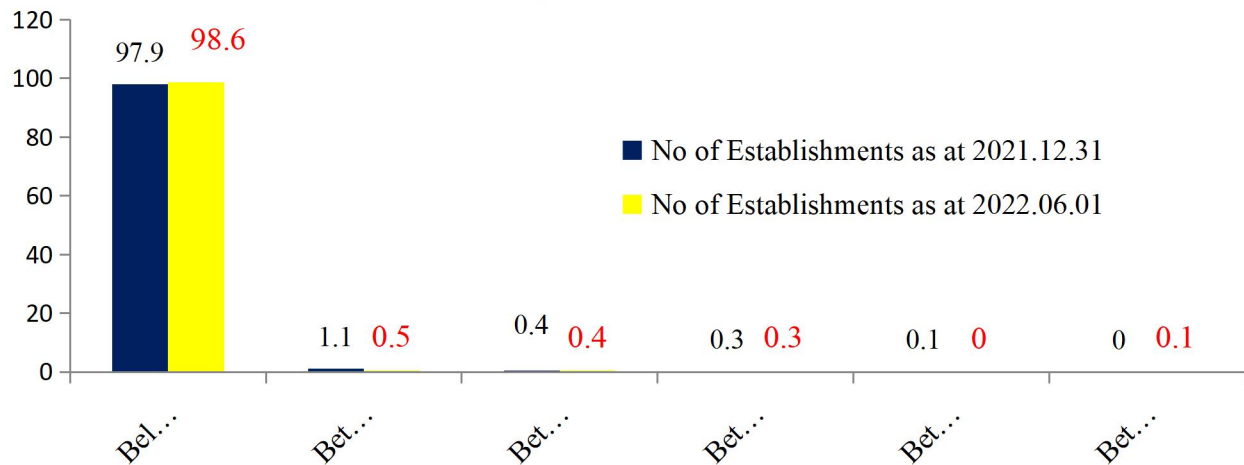
Exhibit 12. Status of Skilled Contract Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 11, number of Skilled - contract employees has been increased in, below 10 and between 501 – 1000 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 – 25 no. of employed establishments. No representation of skilled – contract employees in 1001+ employed establishments. Rest has not been changed.

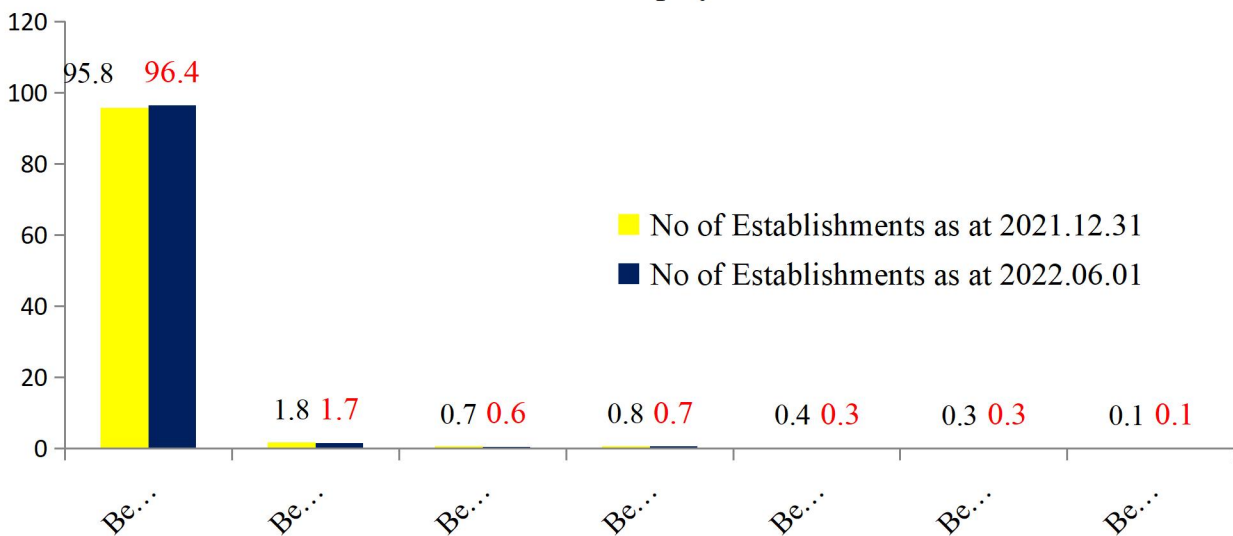
Exhibit 13. Status of Skilled Casual Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

Number of Skilled - casual employees has been increased in, below 10 and between 201 – 500 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 – 25 no. of employed establishments. No representation of skilled – casual employees in 501+ employed establishments. Rest has not been changed.

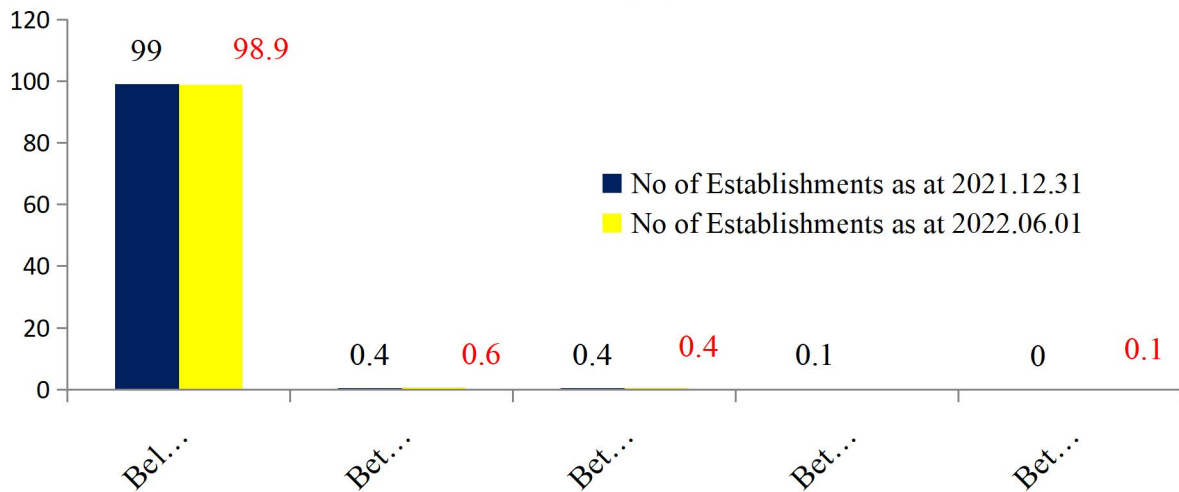
Exhibit 14. Status of Semi-skilled Permanent Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 14, number of Semi-skilled - permanent employees has been increased in, below 10 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 – 25, between 26 – 50, between 51 – 100 and between 101 - 200 no. of employed establishments. No representation of Semi-skilled - permanent employees in 1001+ employed establishments. Rest has not been changed.

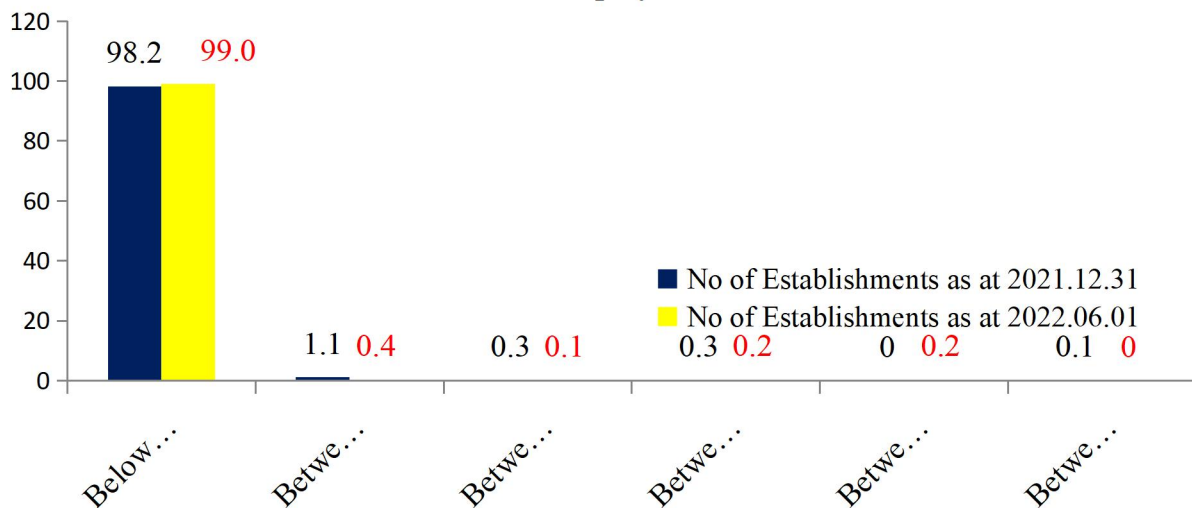
Exhibit 15. Status of Semi-skilled Contract Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

Number of Semi-skilled - contract employees has been increased in, between 10 – 25 and between 201 - 500 no. of employed establishments as at 2022.06.01. It has been dropped in, below 10 and between 51 – 100 no. of employed establishments. No representation of Semi-skilled - contract employees in 501+ employed establishments. Rest has not been changed.

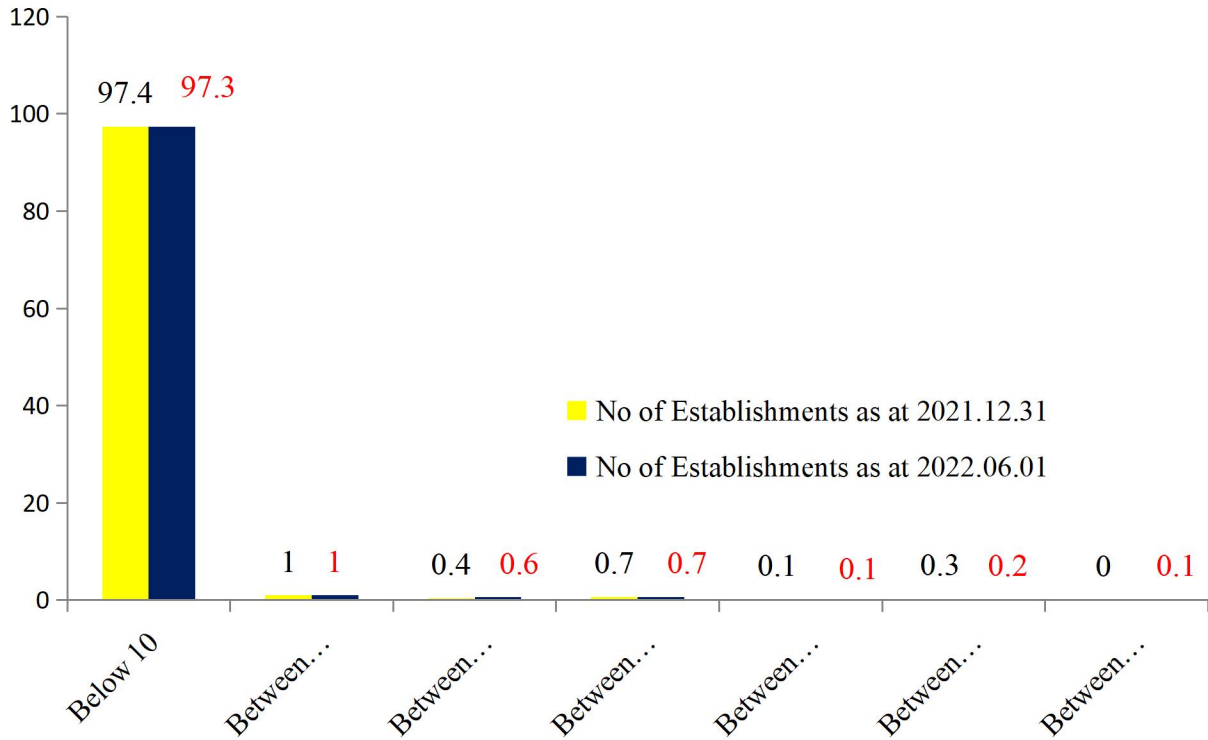
Exhibit 16. Status of Semi-skilled Casual Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 16, number of Semi-skilled - casual employees has been increased in, below 10 and between 101 – 200 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 – 25, between 26 – 50, between 51 – 100 and between 201 - 500 no. of employed establishments. No representation of Semi-skilled - casual employees in 501+ employed establishments. Rest has not been changed.

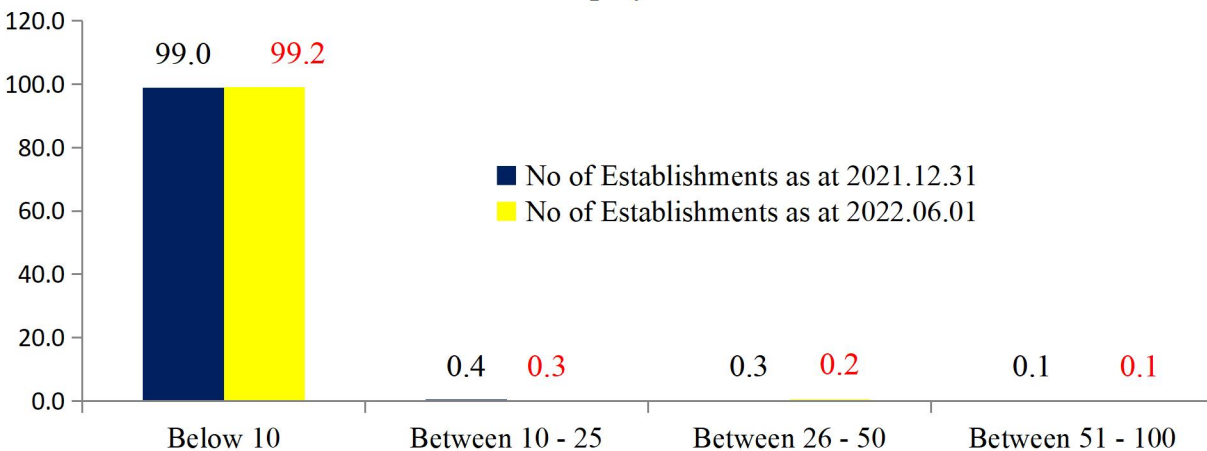
Exhibit 17. Status of Unskilled Permanent Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 17, number of Unskilled - permanent employees has been increased in, between 26 - 50 and between 501 – 1000 no. of employed establishments as at 2022.06.01. It has been dropped in, below 10 and between 201 - 500 no. of employed establishments. No representation of Unskilled - permanent employees in 1001+ employed establishments. Rest has not been changed.

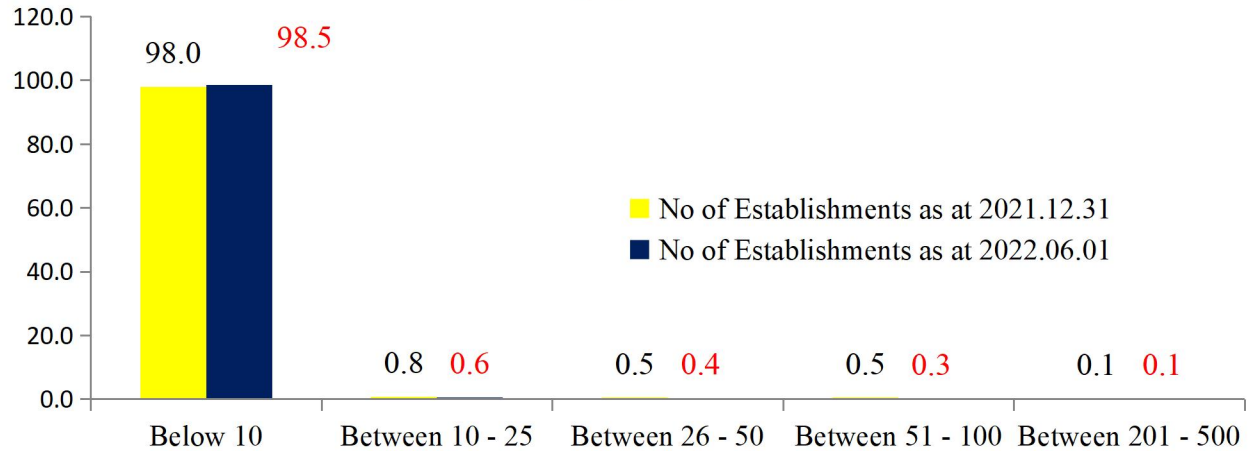
Exhibit 18. Status of Unskilled Contract Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

Number of Unskilled - contract employees has been increased in, below 10 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 – 25 and between 26 – 50, between no. of employed establishments. No representation of Unskilled - contract employees on 101+ employed establishments. Rest has not been changed.

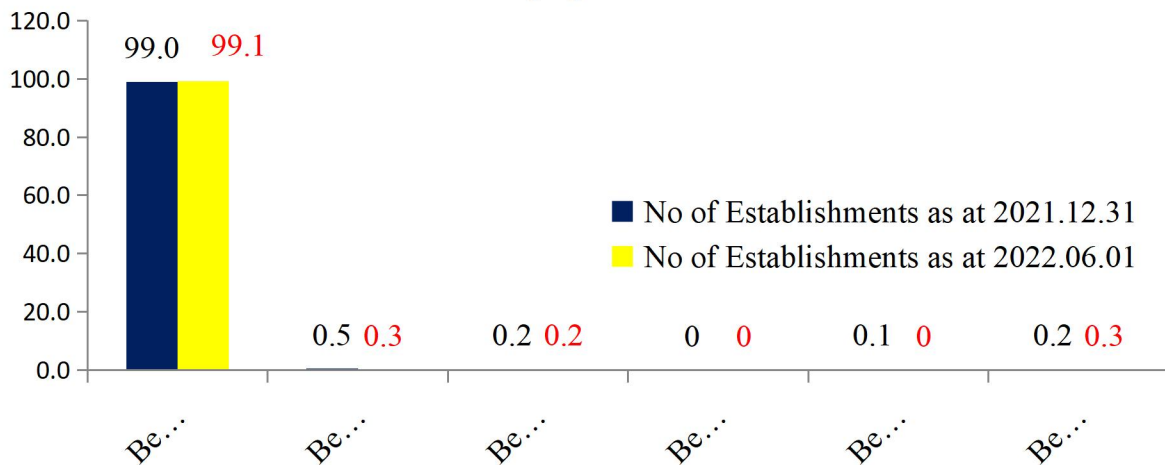
Exhibit 19. Status of Unskilled Casual Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 19, number of Unskilled - casual employees has been increased in, below 10 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 – 25, between 26 – 50 and between 51 - 100 no. of employed establishments. No representation of Unskilled - casual employees on, between 101 – 200 and 1001+ employed establishments. Between 201 – 500 category has not been changed.

Exhibit 20. Status of Other Permanent Employees - As at 2021.12.31 & 2022.06.01

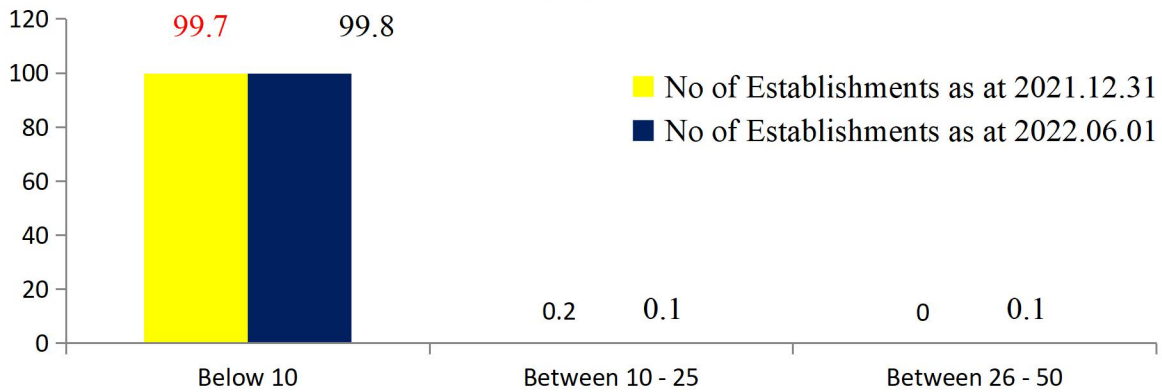


Source : Survey Data, 2022

As per the exhibit 20, number of “Other” permanent employees has been increased in, below 10 and between 201 - 500 no. of employed establishments as at 2022.06.01. It has been dropped in,

between 10 - 25 and between 101 - 200 no. of employed establishments. No representation of “Other” permanent employees on, between 51 – 100 and 501+ employed establishments. Between 26 – 50 category has not been changed.

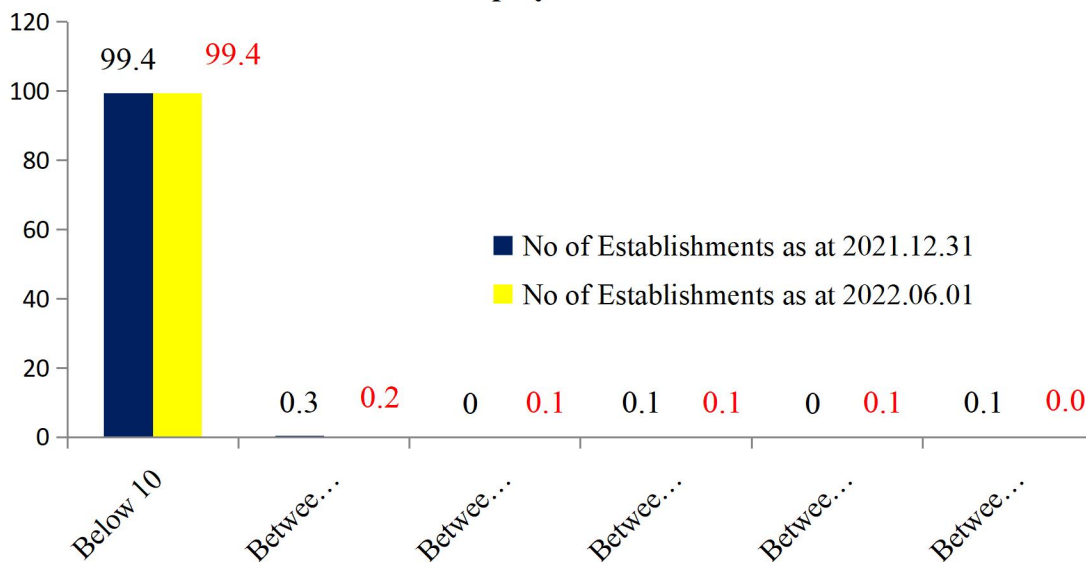
Exhibit 21. Status of Other Contract Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

Number of “Other” contract employees has been increased in, below 10 and between 26 - 50 no. of employed establishments as at 2022.06.01. It has been dropped in, between 10 - 25 no. of employed establishments. No representation of “Other” contract employees on 51+ employed establishments. Rest has not been changed.

Exhibit 22. Status of Other Casual Employees - As at 2021.12.31 & 2022.06.01



Source : Survey Data, 2022

As per the exhibit 22, number of “Other” casual employees has been increased in, between 26 – 50 and between 101 - 200 no. of employed establishments as at 2022.06.01. It has been dropped

in, between 10 - 25 and between 201 - 500 no. of employed establishments. No representation of “Other” casual employees on, 501+ employed establishments. Rest has not been changed.

Exhibit 22. Reasons for Fluctuation Employees vs Economic Sector Belonging to the Organizations Crosstabulation

		Sector Engaged			Total
		Agriculture	Industry	Services	
Easter attack and its effects	Count	39	127	85	251
	%	15.7%	10.2%	10.7%	
Covid 19 and its effects	Count	137	652	447	1236
	%	55.0%	52.3%	56.3%	
Falling off the tourist arrivals and its effects	Count	19	112	81	212
	%	7.6%	9.0%	10.2%	
Limitation of foreign currency and related effects	Count	48	296	189	533
	%	19.3%	23.7%	23.8%	
Fuel Shortage	Count	162	827	487	1476
	%	65.1%	66.3%	61.3%	
Market Contraction	Count	129	633	358	1120
	%	51.8%	50.8%	45.1%	
Other	Count	39	220	122	381
	%	15.7%	17.6%	15.4%	
Total	Count	249	1247	794	2290

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

Source : Survey Data, 2022

As per the exhibit 22, mostly influence factor for all three sectors was fuel shortage. Thus, number of employees has been fluctuated irrespective of the sector inherited.

Exhibit 22. District vs No. of Employees as at 2021.12.31

		No of Employees 2021.12.31										Total
		Below 10	Between 10 - 25	Between 26 - 50	Between 51 - 100	Between 101 - 200	Between 201 - 500	Between 501 - 1000	Between 1001 - 2000	Between 2001 - 5000	500 0+	
Ampara	Count	27	2	0	1	0	0	0	0	0	0	30
	%	90.0	6.7	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Anuradhapura	Count	179	31	6	3	3	0	2	1	0	0	225
	%	79.6	13.8	2.7	1.3	1.3	0.0	.9	.4	0.0	0.0	100.0
Colombo	Count	44	10	8	3	3	5	0	2	3	0	78
	%	56.4	12.8	10.3	3.8	3.8	6.4	0.0	2.6	3.8	0.0	100.0
Galle	Count	273	28	17	16	6	6	2	3	1	0	352
	%	77.6	8.0	4.8	4.5	1.7	1.7	.6	.9	.3	0.0	100.0
Gampaha	Count	3	3	0	0	0	0	2	1	1	0	10
	%	30.0	30.0	0.0	0.0	0.0	0.0	20.0	10.0	10.0	0.0	100.0
Hambantota	Count	0	1	1	0	0	0	0	0	0	0	2
	%	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Jaffna	Count	176	32	2	3	4	1	0	0	0	0	218
	%	80.7	14.7	.9	1.4	1.8	.5	0.0	0.0	0.0	0.0	100.0
Kalutara	Count	17	11	7	6	12	7	1	2	1	0	64
	%	26.6	17.2	10.9	9.4	18.8	10.9	1.6	3.1	1.6	0.0	100.0
Kandy	Count	241	99	39	35	22	8	5	3	0	0	452
	%	53.3	21.9	8.6	7.7	4.9	1.8	1.1	.7	0.0	0.0	100.0
Kegalle	Count	2	1	0	0	0	0	0	0	0	0	3
	%	66.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Kurunegala	Count	392	78	35	23	20	9	6	1	0	1	565
	%	69.4	13.8	6.2	4.1	3.5	1.6	1.1	.2	0.0	.2	100.0
Mannar	Count	26	5	3	2	0	0	0	0	0	0	36

	%	72.2	13.9	8.3	5.6	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Matale	Count	49	12	6	1	0	2	2	0	0	0	72
	%	68.1	16.7	8.3	1.4	0.0	2.8	2.8	0.0	0.0	0.0	100.0
Matara	Count	5	2	0	0	0	0	0	0	0	0	7
	%	71.4	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Polonnaruwa	Count	21	8	8	7	4	1	0	0	0	0	49
	%	42.9	16.3	16.3	14.3	8.2	2.0	0.0	0.0	0.0	0.0	100.0
Puttalam	Count	0	0	0	1	0	1	0	0	0	0	2
	%	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	100.0
Rathnapura	Count	72	18	6	2	1	0	1	1	1	0	102
	%	70.6	17.6	5.9	2.0	1.0	0.0	1.0	1.0	1.0	0.0	100.0
Vavuniya	Count	13	5	10	2	0	0	0	0	2	0	32
	%	40.6	15.6	31.3	6.3	0.0	0.0	0.0	0.0	6.3	0.0	100.0
Total	Count	1540	346	148	105	75	40	21	14	9	1	2299
	%	67.0	15.1	6.4	4.6	3.3	1.7	.9	.6	.4	.0	100.0

Source : Survey Data, 2022

Exhibit 23. District vs No. of Employees as at 2022.06.01

		No of Employees 2022.06.01									Total	
		Below 10	Between 10 - 25	Between 26 - 50	Between 51 - 100	Between 101 - 200	Between 201 - 500	Between 501 - 1000	Between 1001 - 2000	Between 2001 - 5000		500 0+
Ampara	Count	27	2	0	1	0	0	0	0	0	0	30
	%	90.0	6.7	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Anuradhapura	Count	186	25	5	4	2	0	3	0	0	0	225
	%	82.7	11.1	2.2	1.8	.9	0.0	1.3	0.0	0.0	0.0	100.0
Colombo	Count	48	9	5	3	4	4	0	1	3	1	78
	%	61.5	11.5	6.4	3.8	5.1	5.1	0.0	1.3	3.8	1.3	100.0
Galle	Count	286	22	12	16	3	7	1	4	1	0	352
	%	81.3	6.3	3.4	4.5	.9	2.0	.3	1.1	.3	0.0	100.0
Gampaha	Count	4	2	0	0	0	0	2	1	1	0	10

	%	40.0	20.0	0.0	0.0	0.0	0.0	20.0	10.0	10.0	0.0	100.0
Hambantota	Count	0	1	1	0	0	0	0	0	0	0	2
	%	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Jaffna	Count	191	17	4	1	5	0	0	0	0	0	218
	%	87.6	7.8	1.8	.5	2.3	0.0	0.0	0.0	0.0	0.0	100.0
Kalutara	Count	17	9	9	6	10	8	2	2	1	0	64
	%	26.6	14.1	14.1	9.4	15.6	12.5	3.1	3.1	1.6	0.0	100.0
Kandy	Count	271	80	39	30	16	7	6	3	0	0	452
	%	60.0	17.7	8.6	6.6	3.5	1.5	1.3	.7	0.0	0.0	100.0
Kegalle	Count	3	0	0	0	0	0	0	0	0	0	3
	%	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Kurunegala	Count	422	69	19	21	19	7	5	2	0	1	565
	%	74.7	12.2	3.4	3.7	3.4	1.2	.9	.4	0.0	.2	100.0
Mannar	Count	30	1	5	0	0	0	0	0	0	0	36
	%	83.3	2.8	13.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Matale	Count	53	8	6	1	0	2	2	0	0	0	72
	%	73.6	11.1	8.3	1.4	0.0	2.8	2.8	0.0	0.0	0.0	100.0
Matara	Count	6	1	0	0	0	0	0	0	0	0	7
	%	85.7	14.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Polonnaruwa	Count	24	8	8	3	5	1	0	0	0	0	49
	%	49.0	16.3	16.3	6.1	10.2	2.0	0.0	0.0	0.0	0.0	100.0
Puttalam	Count	0	0	0	1	0	1	0	0	0	0	2
	%	0.0	0.0	0.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	100.0
Rathnapura	Count	78	12	6	2	1	0	1	1	1	0	102
	%	76.5	11.8	5.9	2.0	1.0	0.0	1.0	1.0	1.0	0.0	100.0
Vavuniya	Count	15	5	9	1	0	0	0	1	1	0	32
	%	46.9	15.6	28.1	3.1	0.0	0.0	0.0	3.1	3.1	0.0	100.0
Total	Count	1661	271	128	90	65	37	22	15	8	2	2299
	%	72.2	11.8	5.6	3.9	2.8	1.6	1.0	.7	.3	.1	100.0

Source : Survey Data, 2022

Testing the Employment Fluctuation t-Test

Exhibit 24.1 Employment Fluctuation (Overall) - As at 2021.12.31 vs 2022.06.01

Paired Samples Statistics				
	Mean	N	Std. Deviation	Std. Error Mean
No_Employess_2021_12_31	49.21	2299	250.681	5.228
No_Employess_2022_06_01	47.29	2299	258.547	5.392

Source : Survey Data, 2022

Exhibit 24.2 Paired Samples Correlations

	N	Correlation	Sig.
No_Employess_2021_12_31 & No_Employess_2022_06_01	2299	.991	0.000

Source : Survey Data, 2022

Exhibit 24.3 Paired Samples Test

	Mean	Paired Differences				t	df	Sig. (2-tailed)
		Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
No_Employess_2021_12_31 - No_Employess_2022_06_01	1.923	35.012	.730	.491	3.354	2.633	2298	.009

Source : Survey Data, 2022

The p-value of Paired sample t-test is .009. Thus, there is a salient difference between the no. of employees as at 2021.12.31 and as at 2022.06.01 (Exhibit 24.3). As per the Paired Samples Statistics, mean value of no. of employees as at 2021.12.31 is 49.21 and mean value of no. of employees as at 2022.06.01 is 47.29. Thus, it can be concluded that significantly the certain changes has been made between afore said two time slots. The mean value of no. of employees

as at 2022.06.01 is less than the no. of employees as at 2021.12.31. It is proven that the total number of employees as at 2021.12.31 was 113133 and the total number of employees as at 2022.06.01 was 108713. The percentage change is -3.91. Therefore it can be concluded that the employees in private sector establishments has been dropped from 2021.12.31 to 2022.06.01 time period by a 3.91 percentage change.

Exhibit 25.1 . Employment Fluctuation – Executive Casual - As at 2021.12.31 vs 2022.06.01

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
No_Employess_2021_12_31_Executuve_Casual	.15	2299	2.230	.047
No_Employess_2022_06_01_Executuve_Casual	.11	2299	1.423	.030

Source : Survey Data, 2022

Exhibit 25.2 . Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 No_Employess_2021_12_31_Executuve_Casual & No_Employess_2022_06_01_Executuve_Casual	2299	.944	0.000

Source : Survey Data, 2022

Exhibit 25.3 . Paired Samples Test

	Paired Differences				t	df	Sig. (2-tailed)	
	Mean	Std. Dev.	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower				Upper
No_Employess_2021_12_31_Executuve_Casual - No_Employess_2022_06_01_Executuve_Casual	.046	1.003	.021	.005	.087	2.183	2298	.029

Source : Survey Data, 2022

The p-value of Paired sample t-test is .029. Thus, there is a difference between the no. of Executive casual employees as at 2021.12.31 and as at 2022.06.01 (Exhibit 25.3). Mean value of no. of employees as at 2021.12.31 is 0.15 and mean value of no. of employees as at 2022.06.01 is 0.11 (Exhibit 25.1). The mean value of no. of executive casual employees as at 2022.06.01 is less than the no. of employees as at 2021.12.31. Therefore it can be concluded that the executive

casual employees in private sector establishments has been dropped slightly from 2021.12.31 to 2022.06.01 time period.

Exhibit 26.1. Employment Fluctuation–Semiskilled Permanent-As at 2021.12.31 vs 2022.06.01

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 No_Employess_2021_12_31_Semiskilled_Permanent	4.50	2299	50.041	1.044
No_Employess_2022_06_01_Semiskilled_Permanent	4.10	2299	50.290	1.049

Source : Survey Data, 2022

Exhibit 26.2. Paired Samples Correlations

	N	Correlation	Sig.
No_Employess_2021_12_31_Semiskilled_Permanent & No_Employess_2022_06_01_Semiskilled_Permanent	2299	.987	0.000

Source : Survey Data, 2022

Exhibit 26.3. Paired Samples Test

	Paired Differences				t	df	Sig. (2-tailed)	
	Mean	Std. Dev.	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower				Upper
No_Employess_2021_12_31_Semiskilled_Permanent - No_Employess_2022_06_01_Semiskilled_Permanent	.399	7.970	.166	.073	.725	2.400	2298	.016

Source : Survey Data, 2022

The p-value of Paired sample t-test is .016. Thus, there is a pivotal difference between the no. of Semi-skilled permanent employees as at 2021.12.31 and as at 2022.06.01 (Exhibit 26.3). Mean value of no. of employees as at 2021.12.31 is 4.50 and mean value of no. of employees as at 2022.06.01 is 4.10 (Exhibit 26.1). The mean value of no. of Semi-skilled permanent employees as at 2022.06.01 is less than the no. of employees as at 2021.12.31. Therefore it can be concluded that the Semi-skilled permanent employees in private sector establishments has been

dropped from 2021.12.31 to 2022.06.01 time period.

Exhibit 27.1. Employment Fluctuation – Semiskilled Casual - As at 2021.12.31 vs 2022.06.01

Paired Samples Statistics				
	Mean	N	Std. Dev.	Std. Error Mean
No_Employess_2021_12_31_Semiskilled_Casual	1.28	2299	11.964	.250
No_Employess_2022_06_01_Semiskilled_Casual	.97	2299	10.755	.224

Source : Survey Data, 2022

Exhibit 27.2. Paired Samples Correlations

	N	Correlation	Sig.
No_Employess_2021_12_31_Semiskilled_Casual & No_Employess_2022_06_01_Semiskilled_Casual	2299	.945	0.000

Source : Survey Data, 2022

Exhibit 27.3. Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Dev.	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
No_Employess_2021_12_31_Semiskilled_Casual - No_Employess_2022_06_01_Semiskilled_Casual	.305	3.938	.082	.144	.466	3.718	2298	.000

Source : Survey Data, 2022

The p-value of Paired sample t-test is .000. Thus, there is a noticeable difference between the no. of Semi-skilled casual employees as at 2021.12.31 and as at 2022.06.01 (Exhibit 27.3). Mean value of no. of employees as at 2021.12.31 is 1.28 and mean value of no. of employees as at 2022.06.01 is 0.97 (Exhibit 27.1). The mean value of no. of Semi-skilled casual employees as at 2022.06.01 is less than the no. of employees as at 2021.12.31. Therefore it can be concluded that the Semi-skilled casual employees in private sector establishments has been dropped significantly from 2021.12.31 to 2022.06.01 time period.

Exhibit 28.1. Employment Fluctuation – Unskilled Contract - As at 2021.12.31 vs

2022.06.01

Paired Samples Statistics				
	Mean	N	Std. Dev.	Std. Error Mean
No_Employess_2021_12_31_Unskilled_Contract	1.50	2299	36.743	.766
No_Employess_2022_06_01_Unskilled_Contract	1.35	2299	35.319	.737

Source : Survey Data, 2022

Exhibit 28.2. Paired Samples Correlations			
	N	Correlation	Sig.
No_Employess_2021_12_31_Unskilled_Contract & No_Employess_2022_06_01_Unskilled_Contract	2299	.998	0.000

Source : Survey Data, 2022

Exhibit 28.3. Paired Samples Test								
	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Dev.	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
No_Employess_2021_12_31_Unskilled_Contract - No_Employess_2022_06_01_Unskilled_Contract	.147	2.781	.058	.033	.260	2.527	2298	.012

Source : Survey Data, 2022

The p-value of Paired sample t-test is .012. Thus, there is a difference between the no. of unskilled contract employees as at 2021.12.31 and as at 2022.06.01 (Exhibit 28.3). Mean value of no. of employees as at 2021.12.31 is 1.50 and mean value of no. of employees as at 2022.06.01 is 1.35 (Exhibit 28.1). The mean value of no. of unskilled contract employees as at 2022.06.01 is less than the no. of employees as at 2021.12.31. Therefore it can be concluded that the unskilled contract employees in private sector establishments has been dropped from 2021.12.31 to 2022.06.01 time period.

The p-value of the paired sample t-test was not significance of the job categories which were Executive Permanent, Executive Contract, Skilled Permanent, Skilled Contract, Skilled Casual,

Semiskilled Contract, Unskilled Permanent, Unskilled Casual all three categories of “Other” segment. Hence, it can be concluded that employment fluctuation of the said job categories has not been occurred. Further, the reasons identified have not been affected upon the aforesaid job categories.

CHAPTER FOUR

Findings and Recommendation

5.1 Research Finding

The fascicule of challenges headed by Covid 19 pandemic had prevailed almost all economies of the world. Sri Lanka has been experiencing unexpected series of challenges initiated by the said pandemic since 2020. Depriving employment opportunities, half / delay/ stopping payment of salaries & wages have been caused to contradict with the sound labor market mechanism. The survey expected to reveal the situation experienced along with the said disparities upon the employment of the private sector establishments.

Micro Enterprises in all sectors has been expanded. Industry sector has mostly expanded during the said critical period. Thus employment opportunities have been generated upon the expansion. Small Enterprises in all sectors has dropped. Medium Enterprises in Service sector has been dropped in establishments between 51 and 100 no. of employees and it has been expanded in establishments between 100 and 200 no. of employees. Medium Enterprises in Industry and Agriculture sectors have been noticeably dropped. Large scale enterprises in Service sector has expanded in establishments between 501 and 1000 no. of employees and establishments between 2001 and 5000 no. of employees. In the same it is noted that the drop of establishments between 201 and 500 no. of employees and establishments between 1001 and 2000 no. of employees. Large scale enterprises in Industry sector has expanded in establishments between 1001 and 2000 no. of employees and establishments 5000+ no. of employees. And Large scale enterprises in Industry sector has been dropped in establishments between 2001 and 5000 no. of employees. Large scale enterprises in Agriculture sector have not been changed.

Thereby, employees of Executive – Casual, semiskilled permanent, semiskilled casual and unskilled permanent job categories have been dropped, whilst rest of job categories have not been paraded the significant drop of employees. Fuel shortage has mainly influenced on fluctuation of private sector employment. And it has effected upon Agriculture, Industry and Services sectors simultaneously and almost the same magnitude. Further, unjustifiable price hike of raw materials, shortage of raw materials and power cut are the main “Other” reasons for

fluctuation of employees. And, covid 19 & it's effect and market contraction were the secondly and thirdly influenced factors respectively upon employment fluctuation.

5.2 Recommendations

- It is recommended to establish a grant scheme (Same as EPF) for all establishments to absorb unexpected shocks as experienced so far. The mechanism should be initiated with the ministerial power and legalize the fund by official coverage. The share need to pay for the fund should be based on the scale of the establishments. Grace period should be supported up to the resilient of the establishments over the depression.
- It is recommended to launch an online registration platform to establishment for their employees. Updated employee data repository helps to identify the effect of unexpected shocks, trends and forecasting of labour market.
- It is recommended to promote Multiple Job Holders (Persons who work more than one job in the same period) and Secondary Job Holders (Persons who have engaged in a secondary activity other than the main activity) and ultimately shrink the magnitude of unexpected unemployment and stands for Sustainable Labor Market on the same scope.

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Survey on Exploring the Fluctuation of Employment in Private Sector Establishments

CONDUCTED BY

Department of Manpower and Employment, Ministry of Youth and Sports 9th

Floor, Sethsiripaya ,Stage II, Battaramulla.

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This survey is conducted to explore the fluctuation on number of employees in the private sector establishments. Your cooperation on providing most reliable and up-to -date information is highly appreciated. We assure the details that you provide will be used only for this survey and will be treated strictly confidential.

Part - I

General Details of the Organization

1. Please specify the name of your Organization.....
2. Please specify the contact detail of your Organization
 Name :
 Designation:
 Phone:
 e-mail:
 Social Media:
3. District (Your Organization located)
4. Divisional Secretariat (Your Organization located)
5. Grama Niladhatri Division (Your Organization located).....
6. What is the field your Organization has been engaged?
 Agriculture Industry Services

Part - II

Information on Employment

7. Please specify the number of Employees had worked as at 2021.12.31
8. Please specify the number of Employees had worked as at 2022.06.01
9. Please indicate the number of employees of your Organization as at 2021.12.31

	Permanent	Contract basis	Casual
Executive/ Managerial	<input type="text"/>	<input type="text"/>	<input type="text"/>
Skilled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Semi-skilled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Unskilled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other (Specify).....	<input type="text"/>	<input type="text"/>	<input type="text"/>

09. Please indicate the number of employees of your Organization as at 2022.06.01

	Permanent	Contract basis	Casual
Executive/ Managerial	<input type="text"/>	<input type="text"/>	<input type="text"/>
Skilled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Semi-skilled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Unskilled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other (Specify).....	<input type="text"/>	<input type="text"/>	<input type="text"/>

10. If the number of employees has been changed in the period from 2021.12.31 to 2022.06.01 time span, please mention the reasons for the above changes (Multiple selections are allowed).

- 01. Easter attack and its effects
- 02. Covid 19 and its effects
- 03. Falling off the tourist arrivals and its effects
- 04. Limitation of foreign currency and related effects
- 05. Fuel shortage
- 06. Market contraction
- 07. Other Please specify

- 1.....
- 2.....
- 3.....
- 4.....

Your Cooperation in this Regards is Highly Appreciated!