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தொழில் மற்றும் வெளிநாட்டு வேலைவாய்ப்பு அமைச்சு
MINISTRY OF LABOUR AND FOREIGN EMPLOYMENT



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முன்னேற்ற அறிக்கை
PROGRESS REPORT

2023



കമീകരൂ ഖാ വീഢേഴ റകിധാ അമാന്യാംഓധ
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Ministry of Labour and Foreign Employment

പ്രഗതി വാർകാല
മുன்னേற்ற അറികകൈ
Progress Report
2023

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Message of the Hon. Minister of Labour and Foreign Employment



It is with great pleasure that I convey this message detailing the progress achieved as of 30th September 2023 in the work carried out by the Ministry of Labour and Foreign Employment to strengthen, stabilize, and sustain the country's economy through the creation of a novel work culture. Additionally, this message outlines the programmes expected to be implemented during the remaining period.

As a primary responsibility I am committed to enhancing the national economy by comprehensively reviewing the legal and policy framework associated with the labour and foreign employment sector and amending these frameworks to align with current global economic, social, and cultural conditions, thereby improving the living standards of the citizens. Accordingly, it is imperative to implement the New Employment Act, introduce amendments to the Sri Lanka Bureau of Foreign Employment Act, execute the National Policy and Action Plan on Migration for Employment 2023 – 2027 for the safety and welfare of migrant workers.

To enhance the effectiveness of public services through digital technology, necessary initial steps have been taken to digitalize the functions of both the Sri Lanka Bureau of Foreign Employment and Department of Labour. Furthermore, it is expected to formulate a National Labour Market Development Policy and implement a comprehensive National Labour Market Information System.

This Ministry, entrusted with the goal of increasing annual foreign remittances, by His Excellency the President Ranil Wickremesinghe, is currently making significant progress. To provide incentives, various programmes have been implemented such as issuance of licenses for importing fully electric vehicles, offering additional duty concessions for migrant workers upon their arrival in Sri Lanka, and the establishment of a concessional loan scheme based on their remittances. These initiatives aim to fully and lawfully integrate the income earned by migrant workers into the economic process of the country. Consequently, in August 2023, the amount of foreign remittances to Sri Lanka saw a notable increase to USD 500 Million.

To promote legal migration, the Sri Lanka Bureau of Foreign Employment has implemented a range of protection, welfare and promotional programmes. Notably, crucial initiatives include the proposed housing construction project in collaboration with the National Housing Development Authority, a programme aimed at providing higher education opportunities to the children of foreign employees in cooperation with the Kotelawala Defense University, the pilot project for establishing day care centers for their

children, and the project to establish migrant societies at the Divisional Secretariat level. Further, addressing the challenges of insufficient training for foreign employment, measures have been taken to send skilled workers to the foreign labour market by through agreements with the Vocational Training Authority.

The significance of providing a rightful place in the local labour market to employment categories characterized by high demand and income potential, yet lacking labour dignity and security, has been acknowledged. To address this issue, a recent initiative called the 'Dignity of Labour' programme has been launched. Through this effort, it is expected to introduce a professional licensing system and establish a vocational training centre modeled following the Japanese model.

Concrete steps have taken to transform Sri Lanka a 'child labour-free country' by 2025. Simultaneously, efforts are underway to guide both employers and the employees towards creating a workplace free from accidents ensuring occupational safety and health by elevating the National Institute of Occupational Safety and Health to the international standards. Additionally, there are plans to establish a new Social Security Fund to provide unemployment benefits, maternity benefits and compensation for occupational accidents, all without additional cost to the employer and ongoing studies are being conducted to further enhance these initiatives.

A series of “GLOCAL FAIR” mobile service programmes have been launched with the objective of providing the services such as resolving labour issues with minimal effort for employees, accessing foreign employment opportunities and other related services offered by the Ministry and its affiliated institutes

Similarly, all activities conducted by our Ministry have been identified in 10 Key Results Areas. To implement these programmes and projects, we appreciate the guidance and cooperation extended by international organizations such as the International Labour Organization (ILO) and the International Organization for Migration (IOM). We also value the support and cooperation from organizations representing both employers and employees locally. I would also like to take this opportunity to express my gratitude to the Hon. State Minister of Foreign Employment Promotion, Mr. Jagath Pushpakumara, the entire staff including the Secretary to the Ministry, Mr. R.P.A. Wimalaweera, and to the staff and all the heads of the institutions affiliated to the Ministry who have contributed to the success of our efforts.

Manusha Nanayakkara (M.P.)
Minister of Labour and Foreign Employment

Message of the Hon. State Minister of Foreign Employment Promotion



Receiving foreign remittances through the legalized banking system is a significant source of foreign exchange earnings for Sri Lanka

According to the Central Bank's Press Release in October 2023, compared to US \$ 2,574 Mn, remittances received from migrants during the first three quarters of 2022, we have received US \$ 4,345 Million during the same period in 2023, reflecting an increase of 69%

Ministry of Labour and Foreign Employment along with Sri Lanka Bureau of Foreign Employment (SLBFE) and Sri Lanka Foreign Employment Agency (SLAFE) implements a number of programmes to promote foreign employment and uplift the foreign employment sector.

Additionally, programmes are being implemented to raise awareness among returnees and their families regarding their safety, welfare and assisting them in finding self-employment while facilitating their reintegration into the Sri Lankan society. In addition to these efforts, programmes such as, distributing school equipment to the children of migrant families, providing scholarships for school / university students and offering vocational training are being executed at grass root level by Development Officers attached to District and Divisional Secretariats, under this Ministry.

To efficiently and effectively implement these programmes and obtain provincial level support and insights for the successful execution of foreign employment sector initiatives, steps have been taken to conduct progress review meetings with Development Officers (Foreign Employment) at the provincial level under my chairmanship.

I express my appreciation for the guidance offered by the Hon. Minister of Labour and Foreign Employment as well as the dedicated efforts put forth by the Secretary to the Ministry and their team. I also commend the Heads of statutory organizations under the Ministry and their supporting staff for their contributions towards achieving the targets of the Ministry

Jagath Pushpakumara (M.P.)
State Minister of Foreign Employment Promotion

Message of the Secretary to the Ministry of Labour and Foreign Employment



I take great pride in presenting to you the Progress Report that highlights the impactful contribution made by the Ministry of Labour and Foreign Employment as at 30th September 2023, in the spheres of safeguarding the rights of our workforce, ensuring job security, fostering industrial peace in the country and sending skilled workers to the foreign employment market, along with the strategic vision for the year 2024.

To confront the current and future challenges and safeguard the rights of the employees, this Ministry has accomplished a significant task this year; amending the legislations to ensure benefits to all parties by eliminating complexities between the laws and simplifying them. The Ministry is dedicated to amending existing Acts, Ordinances and rules to align with the present world of work while safeguarding the rights of the working community. A new Employment Bill has been prepared incorporating the provisions of 13 Acts currently in force, and has been submitted to the Cabinet of Ministers for approval. The amendment of the Sri Lanka Bureau of Foreign Employment Act aims to promote growth of the foreign employment sector, streamline to adapt to international labour market changes, strengthen the existing legal framework, comply with international standards and facilitate the implementation of laws locally. The amendment of the National Institute of Occupational Safety and Health Act with the goal of creating a safe, healthy and accident- free work environment has been completed by about fifty percent.

The initial steps have been taken to embark on the digitalization journey of Sri Lanka Bureau of Foreign Employment and the services provided by the Department of Labour to enhance the efficiency of service delivery and offer services through the Internet. The executing a National Labour Market Information System, is expected to provide services at a low cost with easy access to both employers and employees through flexible procedures, digital and automated solutions.

Similarly in addition to the countries with traditional foreign labour markets, the primary goal of the Ministry is to send skilled workers equipped with fresh technical knowledge and expertise into the global employment arena. The Ministry will continue to engage in agreements not only with the countries where established markets are available, but also to explore opportunities in countries that have not yet accommodated Sri Lankan labour

force. To encourage the sending of foreign remittances through legal channels, several programmes have been initiated such as granting permits to import fully electric vehicles and providing additional duty concessions at the airport. Necessary actions will be taken to establish a social security scheme for migrant workers to enhance their welfare.

Necessary actions are being taken to guide and introduce career guidelines for professions identified as blue collar jobs in society to facilitating to the enhancement of the quality of their work. The career guidance and counseling provided by the Department of Manpower and Employment make a significant contribution to building an effective human resource that contributes to the development of the country.

Similarly, the other institutions under the purview of the Ministry, i.e. the Office of the Commissioner for Workmen's Compensation, National Institute of Labour Studies, National Productivity Secretariat, Shram Vasana Fund, National Institute of Occupational Safety and Health and Foreign Employment Agency implement a host of programmes to promote employee welfare, raise awareness on labour legislations, enhance productivity in the public and private sectors, create a safe, healthy, accident free work environment & foster a safety culture in Sri Lanka and send people towards foreign employment.

I would like to express my gratitude to Hon. Minister of Labour and Foreign Employment, Manusha Nanayakkara, Hon. State Minister of Foreign Employment Promotion, Jagath Pushpakumara for their leadership, guidance and support in fulfilling the aforementioned functions. My sincere thanks due to the entire staff, including the Additional Secretaries 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 Generals of the National Institute of Occupational Safety and Health and the National Institute of Labour Studies, the Director of the National Productivity Secretariat, the General Managers of the Sri Lanka Bureau of Foreign Employment, the Shram Vasana Fund and the Foreign Employment Agencies (Pvt.) Ltd., and officers of all levels of said institutions who work with an unwavering commitment to achieve the above performance.

R P A Wimalaweera
Secretary
Ministry of Labour and Foreign Employment

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Chapter One

Introduction

Ministry of Labour and Foreign Employment

1.1 Introduction

The prime mission of the Ministry of Labour and Foreign Employment is to formulate and implement policies to enhance the contribution of the local and foreign labour force to economic development by protecting the occupational rights & ensuring social security of the private and semi-government sector employees, promoting industrial peace, providing employment opportunities, enhancing productivity of the country and directing skilled workers to the foreign job market. In realizing this mission, the programmes of the Ministry have been lined up based on the sustainable development goals and the international conventions ratified by Sri Lanka and in terms of Gazette Extraordinary No. 2289/43 dated 22.07.2022

1.2 Vision and Mission

Vision

A satisfied, productive labour force

Mission

Contribute socio-economic development through industrial peace and cooperation, social security, protection of labour rights, promotion of productivity and providing skilled human resources for the local & foreign labour market

1.3 Main Functions of the Ministry

1. Formulation, implementation, monitoring and evaluation of policies, programmes and projects, in relation to the subjects of Labour and Foreign employment, based on the policies implemented by the government
2. Implementation of the National Policy and Action Plan on Migration for Employment Sri Lanka
3. Formulation and implementation of policies for labour relations standards, employee administration, welfare and health in line with international standards
4. Maintain cooperation with International Labour Organization and International Social Security Associations
5. Administration and regulation of Employees' Provident Fund, Private Provident Funds and Private Pension Schemes
6. Industrial relations and arbitration of industrial disputes

7. Matters relating to formulation of laws and regulations relevant to labour relations and their regulation
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. Formulating and implementing policies and programmes for enhancing national productivity
10. Broadening foreign employment opportunities, promotion and adopting measures in collaboration with relevant institutions to upgrade the skills required for such employments
11. Introducing legal and regulatory measures required to ensure the security of migrant workers
12. Providing special facilities for returnees workers and Sri Lankans living abroad to save and invest foreign exchange in Sri Lanka
13. Implementing special projects to enable those who return to Sri Lanka after foreign employment to commence enterprises
14. Providing remedies for employment problems of migrant workers and maintaining welfare
15. Introducing legal reforms to strengthen the process of obtaining compensation entitled to persons who meet with accidents in foreign countries
16. Regulation of foreign employment agencies
17. Provision of public services under the purview of the Ministry in an efficient and people friendly manner
18. Supervision of all other subjects assigned to the Institutions under the purview of the Ministry, i.e. Department of Labour, Department of Manpower and Employment, Sri Lanka Bureau of Foreign Employment, National Institute of Labour Studies, National Institute for Occupational Safety and Health, Office of the Commissioner of Workmen's Compensation, National Productivity Secretariat, Foreign Employment Agency of Sri Lanka (Pvt.) Ltd and Shrama Vasana Fund

1.4 Divisions under the Ministry

1.4.1 Administrative and Establishments Division

General administration of the Ministry, management, general maintenance, trainings and coordinating the Ministry and the institutions under the purview of the Ministry and human resources management and duties related thereto are handled by this division. Accordingly,

- Maintaining personal files of all public officers attached to the Ministry and the ancillary staff of the Hon. Minister and establishments activities related to them and updating information on the staff
- Establishment and administrative affairs to be concerned at the ministerial level in respect of the officers working in the departments and statutory bodies under the Ministry
- Preparation of cabinet memoranda and taking actions in respect of cabinet decisions
- Providing answers to referrals made by the Consultative Committee and Public Petitions Committee as well as parliamentary questions and refers public complaints forwarded by the Presidential Secretariat and the Prime Minister's Office as well as public grievances received directly from the public to the relevant institutions
- Administration of vehicles of the Ministry, provision of necessary infrastructure facilities, training activities, management of capital goods and equipment, activities relating to overtime, holiday payments, gratuity insurance and approval of distress loans

1.4.2 Development Division

Sri Lanka's association with the International Labour Organization (ILO) as a member nation, safeguarding the labour rights within Sri Lanka through the adoption of internationally accepted conventions and recommendations, addressing labour-related issues and activities related to preparing, enacting, and enforcing relevant laws, regulations, and guidelines, in alignment with international conventions pertaining to the field of immigration, fall under the purview of this division.

- Presenting the progress made by Sri Lanka in relation to the implementation of the conventions of the ILO ratified by Sri Lanka to the ILO within the prescribed period
- Taking action to brief the international community of the progress achieved by Sri Lanka as to the labour sector
- Taking measures to procure the financial and technical assistance of the ILO for resolving issues pertaining to the field of labour

- Taking necessary actions and extending assistance to draft new laws and amend existing labour laws to be in tune with the present
- Entering into new MoUs/Agreements, updating of MoUs, following up on the performance of the MoUs
- Activities related to Joint Committee Meetings and all activities related to Regional / Global Dialogue
- Providing subject-specific training to field-attached development officers (Foreign Employment) and maintaining the trainers training pool
- Implementation of programmes related to the field of foreign employment at District and Divisional Secretariat levels through Development Officers
- Conducting arbitration committees on Family Background Reports related to migrant workers, informing committees decisions and steering follow-ups
- Organizing mobile service programmes in the residential areas of the working masses to provide solutions to issues related to the labour sector
- Provision of issues, proposals and other reports related to the immigration sector which are requested from time to time by the Ministry of Foreign Affairs, the United Nations and other organizations
- Initiating action to have foreign training provided to officials of the Ministry and institutions thereunder

1.4.3 Planning and Monitoring Division

Devising plans of the Ministry and all institutions under its purview required for navigating 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 executes the following duties as well.

- Preparation of the annual action plan containing development tasks carried out by the Ministry and its affiliated institutions and referring it to the relevant parties. Monitoring and encouraging achievement of goals by evaluating progress monthly and quarterly
- Coordination with the Presidential Secretariat, Ministry of Finance, Department of Project Management and Monitoring and Department of National Planning in terms of National Budget Circular and submission of progress reports monthly and quarterly
- Planning, monitoring and reporting of programmes related to the field of foreign employment implemented at the district and divisional secretariat levels with the support of the Sri Lanka Bureau of Foreign Employment through the Development Officers attached to the district secretariats and divisional secretariats
- Identify and submit project proposals for preparation of annual budget estimates
- Publication of a journal annually based on various timely themes of the field of labour and foreign employment

- Preparing the Annual Performance Report detailing the progress achieved by the Ministry and Progress Report for the committee stage debate of the budget
- Appraisal of development project proposals related to the scope and directing to the Department of National Planning as appropriate
- Contribute to action plans implemented by various ministries, as appropriate

1.4.4 Finance Division

The main responsibility of the Accounts Division is to take necessary measures for efficient, effective and economical administration of financial resources allocated from the annual budget to the Ministry in compliance with state policies.

- Conducting Annual Board of Survey as per Public Finance Circular 01/2020
- Preparation of reports related to the agency of the financial authority and carrying out the work of delegation of financial powers
- Preparation of annual budget estimates
- Preparation of annual financial statement
- Preparation of Committee Report on Government Accounts, submission of monthly and quarterly financial reports to the General Treasury and other relevant institutions
- Updating and maintaining the audit query register and forwarding the answers to the relevant audit queries to the Auditor General

1.4.5 Internal Audit Division

The internal audit activities of the Ministry are carried out as per the appointments made in terms of Section 40 of the National Audit Act to ensure that the responsibility of the Chief Accounting Officer is carried out as set out in Section 38(b) and (f) of the said Act and requirements of Circular No. 01/2019 dated 12.01.2019 of the Department of Management Audit and the powers vested in the Internal Audit Division in terms of FR 133 and FR 134.

The primary function of this Division is to offer guidance and give instructions to the Ministry of Labour and Foreign Employment and the institutions under its purview for them to address shortcomings in respect of internal controls to achieve their objectives and to guide such institutions to comply with the Establishments Code, Financial Regulations, Procurement Guidelines and all circulars issued by the government.

The Division also contributes to minimize problems in the institutions under the purview of the Ministry and strengthen internal controls and extends continuous support for proper and honest service for the achievement of sustainable development goals via conducting audit and management committee meetings (quarterly), drawing up annual audit plans, conducting internal audit inspections, special investigations and field inspections and submitting reports of same and conducting audit programmes.

1.5 Institutions under the purview of the Ministry

1.5.1 Department of Labour

The primary mandate of the Department of Labour is to safeguard the rights of the private and semi-government sector employees in Sri Lanka as per the labour laws. The Department is dedicated to establishing and maintaining social security measures, as well as fostering positive relations between employers and employees. The Department of Labour implements the legislations related to the scope of labour and create awareness among both the employees and the employees in this regard, and this role is performed through the divisions of the head office of the Department and the regional offices established Island wide.

Key Functions

- Prevention of industrial disputes through enforcement of labour legislations and resolving disputes that have arisen, through the promotion of social dialogue
- Conducting institutional inspections effectively and upholding the statutory rights of workers by regularly updating the knowledge required by officers of the Department
- Establishing industrial peace by expanding the knowledge and understanding of labour laws of both the employers and employees
- Formulation and implementation of labour standards compatible with changes in the national economic structure in line with international labour standards
- Ensuring that benefits are duly granted to workers through the sound administration of the Employees' Provident Fund and the administration of the approved Private Provident Funds and pension allowance schemes with similar efficiency
- Constructive enforcement of all labour laws including those applicable to women, young persons and children and taking action to eradicate child labour and hazardous forms of child labour
- Raising awareness amongst workers on maintaining healthy and accident free work environment and ensuring that workplaces are accident free
- Collection and analysis of statistics required for making decisions in regard to above functions
- Taking action to give legal effect in law and in practice to ILO conventions ratified by Sri Lanka

Structure of the Department of Labour

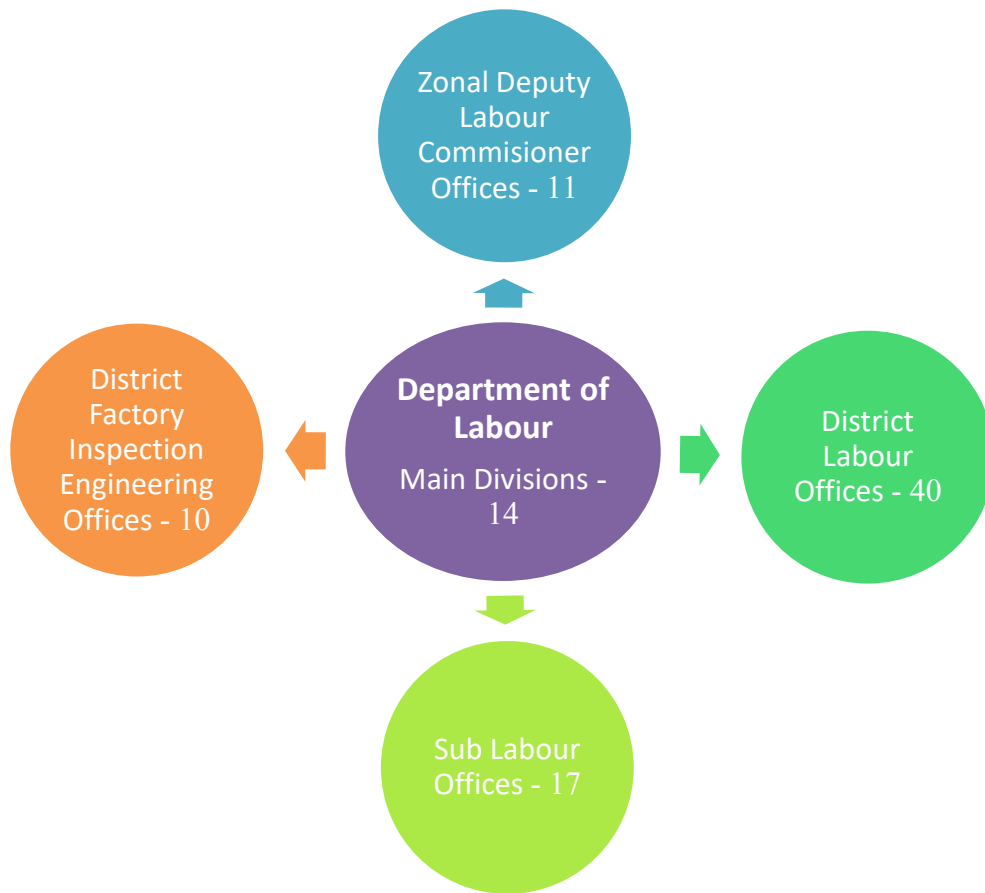


Diagram 1-1: Structure of the Department of Labour

1.5.2 Sri Lanka Bureau of Foreign Employment

The Sri Lanka Bureau of Foreign Employment (SLBFE) is the main statutory institution established by Parliament Act No. 21 of 1985 as amended by Act No. 4 of 1994 and Act No. 56 with 18 special objectives with priority being accorded to safety and welfare of Sri Lankans migrating for employment. The key responsibilities of the Bureau are the governance and regulation of the foreign employment sector, protection and empowerment of migrant workers and their family members and promotion and development of employment opportunities outside Sri Lanka for Sri Lankans, The Bureau with a labour force of 1,179 employees works continuously towards strengthening the foreign employment industry of Sri Lanka.

Primary functions of the SLBFE

- Issuing licenses to run foreign employment agencies
- Conducting training programmes for those expecting foreign employment
- Registering Sri Lankan migrant workers in the Bureau/ recruiting Sri Lankans for foreign employment
- Resolving complaints lodged by migrant workers or their family members

- Providing welfare facilities for migrant workers and their family members
- Enforcement of laws applicable to foreign employment sector
- Promoting foreign employment opportunities for Sri Lankans

Structure of the Sri Lanka Bureau of Foreign Employment

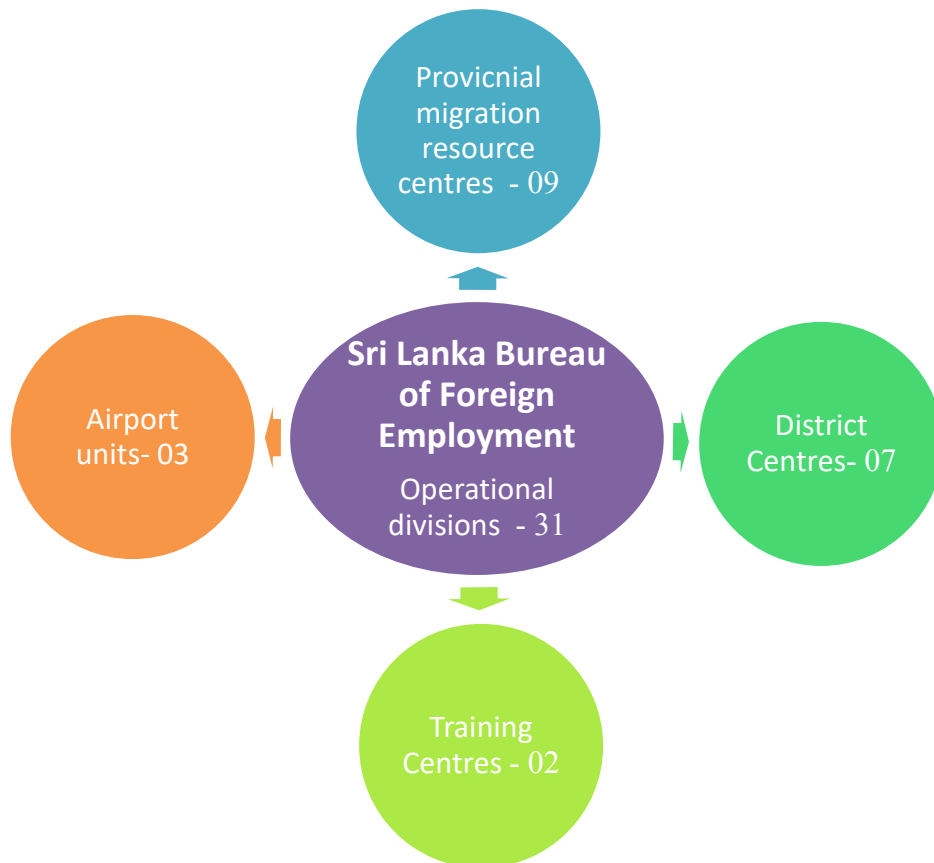


Diagram 1-2: Structure of SLBFE

1.5.3 Department of Manpower and Employment

The Department of Manpower and Employment was established with effect from 01.01.2010 by the extraordinary gazette No. 1640/31 dated 12.02.2010 to achieve the objectives of eliminating unemployment among the youth community in Sri Lanka by developing human resources and achieving development goals, improving the quality of the workforce, and obtaining the contribution of the youth community to the national economy through career guidance and job creation.

Primary functions

- Career guidance activities
- Collection, analysis and distribution of labour market information
- Public employment service activities
- International relations

- Activities relating human resources development

1.5.4 National Institute of Labour Studies (NILS)

National Institute of Labour Studies was formally established on 11 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 tripartite stakeholders of the labour sector. i.e. employers, trade unions representing employees and public officials. Designing implementing, organizing and guiding activities required for the creation of a productive and formidable workforce well informed about labour legislation and regulations as well as diverse areas of management is the core function of this institute.

In order to realize its objectives, NILS conducts courses under three main subject areas, i.e. labour legislation and industrial relations, human resources management and workplace productivity. These courses are offered in the forms of training and workshops, short term courses and certificate and diploma courses.

Key Objectives

- To implement workers education programmes with the collaboration of local or foreign institutes, to take measures to ensure welfare of workers in order to make them active partners in the development process;
- To conduct seminars, workshops, conferences and meetings on labour studies and publish magazines, journals, periodicals and books in relation thereto;
- To undertake research, carry out surveys and provide courses of studies relating to labour studies;
- To establish and maintain libraries and information services;
- To work in close collaboration with institutions, organizations, associations and societies both national and foreign, with similar objectives;
- To conduct courses including Diploma Courses on Labour Studies with the assistance of Universities and similar institutions and award certificates and diplomas where so required;
- To engage in and promote activities aimed at maintaining industrial peace.

1.5.5 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.

Courses conducted by National Institute of Occupational Safety and Health

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

1.5.6 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 2022. 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.

The prime objective of the Office is 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. 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.

Key functions

- 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. 2,000,000/-)
- Keeping the custody of the compensation entitled to minor dependents of a deceased workman in National Savings Bank until they reach maturity.

- 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.
- Issuance, renewal and cancellation of workmen compensation insurance licenses
- Conducting onsite inspections in event of an accident caused to an employee.
- Causing compensation to be recovered for workmen employed in ships and aircraft registered in Sri Lanka for accidents caused outside Sri Lanka.

1.5.7 National Productivity Secretariat

Subsequent to Sri Lanka obtaining the membership of the Asian Productivity Organization in the year 1966, the National Productivity Organization (NPO) was established and further expanding the scope thereof the National Productivity Secretariat was established in the year 1994. It introduced a range of productivity concepts, tools and technology to various. A host of programmes are conducted annually Island-wide for nurturing state, educational, service and production, small and medium scale enterprises and community sectors through productivity concepts and with the constant cooperation of the Asian Productivity Organization, the environment necessary for the establishment of a “knowledge based society” has been created.

Key functions

- Implementation of productivity promotion programmes targeting state institutions, educational and service sectors, community organizations and small and medium scale entrepreneurs.
- Implementing training programmes relating to productivity subjects
 - ✓ Productivity Diploma Programme
 - ✓ Productivity Certificate Course
 - ✓ Short term Courses on Productivity
 - ✓ Training of Trainers Programmes
- Providing consultancy services on increasing productivity in institutions.
- Conducting programmes in partnership with the Asian Productivity Organization.
 - ✓ Conducting training workshops
 - ✓ Conducting e-learning programmes
 - ✓ Implementing programmes by securing technical expertise services
- Implementing “5S” certification programme
- Carrying out media and publicity programmes
- Conducting National Productivity Awards Ceremony.

1.5.8 Shrama Vasana Fund

Shrama Vasana Fund established to promote welfare of employees by Act No. 12 of 1998 (as amended by Act No.15 f 2019) is an institution under the purview of the Ministry of

Labour and Foreign Employment. Under 06 broad objectives outlined in the Act, the Fund since its inception has initiated a number of welfare measures for the betterment of employees.

The main source of funding of “Sharma Vasana Fund” is the income from the Jathika Sampatha lottery of the National Lotteries Board. In addition, the Fund generates revenue from the interest of fixed deposits and implements diverse range of welfare programmes covering the entire country for the wellbeing of workers in line with the objectives planned annually by the Fund.

Objectives of the Fund

- Promoting the welfare of employees and their dependent
- Providing financial and other assistance to employees when the institutions they were working in, are closed down without prior notice
- Providing medical and other facilities to employees in times of emergency
- Providing temporary assistance to employees when inquiries are instituted against them
- Providing financial and other benefits to employees or their dependents, in times of distress
- Giving awards to persons who have rendered outstanding service to employee welfare.
- Providing financial relief to obtain legal assistance to employees where proceedings in respect of termination of employment of an employee or of an industrial dispute, is initiated or pending under the provisions of any written law, before the Commissioner General of Labour, a Labour Tribunal, an Arbitrator or an Industrial Court or any court of law.

1.5.9 Sri Lanka Foreign Employment Agency (Pvt.) Limited

The Sri Lanka Foreign Employment Agency (SLFEA), the only state owned recruitment agency incorporated in 1996, as a subsidiary of the “Sri Lanka Bureau of Foreign Employment” the national regulator of the foreign employment sector of Sri Lanka and is under the purview of the Ministry of Foreign Employment. SLFEA has been awarded ISO 9001:2008 quality certification in 2013.

Key functions

- Securing Job Orders and obtaining preliminary approval for job orders
- Obtaining approval for publicity relevant for the job orders and finding suitable applicants
- Referring applications for the selection of employers and calling them for interviews conducting interviews and quality inspections to select suitable applicants
- Carrying out activities such as medical tests relevant to the recruitment, signing agreements and conducting quality inspections and obtaining the final approval of the SLBFFE and sending people abroad for employment

1.6 Composition of the staff of the Ministry

Table 1-1: Composition of the staff of the Ministry as at 30.09.2023

	Institution	Senior level		Tertiary level		Secondary level		Primary level		Total		
		Approved No.	No. employed	Approved No.	No. employed	Approved No.	No. employed	Approved No.	No. employed	Approved No.	No. employed	Percentage of vacancies
1	Ministry Office - Labour Sector	20	17	03	01	73	51	35	25	132	97	27%
2	Department of Labour	211	131	668	473	1,753	1,722	489	412	3,121	2,738	12%
3	Department of Manpower & Employment	20	12	05	01	626	598	15	05	666	616	9%
4	National Institute of Labour Studies	9	3	13	3	18	7	5	2	45	15	66%
5	National Institute of Occupational Safety & Health	7	2	3	3	10	6	5	5	25	16	36%
6	Office of the Commissioner for Workmen's Compensation	5	2	2	1	31	31	5	2	43	36	16%
7	National Productivity Secretariat	17	8	4	2	792	718	19	10	832	738	11%
8	Shrama Vasana Fund	01	01	04	03	08	05	04	03	17	12	29%
9	Ministry Office - Foreign Employment Sector	11	9	2	1	1,024	1,001	21	14	1,058	1,025	3%
10	Sri Lanka Bureau of Foreign Employment	137	96	197	166	692	642	251	226	1,277	1,130	12%
11	Sri Lanka Foreign Employment Agency (Pvt.) Ltd	4	4	9	7	10	5	7	8	30	24	20%
	Total	442	285	901	654	5,027	4,781	849	712	7,246	6,442	11%