

Chapter Two

Progress Achieved by the Ministry

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This Ministry has formulated programmes for executing functions under the fields of safeguarding the rights of the working class, ensuring their job security, establishing industrial peace in the country and sending skilled workers to the foreign employment market.

The labour force of the country is approximately 8.5 million of which 8.1 million are employed. Of these workers, except for those in the public sector, those engaged in their own business and family businesses, it is the responsibility of the Ministry to maintain industrial peace in the country by implementing mechanism for safeguarding the labour rights, occupational safety and health of 2.4 million workers employed in the private and semi government sectors thus contributing to the socioeconomic development of the country.

Similarly, Sri Lanka is in the forefront amongst countries which derive major benefits from migration for employment. Remittances from migrant workers constitute a major share of the country's overall foreign exchange earnings. In the year 2022, foreign remittances amounting to Rs. 1,252.6 billion were received by Sri Lanka which represented 5% of the Gross Domestic Product. In the year 2022, the number of people emigrated for employment stood at 310,958 and of them 124,009 were females and 186,949 were males. In view of this situation, having acknowledged the contribution of migrant workers to the country's economy, a raft of mechanisms and programmes have been initiated for maximizing foreign remittances and send more skilled workers for foreign employment instead of unskilled workers.

This chapter contains a summary of the progress achieved by the Ministry and institutions affiliated thereto up to 30 September 2023 through activities carried out for the realization of their respective objectives.



Diagram 2-1: Sri Lanka labour market information - 2022

Source: Annual Report - 2022, Central Bank of Sri Lanka

2.1 Strengthening the legal framework for securing employees' occupational rights

Formulating legal provisions in compliance with recognized national and international socioeconomic situations and labour conventions and standards enabling an investor friendly environment in Sri Lanka and paving the way for the future advancement of the country is a timely responsibility entrusted to the Ministry. Nearly 50 pieces of legislations including the ordinances enacted from the inception of the Department of Labour are currently in force in Sri Lanka aimed at safeguarding the rights and welfare of employees. Necessary measures have been taken to amend the existing labour legislations to deal with current and future challenges and to consolidate the rights of workers as well as to remove prevailing complexities in the labour laws ensuring benefits for all stakeholders.

2.1.1 Formulation of a new Employment Act with provisions relevant to the present

Legislations currently enforced by the Department of Labour are inadequate to address current socioeconomic changes and related changes in the world of work. The requirement has been highlighted for a labour law that ensures the rights of the working community and facilitates the continuity of businesses and attracting foreign investors to the country. Also, there is a need to ensure benefits to all parties by removing the complexities between the Acts and simplifying them. For this purpose, eight rounds of discussions were held with various stakeholders including trade unions, employers and observations were obtained on how the provisions of 13 Acts currently in force should be amended. As per the approval of the Cabinet of Ministers, the new Employment Act is currently being drafted by the special committee, including the representation of the Legal Draftsman's Department, appointed for this purpose.

2.1.2 Amending the Shops and Office Employees Act No. 19 of 1954

There is a requirement to amend the Shops and Offices Employees Act in a way that suits the welfare of employees & the present situation and necessary steps have been taken for the following amendments. The final draft has been submitted to the approval of the Cabinet of Ministers for the submission to the Parliament

- Enabling to work at night shifts for female employees working in organizations such as Knowledge Process Outsourcing (KPO), Business Process Outsourcing (BPO), offshore companies and other business entities where maintain accounts & administration activities of such companies
- Empowering to make regulations related to providing transportation facilities, security and general facilities related to the place of work for the women who are employed in night work
- Make provisions to pay equal pay for equal service or work performed, regardless of the gender

2.1.3 Amending the Employees' Provident Fund Act No. 15 of 1958

The Employees' Provident Fund Act should be amended to suit the current socio-economic situation and welfare of the employees. Provision is made to avail the benefits of the Employees' Provident Fund when an employee retires before reach the age of 55 years under a Voluntary Retirement Scheme or based on the requirements of the present world of work.

2.2 Strengthening the legal and policy framework for the promotion of foreign employment

2.2.1 Amending the Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985

The revision of the orders made under Sections 51 and 61 to amend the orders for increasing the registration fees under the Sri Lanka Bureau of Foreign Employment Act has been completed and the revised orders were published in the Extraordinary Gazette No. 2337/27 dated 23.06.2023

2.2.2 Updating and Expansion of the National Policy and Action Plan on Migration for Employment - Sri Lanka

National Policy and Action Plan on Migration for Employment - Sri Lanka, updated with the contribution of all stakeholders, was approved by the Cabinet of Ministers on 04.09.2023. Marking a significant step forward in the country's approach to labour migration, it will be officially launched on 25.10.2023 with the participation of all stakeholders.

2.3 Encouraging the remittances to be legally channeled to Sri Lanka by Sri Lankans employed abroad

2.3.1 Granting licenses to import fully electric vehicles for Sri Lankans working abroad

In an effort to inspire Sri Lankans working abroad to appreciate their role in bolstering the national economy through foreign exchange remittances, the Cabinet of Ministers, on August 16, 2022, approved a significant initiative. This scheme allows Sri Lankans working abroad to import fully electronic vehicles, as outlined in the Cabinet Memorandum dated June 17, 2022, and the accompanying Cabinet Note submitted by the Honourable Minister of Labour and Foreign Employment. To be eligible for these privileges, Sri Lankans employed overseas must convert at least 50% of their remitted foreign currency into Sri Lankan rupees through the country's banking system.

As of 30.09.2023, 133 licenses have been issued under this scheme and the amount of foreign exchange remitted by the migrant workers during the relevant period is USD 15.07 Million.

2.3.2 Provision of additional duty concessions for migrant workers returning from working abroad

In case of repatriation of migrant workers, an additional duty allowance will be granted based on the amount of foreign currency remitted through the banking system and “Lanka Remit” application in addition to the current tariff allowance based on the length of time they have been abroad for goods purchased at the airport duty free shopping mall.

2.3.3 Implementing a contributory pension scheme

Implementation of 'Manusavi’ Contributory Pension Scheme in collaboration with the Social Security Board of Sri Lanka for obtaining a monthly pension on attaining the age of 60 years of an employee who is registered with the Sri Lanka Bureau of Foreign Employment and is employed abroad. Contribution for this pension scheme must be paid in foreign currency.

2.3.4 Opening of “Hope Gate” to provide more facilities to Sri Lankan migrant workers at the airport

2.4 Increasing the dignity of work

Necessary actions are being taken to guide and introduce career guidelines for the professions identified as blue collar jobs in the society to facilitate them to increase the quality of the work. By providing the necessary knowledge and introducing ethical principles to those professionals, they will be placed in a position to introduce high standards of service delivery and provide quality service. The categories of informal sector jobs in each sector will be identified and discussions with those sectors will be started shortly and future plans will be prepared accordingly.

2.5 Strengthening the workforce and maintaining international labour standards

This Ministry fulfils the obligations of Sri Lanka as a member country of the International Labour Organization (ILO), to protect the labour rights of the country under internationally recognized conventions and recommendations and to utilize them to resolve problems in the labour sector.

Ensuring that Sri Lanka has fulfilled its obligations and responsibilities as a member country towards the International Labour Organization and other multilateral agencies in the field of labour, measures have been taken in formulating labour policies, promoting social dialogue at the national level and obtaining international support for human resource development. To meet these goals, steps have been taken in the first three quarters of the year 2023 and those are as follows:

2.5.1 Empowerment and protection of labour force

- To act as facilitator at the meeting of the National Labour Advisory Council (NLAC) with tripartite representation. The following actions have been taken through holding three meetings in the year 2023;
 - Deciding to grant membership to the Ceylon Estate Staffs Union representing the plantation labour sector to represent the National Labour Advisory Council and take steps to grant membership
 - It was decided to include a trade union for women's representation in the National Labour Advisory Council

- Appointing a committee with tripartite representation to identify the problems that have arisen in the labour market due to the current economic crisis and find solutions to them and to organize the related activities, conducting one round of discussion with the participation of the Honourable Minister and taking necessary measures to establish a committee representing the Ministry of Labour and Foreign Employment, the General Treasury, the Central Bank, the International Labour Organization and the Employees' Trust Fund to submit proposals for providing social security and insurance facilities for the unemployed is being done by the President's Secretariat.

2.5.2 Maintaining international labour standards

- Preparation of reports for 14 conventions for the year 2023 under convention 22 of the International Labour Organization (ILO) and preparation and submission of 10 reports to the ILO for the period under review.
- Compilation of Reports for Unratified Conventions under Convention 19 of the ILO
- Taking the lead for formulation of all kinds of policies relevant to the Ministry
- Coordinating and follow up all activities related to the participation of tripartite delegates to the International Labour Conference held annually in Geneva. Accordingly, although the International Labour Conference was held from 05.06.2023 to 16.06.2023, the delegates were unable to attend due to difficulties in accessing funds due to the prevailing economic crisis in the country
- According to the Budget speech for the year 2023 presented by the Hon. President, steps will be taken to introduce a new set of laws to replace the obsolete labour laws in Sri Lanka and bring them as a single bill. Eight rounds of discussions were held with various stakeholders, including trade unions and employers, and views were obtained on how the labour laws should be amended. Similarly, the Cabinet Memorandum submitted pursuant to Cabinet Memorandum No. 27/2023 has

received the necessary approval to draft the proposed new legal framework and is currently being drafted by the Attorney General's Department

- A study is being carried out with the technical assistance of the International Labour Organization to identify the social security system required by Sri Lanka. Similarly, a programme to impart knowledge on social security systems was held on 23.03.2023 and 23.05.2023 to the third-party stakeholders under the auspices of the International Labour Organization (ILO). Also, a tripartite delegation headed by the Secretary to the Ministry left for Indonesia on 03.09.2023 to learn about the existing social security system in Indonesia and to study the possibility of implementing it in Sri Lanka
- Working on the Memoranda of Understanding (MoUs) to be signed between Sri Lanka and foreign countries in the field of social security and education and all related programmes
- Preparation of the Cabinet Memorandum on Agreement on Social Security agreement between India and Sri Lanka and preparation of the relevant activities for signing the Memorandum of Understanding
- Providing information related to the report on important aspects of the periodic economic development and the outlook for economic development published annually by the Central Bank of Sri Lanka and to compile the information related to the Central Bank Annual Report
- Preparation of reports to the Ministry of Foreign Affairs and other Government Ministries on new trends in the field of labour



Photograph 2-1: National Labour Advisory Council Meeting

- Coordinating all activities related to projects and workshops implemented with the technical cooperation of the International Labour Organization
- Providing answers to the questionnaire on labour statistics to be sent annually to the International Labour Organization
- Taking measures to make the officials of the Department of Labour and the other institutions related to this Ministry participate in foreign scholarships, workshops and training programmes. 49 officers have participated for foreign training courses and workshops from January 01, 2023 to September 30, 2023



Photograph 2-2: Dialogue on reorganization of Labour Law

2.6 Empowerment of migrant workers through international cooperation

2.6.1 Memoranda of Understanding (MoUs) / Agreements

The government of Sri Lanka has entered into a number of agreements to achieve varied objectives including the promotion of manpower sector, human capacity development, international social security programme, training programmes, legal affairs and cordial relationships. Twenty (20) such agreements / MoUs are currently in force.

- **New Memoranda of Understanding (MoUs) / Agreements**

The partnership agreement in agriculture and other fields between the Government of Sri Lanka and Ehime Prefecture of Japan was signed on June 07, 2023.

- **Drafts relevant to the signing of MoUs / agreements with the following countries have been exchanged through the Ministry of Foreign Affairs**

Republic of Malta	-	Manpower Sector
Romania	-	Employment and Manpower Sector
Italy	-	Migration and Mobility Partnership
New Zealand	-	Proposed Memorandum of Understanding on Establishment of a Migration Resource Centre (MRC) managed by the International Centre for Migration Policy Development (ICMPD) funded by the Government of New Zealand
Turkey	-	Proposed Agreement on Labour Migration between the Government of Turkey and the Government of Sri Lanka

- **Review existing MoUs / bilateral agreements with destination countries on foreign employment**

Details on the reviewing of the following agreements / MoUs have been referred to the relevant countries through the Ministry of Foreign Affairs.

Seychelles	-	Manpower Sector
Kuwait	-	Labour Employment and Manpower Development Sector
Republic of Korea	-	Sending and receiving workers under employment license system
Malaysia	-	Recruitment, employment and repatriation of workers

- **Joint Committee Meetings**

Nominations have been forwarded to the Omani side for holding a joint committee meeting under the Memorandum of Understanding (MoU) between Sri Lanka and the State of Oman in the field of education and training and a joint committee is scheduled to be held in the future.

2.6.2 Global / Regional Forums

- **Colombo Process**

The Fifth (5) and Sixth (6) Thematic Working Groups meetings on pre-migration and Empowerment chaired by the Philippines were held in the Philippines and Thailand from 14, 15.03.2023 and 16-17.08.2023, respectively.

The aim was to optimize the benefits of labour migration while protecting migrant rights and conducting future remedial interviews for migrant workers in Asia. The progress of the Action Plan for 2023-2027 was also discussed.

It was decided to hold the eighth (8) Thematic Working Group Meeting on Skills and Qualification Recognition Processes under the Chairmanship of the Government of Sri Lanka in Sri Lanka later this year with the participation of other member countries of the Colombo Process.

- **Abu Dhabi Dialogue**

The Seventh (7) Council Meeting of the Abu Dhabi Dialogue is scheduled to be held in Abu Dhabi on 10th and 11th February 2024.

- **Global Compact for Safe, Orderly and Regular Migration (GCM)**

The Senior Officials Dialogue of the Gulf Cooperation Council (GCC) in Asia with the support of the International Organization for Migration (IOM), the ILO and the United Nations Network was held in Taguig, Philippines on 30-31 May 2023 to achieve Sustainable Development Goals 10.7 and the 17th goal of the Global Compact for Safe, Orderly and Regular Transition.

During this discussion, there was an opportunity to discuss in detail the current regional consultative processes, including the Colombo Process and the Abu Dhabi Dialogue, on the common interests of building labour mobility.

- **Safe and Substantive Labour Migration for Sri Lankans - Phase IV**

The project “Safe and Substantive Labour Migration for Sri Lankans” was implemented under the guidance of the Ministry of Labour and Foreign Employment in collaboration with the Swiss Embassy in Sri Lanka under the financial grant of Swiss Development Cooperation and is currently in the fourth phase. Main objective of this project is to strengthen the wellbeing of the migrated Sri Lankan employees and their families. International Labor Organization and IESC institute work in the project as the stakeholders at national level and ASAFE, VOICE, FIRM, SAMADANA and CHRCD institutes work as the stakeholders at district level in Anuradhapura, Puttalam, Vavunita, Kandy and Kurunegala districts respectively. Financial progress of the programmes carried out in these districts till the end of September 2023 is Rs. 419 million.

2.6.3 Promotion of foreign employment sector

- **Project for uplifting economy of returnees from foreign employment / their family members and the relevant community**

Recognizing the need for strategic interventions for migrant workers who have lost their jobs and faced various difficulties due to the COVID-19 pandemic, the Ministry of Labour and Foreign Employment, in collaboration with the Sri Lanka Bureau of Foreign Employment, the International Organization for Migration (IOM), the International Labour Organization, formulated a National COVID-19 Response Plan for Migrant Workers. The Ministry expected support from various stakeholders to implement the plan.

Accordingly, with the involvement of the International Organization for Migration and the International Labour Organization, with the financial assistance of the Government of Japan, one coconut shell and environmentally friendly bags production and marketing project and one chili related production processing project were implemented in the year

2023. Under this project, 20 projects in 09 districts have been completed and handed over to the community.

- **Establishment of an Integrated Guidelines and Reference System (IGRS) for improving foreign and local employment in Sri Lanka**

This Ministry, in collaboration with relevant stakeholders and with the support of the International Organization for Migration, established the Integrated Guidelines and Reference System (IGRS) for the improvement of foreign and local employment in Sri Lanka. Implementation of this project provides a unique opportunity to find solutions to the major challenges faced by the foreign employment sector and to achieve the public policy objectives in a sustainable manner.

As a first step, a Project Steering Committee (PSC) was set up to provide strategic guidance and guidelines for the implementation of the proposed project under the aegis of this Ministry and other relevant agencies including the International Organization for Migration (IOM Sri Lanka) based in Sri Lanka. The launch of the Integrated Guidelines and Reference System (IGRS) was successfully carried out officially on July 15, 2023.

- **Progress of the Training of Trainers activities**

With the financial assistance of Swiss Development Cooperation, for the capacity development of the Training of Trainers Unit, training programmes, on 5 guidelines prepared under the following topics were implemented in Sinhala and Tamil medium under the direction of Helvitas Sri Lanka.

- Psychosocial Support and First Aid
- Grief Management
- Public Relations and Customer Care
- Preparation of Development Plans
- Preparation of Care Plans

In addition, two training programmes were conducted in Sinhala and Tamil medium under the updated training module. A training programme on data analysis sponsored by the International Labour Organization was given to selected officers of the Training of Trainers Unit.

With the support of the International Organization for Migration, under the facilitation of Helvitas Sri Lanka, training programmes were provided in Sinhala and Tamil mediums for the Training of Trainers Unit on Reintegration.

As of 30.09.2023, 486 training programmes have been carried out for capacity building and community empowerment of Foreign Employment Development Officers across the Island on the themes of Safe Migration, Psychosocial Support, Child Protection and Care, Trafficking of Persons and Human Trafficking, Preparation of Development Planning, Preparation of Child Protection Plans, Re-socialization of Migrant Workers, with the resource contribution of the officers of the Training of Trainers Unit.

2.7 Protection, welfare and empowerment of migrant workers and their family members

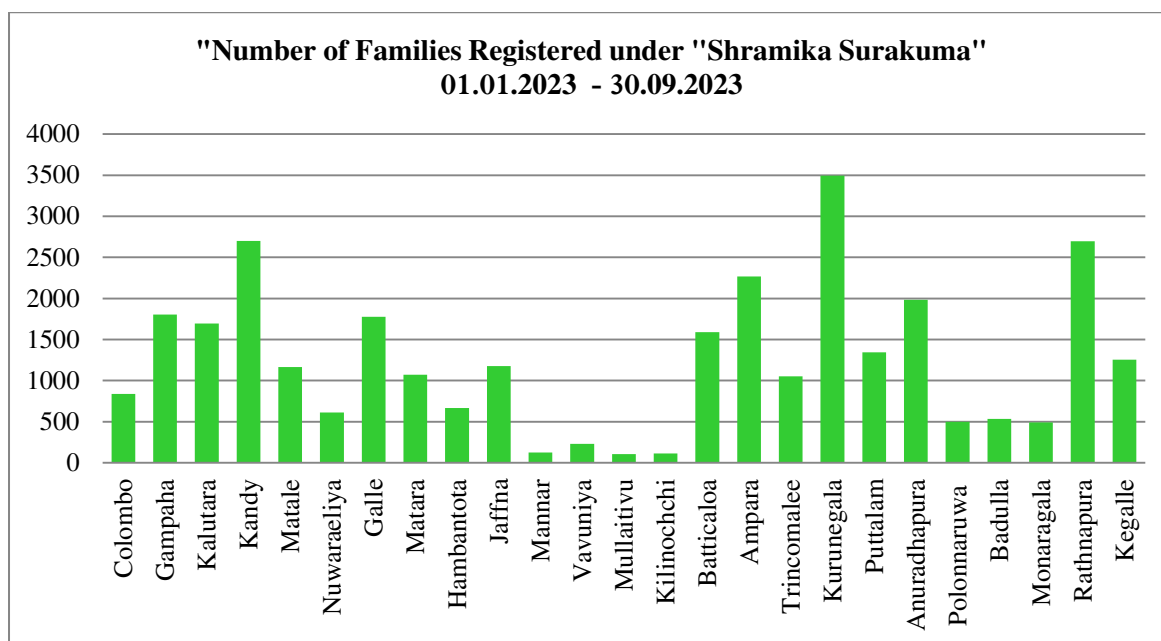
2.7.1. Programmes implemented by the Foreign Employment Division

- Issuance of family background reports

With the objective of protecting the minor children of migrant women, a new circular has been issued bearing No. 02/2023 dated 31.03.2023 captioned “Obtaining Reports on the Protection Programmes for the Minor Children of Women who Wish to Go Abroad for Employment”. The amendments have been incorporated by Circular No. 02/2023 (1) dated 18.04.2023. Accordingly, 61,160 family background reports have been recommended till September 30, 2023, as 20,679 in the first quarter, 18,037 in the second quarter and 22,444 in the third quarter.

- Implementation of the “Shramika Surakuma” programme

This programme was established in 2016 aiming the safety and welfare of the migrant workers, and registration of the migrant workers' families at the Divisional Secretariat level. “Family Development Plans” aiming at the upliftment of the economy of the registered migrant families and “Care Plans” aiming at socially vulnerable children of migrant families are being prepared and implemented. The number of registered migrant worker families as at 30 September 2023 is 30,819.

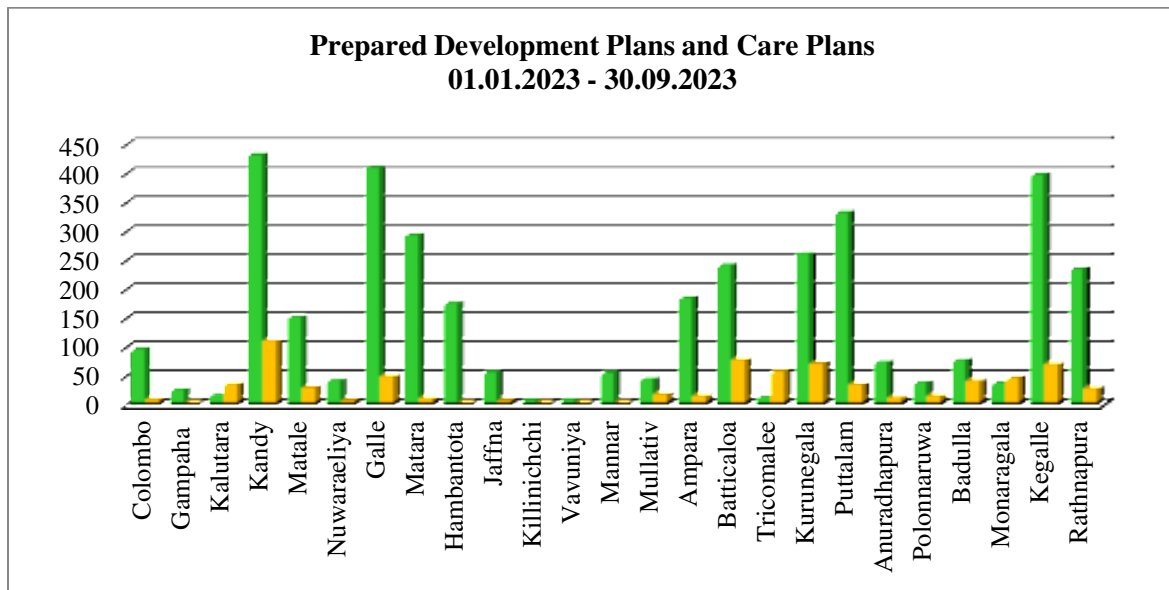


Graph 2-1: Registration under “Shramika Surakuma”

A total of 3,642 Family Development Plans and 683 Care Plans have been prepared by 30th September 2023, targeting the migrant families registered under the “**Shramika Surakuma**” Programme.

In addition, the referrals to the programmes conducted by the Sri Lanka Bureau of Foreign Employment such as providing educational scholarships for children of migrant families, providing school equipment, providing self-employment loans for returning workers,

providing self-employment and housing loans for differently abled people, referring to vocational training programmes and conducting medical clinics. etc. are done by Development Officers.



Graph 2-2: Family Development and Care Plans prepared by Development Officers

- **Conducting awareness programmes**

Awareness programmes targeting the migrant community are implemented at the local level by the Development Officers attached to the Ministry and 6,698 awareness programmes have been conducted Island-wide from 01st January to 30th September 2023 under the following areas:

- o Safe Migration
- o The social reintegration programme
- o Self-employment skills development and career guidance
- o Child Protection
- o Drug Prevention
- o Creating awareness on prevention of gender based violence
- o Raising awareness to prevent human trafficking and protect potential victims

- **Establishment of migrant worker associations**

The formation of Migrant Workers' Associations was initiated with the involvement of Development Officers with the objective of empowering them in the society and socializing them as active members through the improvement of their knowledge, skills, attitudes, by gathering of migrant workers, members of their families, returning migrant workers and those desirous of taking up foreign employment. Accordingly, 2,850 migrant worker associations have been set up across the Island. Similarly, the establishment of regional and district level Migrant Worker Associations has been started and the District Migrant Worker Association of Kegalle has also been established and completed.



Photograph 2-3: Providing a new house to a worker who was injured in an accident while working abroad with the sponsorship of the Sri Lanka Bureau of Foreign Employment

- **The economic and social empowerment of people who have returned to Sri Lanka after completing foreign employment**

The identification of persons who are expected to engage in self-employment or other income generation activities under this programme at the district and regional level was done by the Development Officers (Foreign Employment) assigned to the District and Divisional Secretariats and the information of 1,026 beneficiaries has been received by this Ministry. According to the information, the information of 274 beneficiaries who were in need of the equipment was forwarded to the Sri Lanka Bureau of Foreign Employment for contacting them to provide the equipment for self-employment.

- **Assistance in providing technical or vocational training for children who have completed schooling in migrant worker families**

Data and information were collected at the Divisional Secretariat level to support children who have completed schooling in migrant worker families and are seeking to obtain technical or vocational training with the expectation of getting into a local / foreign job.

Accordingly, information related to 956 children from 119 Divisional Secretariats in 10 districts (Gampaha, Jaffna, Kilinochchi, Batticaloa, Kurunegala, Puttalam, Polonnaruwa, Badulla, Monaragala and Kegalle) has been received and the information has been forwarded to the Sri Lanka Bureau of Foreign Employment informing them to coordinate the children for the vocational training institutes under the Ministry of Education.

- **Progress review and special progress review meetings for supervision of duties of Development Officers**

A series of special progress review meetings have been conducted in the Central, Sabaragamuwa, North Central, and Eastern Provinces conducted under the guidance of Hon. Minister of Labour and Foreign Employment, Mr. Manusha Nanayakkara, under the patronage of Hon. State Minister of Foreign Employment Promotion and with the participation of officers from the Sri Lanka Bureau of Foreign Employment as of 30th September 2023. The objective of these meetings are to supervise the activities carried out by Development Officers attached at the district and divisional levels under this Ministry, in order to promote foreign employment and for the migrant community. Meetings for the Northern and Southern Provinces are scheduled to take place throughout the year 2023.

The Foreign Employment Division has conducted 13 meetings via online mode to monitor the progress of the Development Officers attached to the District and Divisional Secretariats and the District Development Officer has held 56 progress review meetings at the district level on a quarterly basis and LKR 238,720.00 has been spent for this purpose.

- **Obtaining the assistance of Provincial Councils to promote foreign employment**

A meeting was held under the patronage of Hon. Minister of Labour and Foreign Employment and with the participation of Hon. State Minister of Foreign Employment Promotion, with the participation of Provincial Governors, Chief Secretaries of Provincial Councils and Secretaries of Provincial ministries at the Ministry premises on 30.01.2023. It was possible to identify the potential of employment training of each Provincial Council and thereby achieve greater productivity in the promotion of foreign employment.

In parallel to this discussion, discussions were held under the patronage of the Hon. State Minister of Foreign Employment Promotion in the three areas of Hotel and Hospitality Services, Vocational Training and Agriculture. Further discussions were held on the measures that can be taken to promote foreign employment through these three areas. Accordingly, steps were taken to facilitate the recruitment of diploma holders in agriculture who have passed the National Vocational Qualification Certificate (NVQ) Levels 05 & 06 for the employment in Japan and conducting suitable training or NVQ qualification for the caregiver service which is in high demand, in order to create more qualified persons.

- 31 young people with NVQ certificate awarded by the Central Provincial Council were interviewed and selected for foreign employment with the participation of licensed foreign employment agencies
- A list of 1,147 Diploma holders who have passed the Advanced National Diploma in Agricultural Production Technology and the National Diploma awarded by the Vocational and Training Centre of the Department of Agriculture was forwarded to the Sri Lanka Bureau of Foreign Employment. Accordingly, it is planned to conduct interviews from time to time as per the list

- A Memorandum of Understanding (MoU) is to be signed between the Sri Lanka Institute of Tourism and Hotel Management and the Sri Lanka Bureau of Foreign Employment to facilitate training of persons in the field of hospitality services at the Training Centres in Badulla and Galle, to create skilled employees, as per the requirement arisen
- The Information Technology Division of the SLBFE is taking necessary steps to obtain up-to-date information on trainees trained at the Training Centres of the Tertiary and Vocational Education Commission (TVEC). This will enable obtaining up-to-date information of trainees in vocational training for Licensed Foreign Employment Agencies

- **Conducting “Job Fair” programmes**

Table 2-1: Implementation of “Job Fair” programmes

	Province	Date of the programme	Programme and Location
01	Western	06.06.2023	“Light to Gloom” Career Fair 2023 Battaramulla “Diyatha Uyana” Premises
02	North Western	31.03.2023	“∞NG” Career Fair North Western Provincial Council Complex
03	Uva	31.03.2023–02.04.2023	“Boom UVA Career Fair 2023” , Senanayake Stadium, Badulla
		28.04.2023	“Boom ² UVA Career Fair 2023” Uva Provincial Library Service Board Auditorium



Photograph 2-4: Updating the National Policy on Migration for Employment of Sri Lanka

- Two local training programmes for capacity development of the officers of Foreign Employment Sector have been carried out during the period from January 2023 to 30th September 2023. Accordingly, a Tamil language course was conducted for 34 Development Officers and for Management Service Officers and an awareness programme on basic office methods was conducted with the involvement of 52 Development Officers and Management Service Officers and an amount of Rs. 142,190.00 has been spent in this regard.

2.7.2 Programmes implemented by the Sri Lanka Bureau of Foreign Employment

The Sri Lanka Bureau of Foreign Employment plays its role in protecting and empowering migrant workers and members of their families at all three stages of the foreign employment process; the pre-departure phase (including decision-making, pre-departure training and departure), the employment phase (covering employees and their family members), and the return and reintegration phase (including socialization, acceptance and appreciation). The Sri Lanka Bureau of Foreign Employment will work towards achieving these objectives through its operational process.



Photograph 2-5: Awarding Scholarships for children of migrant workers

- **Welfare Activities**

Table 2-2: Welfare programmes implemented for migrant workers - SLBFE

	Description	Number	Amount (Rs. Mn.)	
01	Payment of insurance premia for migrant workers	139,160	323.819	
02	Payment of insurance compensation for migrant workers (including expenditure for bringing back, medical expenses and compensation for deaths)	560	89.512	
03	Implementation of an Employers' Insurance Scheme for Women Workers employed in the Domestic Sector in the Middle Eastern Region (This Insurance Compensation Scheme has been in operation since July 2023)	Number of employees covered by the Foreign Employers' Insurance Coverage	20,123	
		Number of Employees Applied for Insurance Claims	18	
		Amount of Insurance Claims paid	8	0.737
04	Providing food, transport, accommodation and medical treatment to migrant workers in need		4,745	
05	Repatriation of migrant workers who have been subjected to various inconveniences with the intervention of foreign missions	• Through the Employee Welfare Fund	14	3.3
		• by insurance	93	
		• by other Sources (Non-Governmental Organizations)	1,103	
06	Provision of relief under Employee Welfare Fund	1,123	95.01	
07	Providing necessary equipment / materials to workers to start / improve self-employment	47	2.321	
08	Assistance for medical treatment to migrant workers and their family members	16	1.086	
09	Distribution of school equipment for the children of migrant workers	939	8.861	
10	Providing necessary assistance to the needy children of migrant workers	3	0.675	
11	Provision of relief to migrant workers who passed away in foreign countries	Assisting in bringing back bodies through Employees Welfare Fund	4	1.73
		Bearing expenses for funeral activities	175	7.0
13	Payment of Pension for Migrant Workers (This pension scheme has been started on 22 nd September 2022)	Number of Migrant Workers applied for obtaining Pension Contribution	18,320	
		Number of Migrant Workers who are eligible for Pension	21	

- **Awarding scholarships for children of migrant workers**

Table 2-3: Awarding Scholarships for children of migrant workers - SLBFE

	Description	Number of students benefited	Expenditure (Rs. Mn.)
01	Students who passed Grade 5 scholarship	305	6.1
02	Students who passed G.C.E. (Ordinary / Level)	719	17.975
03	Students who passed G.C.E. (Advanced / Level)	278	9.73
	Total	1,302	33.805

- **Training programmes for improving skills and competencies of migrant workers and other associated trainings**

Table 2-4: Conducting Training Programmes - SLBFE

	Description	Number of Programmes Conducted	Number of Participants
01	Housekeeping Assistant of domestic sector – Middle East (National Vocational Qualification Level III)	229	5,663
02	Housekeeping Assistant training of domestic sector for East Asian and European countries (National Vocational Qualification Level III)	31	795
03	Caregiver Training (National Vocational Qualification Level III)	55	1,916
04	Training Programme Conducted for Experienced Domestic Housekeeping Assistants	35	533
05	Training for workers leaving for non-domestic employment	1,492	41,283
06	Pre-migration training – South Korea	51	1,919
07	Pre-migration Training – Japan Technical Intern Training Programme (TITP)	15	115
08	Special Language Training (Japanese)	19	453
09	Special Language Training (English)	17	504

- **Special programmes implemented by the Sri Lanka Bureau of Foreign Employment**

- I. In the "GLOCAL - 2023" mobile service programme held in Jaffna district, the following programmes were implemented by the Sri Lanka Bureau of Foreign Employment with active participation
 - Conducting a foreign job fair programme focusing the Northern Province with the participation of licensed foreign employment agencies to promote more Sri Lankans for foreign employment

- Granting of educational scholarships and school equipment to the children of migrant workers registered at SLBFE in the Northern Province
 - Conducting art, dance and music competitions to enhance the aesthetic abilities of the children of the Northern Province
 - Conducting awareness programmes for foreign job candidates on legal and safe foreign employment
 - Providing financial assistance to start / develop self-employment to returned migrant workers registered with the Sri Lanka Bureau of Foreign Employment
- II. Sri Lanka Bureau of Foreign Employment sponsored the establishment of a Safe Migration Promotion Unit at Bandaranaike International Airport under the aegis of the National Anti-Human Trafficking Task Force (NAHTTF), as per the recommendations of the Special Committee of Parliament
- III. A sum of 200,000 JPY per year is paid to the trainees who return to Sri Lanka after completion of the period of training by the Japanese company they worked for, under the Technical Intern Training Program (TITP-IM Japan) implemented by the Sri Lanka Bureau of Foreign Employment. This internship is limited to 3 or 5 years.
- Accordingly, from 01.01.2023 to 30.09.2023, a sum of Rs. 65,975,556.03 has been awarded for forty two (42) trainees.



Photograph 2-6: Meeting with the High Commissioner of Saudi Arabia

2.8 Ensuring industrial peace for economic development

Since the vision of the **Department of Labour** is a country with a lasting industrial peace for an internationally competitive economy, maintaining industrial peace is the fundamental and all-important function of the Department of Labour.

For this purpose, the Department discharges four key functions, namely the maintaining of a dialogue between employers & employees, inspection of workplaces, settling issues regarding the violation of statutory entitlements & resolving industrial disputes, and constituting legal actions for the protection of occupational rights of workers.

2.8.1 Maintaining a dialogue between employer and employee

In order to create a work environment in which industrial peace is established between the employers & employees, programmes were conducted by the Department of Labour to educate on labour laws, for both the employees and the employees of the private and semi-public sector institutions. Similarly, awareness programmes were also conducted for the officials of public sector institutions who should be aware of the labour legislations in discharging their duties.

Table 2-5: Awareness programmes conducted by the Department of Labour

	Nature of the programme	Name of the programme	Number of programmes conducted	Number of Participants/ Beneficiaries
01	Promoting social dialogue	Social Dialogue Promotion Programmes conducted by the Human Resource Development Division	271	17,410
		Social Dialogue Promotion Programmes conducted by District and Sub Labour Offices	112	3,611
		District Advisory Council Programmes	55	1,346
		Zonal Social Platform Programmes (through Zoom Technology)	32	Conducted via Zoom
02	Promoting Industrial Safety	Awareness programmes on occupational safety	102	3,349
03	Promoting Occupational Hygiene	Online Training Programmes for Employees and Employees	65	1,982
		Field Training Programmes for Employers and Employees	375	2,747
04	Protecting occupational rights of	Awareness programmes on labour laws related to women and children for private sector employees	28	840

women and young persons and eliminating child labour	Awareness programmes held in 2023 under the Elimination of Child Labour Project in Sri Lanka, subject to the establishment of child labour free zones	09	1,350
Total		1,049	32,635

2.8.2 Conducting labour inspections

Details of the inspections conducted by the officers of the Department of Labour from 01.01.2023 to 30.09.2023 to examine whether the rules and regulations for the employment of employees are complied with and take necessary actions to redress grievances and pave the way for the establishment of cordial relationship between employers and employees are given below.

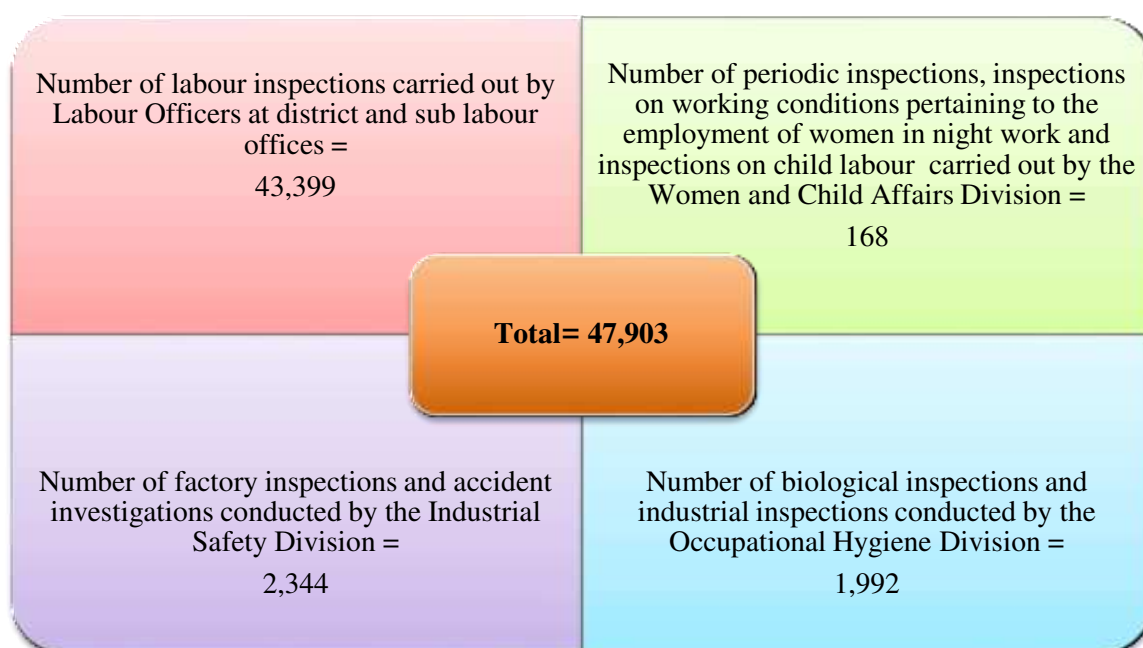


Diagram 2-2: Labour inspections conducted by the Department of Labour

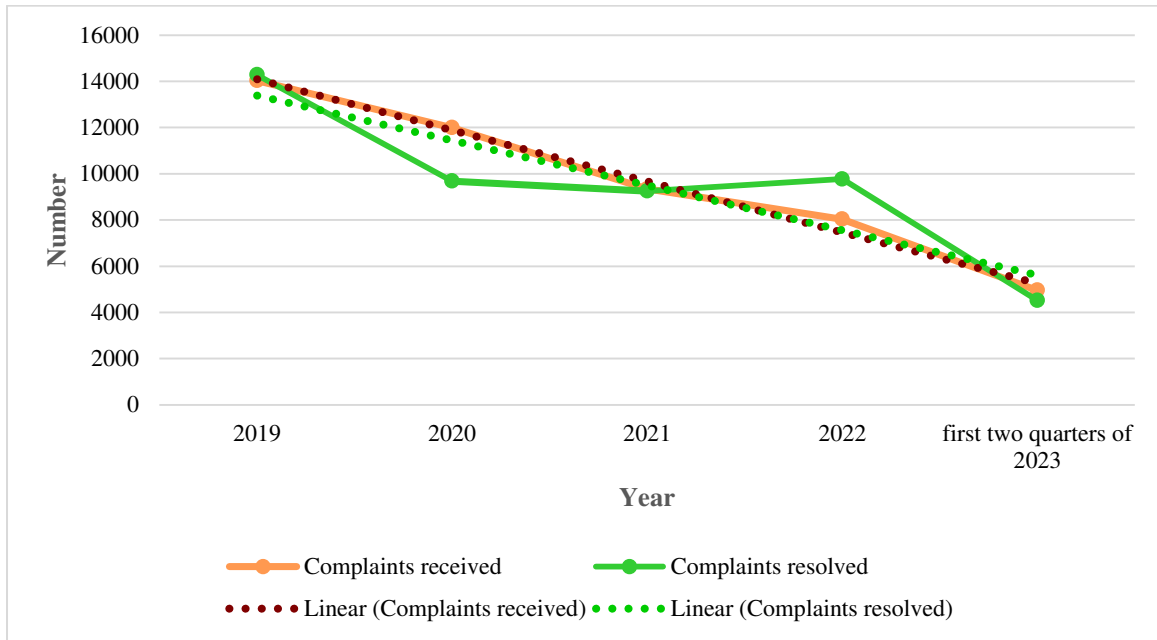
In the first three quarters of 2023, under the institutional level programmes for the promotion of social dialogue, the attitude deficiencies between the employers and employees of the eight institutions, leading to an industrial dispute as well as possible strikes have been averted. Accordingly, it has been possible to contribute to national economic growth by contributing back to the production process 1,325 human days that were likely to be lost.

2.8.3 Resolving complaints on the violation of statutory entitlements and resolving industrial disputes

Actions were taken to resolve complaints regarding violations of statutory rights and industrial disputes addressed to the Head Office of the Department of Labour and to the District and Sub Offices by employees or trade unions. Similarly, the requests made to the

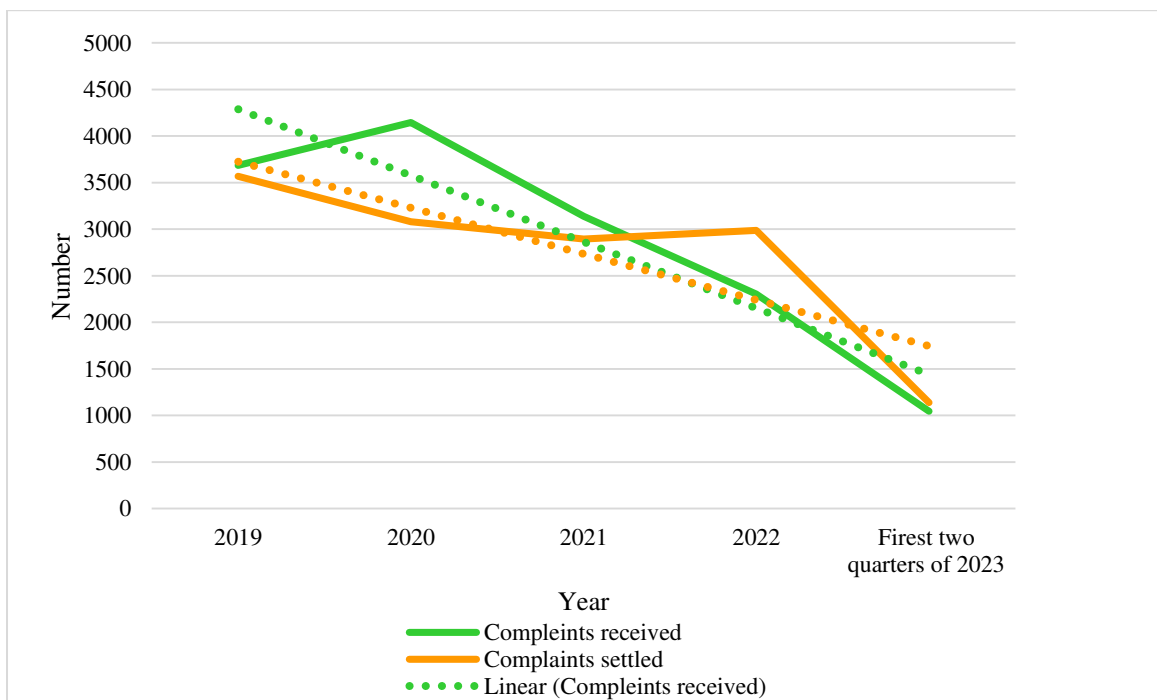
Commissioner General of Labour to conduct a formal inquiry by a person who is not satisfied with a complaint or an institutional inquiry were re-examined as per requirement.

Receipt and settlement of complaints about violations of constitutional rights from the year 2019 to 30.06.2023



Graph 2-3: Receipts and settlements of complaints on violation of statutory entitlements from 2019 to 30.06.2023 - DOL

Receipt and Settlement of Complaints on Industrial Disputes from 2019 to 30.06.2023



Graph 2-4: Receipt and Settlement of Complaints on Industrial Disputes from 2019 to 30.06.2023 - DOL

2.8.4 Interventions to settle strikes

No sooner a situation that could possibly lead to a strike action is observed, the officials of the Department of Labour take action to contain the situation and if a strike is launched, necessary interventions are made to resolve the dispute. Details of strikes reported from 01.01.2023 to 30.09.2023 are as follows:

Table 2-6: Details of strikes reported - DOL

	Field	Number of Strikes Reported	Number of Employees Participated	Number of man-days lost
01	Estate	04	842	1797
02	Construction	-	-	-
03	Production	02	101	4,662
04	Mining & Excavation	-	-	-
05	Accommodation & Food Supplies	-	-	-
06	Semi-government	-	-	-
07	Other Services	01	70	70
	Total	07	1,013	2,329

2.8.5 Encouraging the two parties of employer and employee for Collective Agreements

By entering into Collective Agreements, employees are given more privileges than they are entitled to by labour laws, and employers are enabled to enter into conditions for more productive service from their employees.

Enter into Collective Agreements by employers and employees are promoted by the Social Dialogue. The number of Collective Agreements in force as of 30.09.2023, including 26 collective agreements published in the Gazette from 01.01.2023 to 30.09.2023, is 220.

2.8.6 Conducting arbitration activities

Industrial disputes which cannot be resolved by the Regional Offices or by the Industrial Relations Division of the Head Office are referred to compulsory arbitration or to the Industrial Court. 228 disputes, including 51 disputes referred for arbitration between 01.01.2023 and 30.09.2023, were to be resolved in the year 2023. Investigations into 127 disputes have been completed in the first three quarters of 2023 and 93 awards have been granted and 36 Awards are to be granted in the future. Accordingly, 101 disputes were pending as of 30.09.2023.

2.8.7 Registration of trade unions

Registration of all trade unions at the Registrar of Trade Unions of the Department of Labour is compulsory under the Trade Unions Ordinance. Accordingly, the number of trade unions / associations registered with the Department of Labour from 01.01.2023 to

30.09.2023 is 87. The total number of trade unions valid as on 30.09.2023 is 2,088. In 2023, 52 trade unions were abolished.

2.9 Protection and promotion of labour standards

Updating and securing the wages and working conditions of private sector employees is a priority of the Department of Labour. Accordingly, the following activities related to the subject area were carried out from 01.01.2023 to 30.09.2023.

2.9.1 Granting approval for 05-day work week

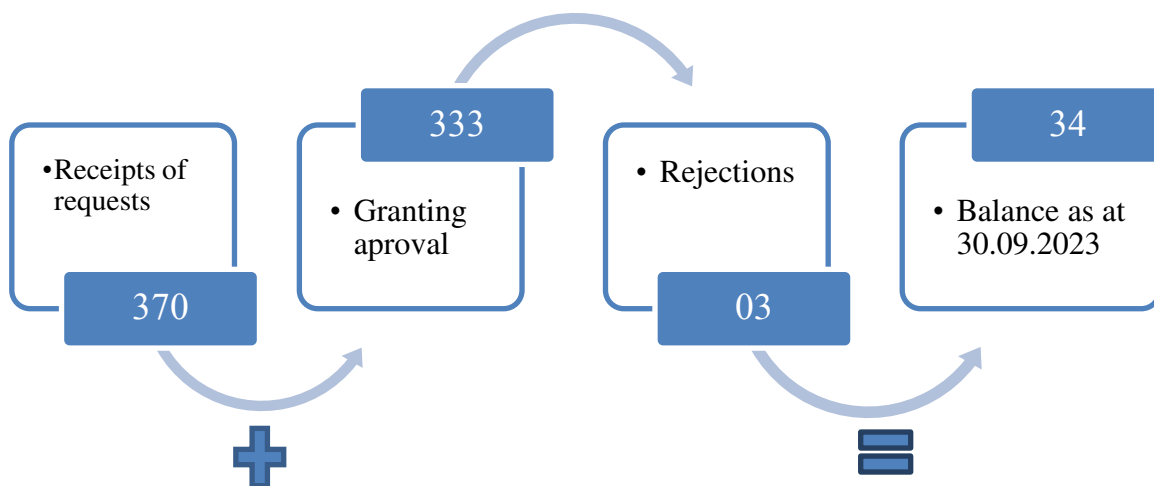


Diagram 2-3: Granting approval for 05-day work week - DOL

2.9.2 Examining the legal validity of collective agreements

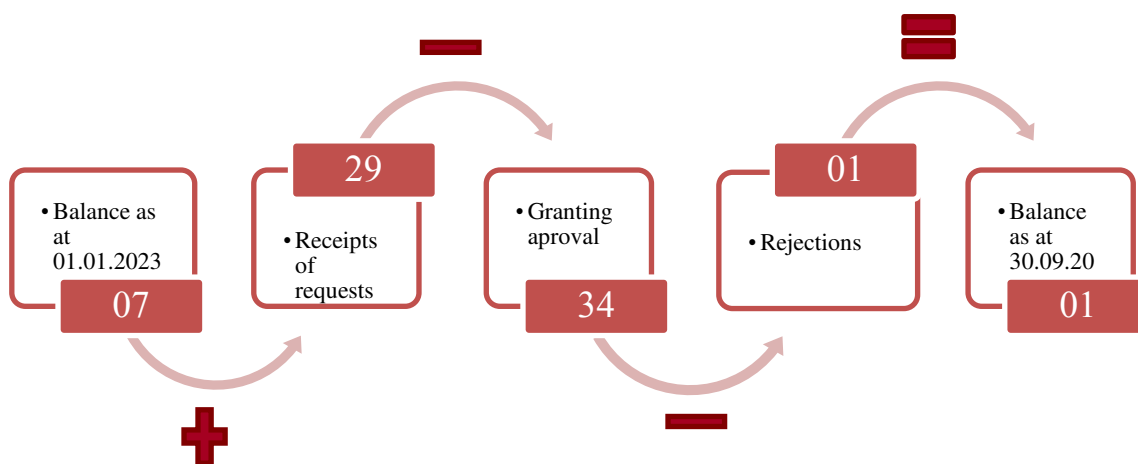


Diagram 2-4: Examining the legal validity of collective agreements – DOL

2.9.3 Granting approval for requests received for deductions from salary under the Wages Board Ordinance and the Shop and Office Employees Act

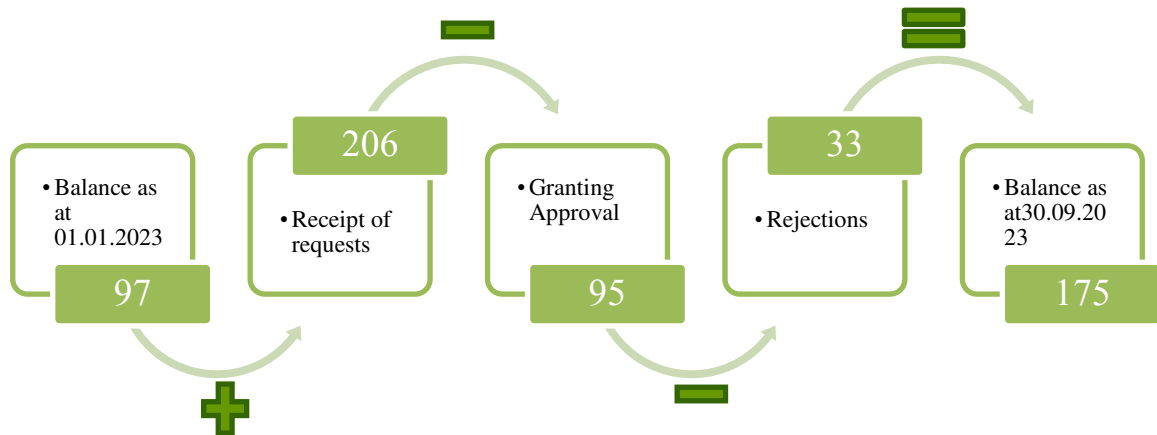


Diagram 2-5: Granting approval for requests received for deductions from salary under the Wages Board Ordinance and the Shop and Office Employees Act - DOL

2.9.4 Providing explanations and interpretations for the inquiries made by employers and employees on legislations

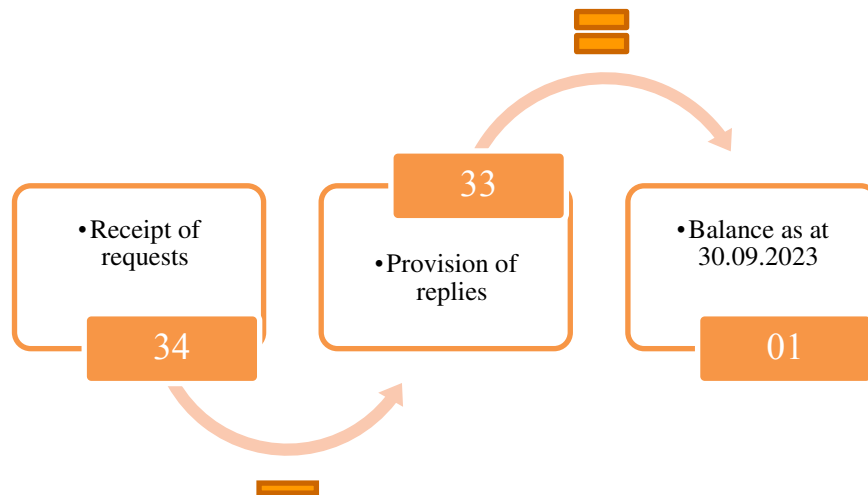


Diagram 2-6: Submitting explanations and interpretations for the inquiries made by employers and employees regarding the legislations - DOL

2.10 Ensuring a decent work environment for occupational safety of the employee

It is the responsibility of the Department of Labour to minimize the occurrence of any physical injury or accident to the workers employed in the factories. The Occupational Safety, Health and Welfare of Workers in Factories in Sri Lanka is governed by the Factories Ordinance No. 45 of 1942.

- Department of Labour mainly carried out the following activities to ensure an accident free work environment






Activities implemented during the period 01.01.2023 to 30.09.2023													
	Number of factories registered under the new Regulations of the Factories Ordinance from 01.01.2023 to 30.09.2023 = 955												
	Number of Building Plans Inspected and Approved = 213												
	<p>Information on number of factories inspected</p> <table border="1"> <thead> <tr> <th>nature of the industry</th> <th>Number of factories inspected</th> </tr> </thead> <tbody> <tr> <td>Using energy</td> <td>2,213</td> </tr> <tr> <td>Not using energy</td> <td>23</td> </tr> <tr> <td>Construction sites</td> <td>10</td> </tr> <tr> <td>Other</td> <td>98</td> </tr> <tr> <td>Total</td> <td>2,344</td> </tr> </tbody> </table>	nature of the industry	Number of factories inspected	Using energy	2,213	Not using energy	23	Construction sites	10	Other	98	Total	2,344
nature of the industry	Number of factories inspected												
Using energy	2,213												
Not using energy	23												
Construction sites	10												
Other	98												
Total	2,344												
	<p>Number of fatal accidents reported = 46</p> <p>Number of non-fatal accidents reported = 1,063</p>												
	Number of high risk machinery test reports inspected and submitted by authorized external officials = 9,610												

Diagram 2-7: Progress in activities to ensure an accident free work environment – DOL

- **Establishment of formal safety committees to enhance employee safety**

The main objectives of setting up safety committees are to carry out a self compliance on safety in factories and to lead to a safety culture. Accordingly, 288 safety committees have been set up covering all industry sectors during the period from 01.01.2023 to 30.09.2023.

2.11 Activities undertaken to ensure occupational health of the employee

In order to ensure the health & safety of the workplaces, the Department of Labour assess using scientific methods whether there is a possibility of health issues or accidents in the workplaces and to create awareness on the measures that can be adopted to prevent such accidents. Accordingly, the following activities were carried out from 01.01.2023 to 30.09.2023.


	Number of Environmental Measures = 293
	Number of biological inspections = 1,620
	Number of occupational health and safety audits = 372

Diagram 2-8: Investigations on health and safety - DOL

Necessary interventions were taken to address the issues related to occupational safety and health in 08 institutions. Thus the occupational safety and health of 2,287 employees were secured.

Similarly, an occupational health improvement project was started in Panaluwa, Homagama and Ratmalana Industrial Zones. Under that project, a preliminary census was conducted in factories in Panaluwa, Homagama and Ratmalana industrial zones. As of 30.09.2023, environmental measurements and health audits were conducted in all factories in Panaluwa and Ratmalana Industrial zones and about 75% of factories in Homagama Industrial Zone and occupational health awareness programmes were conducted.

2.12 Safeguarding the occupational rights of employed women and young persons and eradicating child labour

The Department of Labour undertakes to implement labour laws to protect the rights of women in employment, to provide an effective female labour contribution to the country by reviewing such laws in due course and recommending necessary amendments, and to

eliminate child labour from Sri Lanka. Accordingly, the following activities were carried out from 01.01.2023 to 30.09.2023

2.12.1 Investigating complaints on child labour

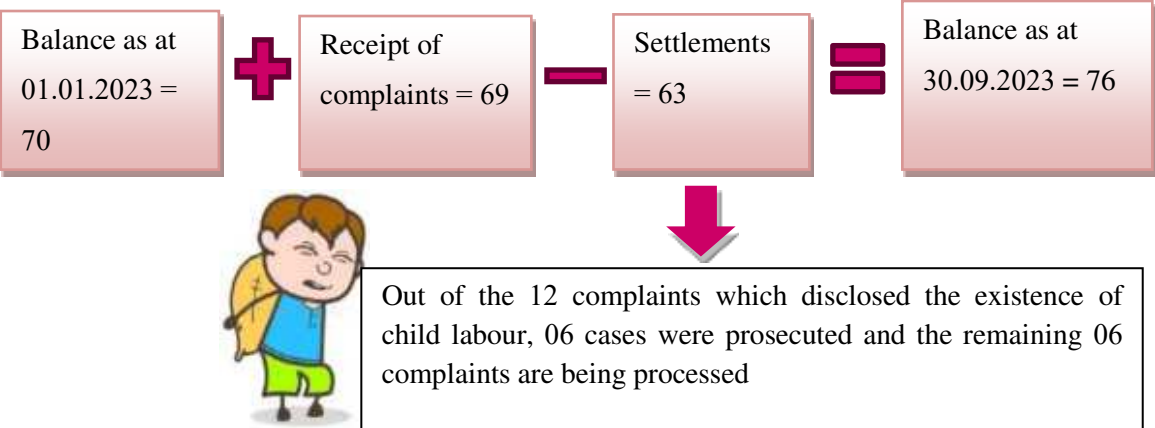


Diagram 2-9: Investigation of complaints about child labour -DOL

2.12.2 Investigations into complaints regarding violation of service conditions applicable to the employment of women at night

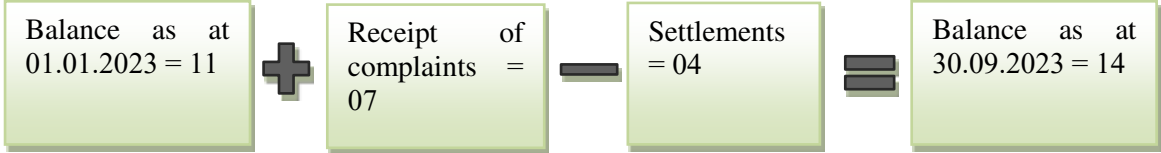


Diagram 2-10: Investigations into complaints on violation of service conditions applicable to the employment of women at night DOL

2.12.3 Granting approval for employing women at night

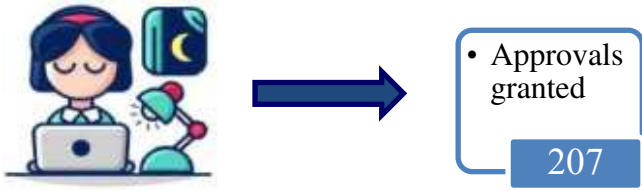


Diagram 2-11: Granting approval for employing women at night – DOL



Photograph 2-7: Distribution of school equipment for children from low income families in parallel with World Day against Child Labour

2.12.4 Information on the programmes carried out during the year 2023 on establishment of Child Labour Free Zones under the Project on Elimination of Child Labour in Sri Lanka

Identifying a vulnerable area of child labour in 10 districts (Galle, Gampaha, Puttalam, Matara, Badulla, Monaragala, Nuwara Eliya, Kandy, Kalutara and Trincomalee) to conduct programmes in 2023, programmes related to the year 2023 were initiated in a school or a children's society in the area and by 30.09.2023, the programmes were conducted entirely in 09 districts other than the Trincomalee district. In each of these programmes, 25 students from low income and child labour vulnerable families were selected and school supplies were distributed for 225 students.

2.12.5 Observance of main commemoration days

- **The Women's Day celebrations – 2023**

The Women's Day celebrations organized by the Department of Labour in commemoration of International Women's Day on 8th March 2023, with the theme "Aya daye abhimanayayi" (She is the Pride of the Nation), took place under the patronage of Honorable Minister of Labour and Foreign Employment, Mr. Manusha Nanayakkara, on March 16, 2023. Trophies, prizes, and certificates were presented to the winners of the Poster Design Competition "Wedaliya Siththam" (The Artistry of Working Women) held

under the theme "Age shramayen nagenalokaya" (The world ascends through her labour). This competition encompassed laws affecting women, recognizing the aesthetic talents of working women.

The handbook titled "A Labour Law, Safeguarding Women Workers" designed as an accessible resource for understanding regulations relating to job security of employed women, was formally unveiled on the official website of the Department of Labour on every day.

- **World Day Against Child Labour - 2023**

The programme organized by the Department of Labour in conjunction with the "World Day Against Child Labour" on 12th June was held under the patronage of the Hon. Minister of Labour and Foreign Employment, Mr. Manusha Nanayakkara, at Mandalapura Junior School, Neluwa, Galle on 15.06.2023. Six families with economic hardships at risk of child labour were distributed the necessary equipment for self-employment by the "Maliban Nidahase Randaruwo Fund".

2.13 Social security of employees

The Employees' Provident Fund was established by the Employees' Provident Fund Act No. 15 of 1958 with the primary objective of ensuring social security of the country's workforce in the semi-government and private sectors. The fund is administered by the Department of Labour and the Monetary Board of the Central Bank of Sri Lanka is in charge of the management of its funds. The main tasks currently carried out by the Department of Labour are as follows

- Registration of institutions for the Employees' Provident Fund
- Registration of members for the Employees' Provident Fund
- Recovering contributions from employers who default the contributions
- Issuing payment orders for the payment of benefits to employees
- Monitoring the approved provident funds

2.13.1 Payment of benefits of EPF

137,577 decision letters have been sent regarding the payment of EPF benefits from 01.01.2023 to 30.09.2023 and the relevant information is shown in the Graph 2.5.

2.13.2 Sending notices to employees who default contributions

First notices and red notices are issued for employees who fail to make contributions as stipulated and if such notices are not properly responded to, action is taken to constitute legal action and recover the contributions together with the surcharge and account them.




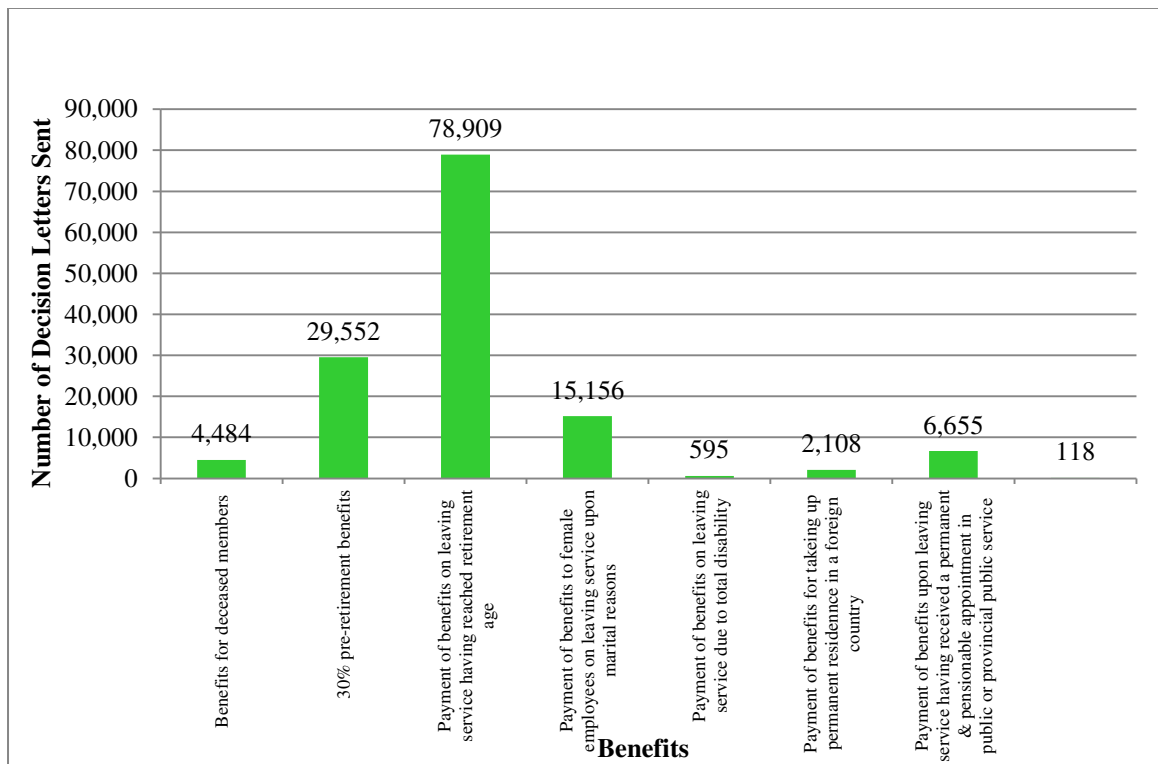
No. of first notices sent	Amount recovered from first notices	No. of red notices sent	Amount recovered from red notices
6,277	735 Millions	3,598	513 Millions
			

Diagram 2-12: Progress of sending notices (EPF) – DOL

Payment of benefits of EPF



Graph 2-5: Payment of benefits of EPF - DOL

2.13.3 Measures taken to promote the Employees' Provident Fund and improve the efficiency of providing services to clients

- The development of the new ABH registration software is in the final stages. Accordingly, it is expected that the new software will be installed in the District Labour Offices and ABH registration will be done more efficiently
- Software system improvements are underway to facilitate the registration of employers for the Employees' Provident Fund, (names and B card numbers),

enabling the submission of K applications for final benefits, checking the current status of benefit applications, AH registration, and offering various Employees' Provident Fund-related services as e-services"

- The introduction of a digital model facilitated the beneficiaries to check the basic eligibility to avail 30% of the EPF through online mode. Introduced in the first quarter of 2023, the system has so far tested the basic qualifications of 1,865 members and guided them to the next steps needed to reap the benefits
- Services related to the Employees' Provident Fund were also decentralized to regional offices as required. Accordingly, Arrangements were made to establish EPF benefit payment branches in the Sub-Labour Offices of Mannar, Yatiyanthota and Warakapola
- Two mobile services programmes were conducted with the assistance of the Central Bank of Sri Lanka to mitigate the problems arising due to the lack of proper awareness of the members regarding the Employees' Provident Fund and to create awareness among the members as well as the employers. These mobile services programmes were provided to correct errors in the name of the member registered for the Employees' Provident Fund, registration of ABH, checking the member account balance of the Employees' Provident Fund

Table 2-7: Conducting mobile service programmes – EPF, DOL

Date of Mobile Service Programme	Venue	Objectives	Number of Beneficiaries
17 and 18 May 2023	Matale	Revision of ABH registration, B card/ CBSL name /number and other issues	552
15 and 16 July 2023	Jaffna		325

2.14 Legal protection for safeguarding the occupational rights of employees

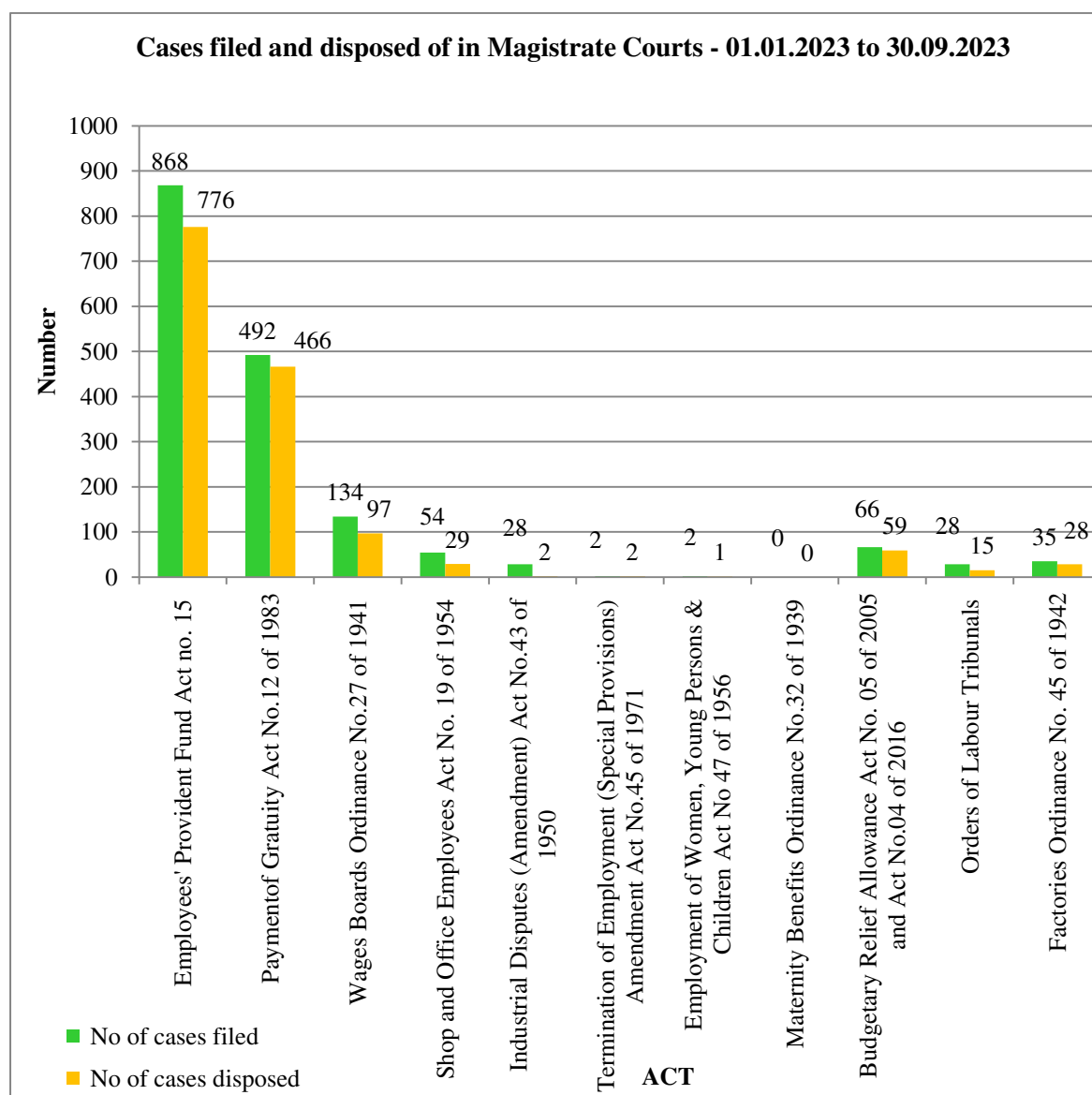
The Department of Labour enforces a host of legislation for the protection of rights of employees. Accordingly, the Department of Labour takes legal actions against employers who violate these laws and thereby safeguard the rights of the employees.

Accordingly, the progress regarding legal actions taken by the Department of Labour from 01.01.2023 to 30.09.2023 is shown in the table 2-8.

Table 2-8: Performance of the judicial proceedings by court - DOL

Court	Balance brought forward to year 2023	No. of cases initiated from 01.01.2023 to 30.09.2023	No. of cases disposed as at 30.09.2023
Supreme Court	114	10	0
Appeals Court	324	73	5
High Court	86	41	29
Commercial High Court	217	9	2

Note - The information about the judicial proceedings conducted under the direct intervention of the Legal Division is presented in the table above



Graph 2-6: Cases filed by Magistrate Courts and disposed Cases - DOL

2.15 Information dissemination activities of the Department of Labour

2.15.1 Publications

The following publications were published to raise public awareness about the labour sector.

- **“Kathikawatha” magazine**

The objective of the “Kathikawatha” Magazine is to contribute to the reduction of disputes by providing the necessary knowledge to promote harmony between the employers and the employees in the institutions. Accordingly, Volume 22 of the “Kathikawatha” magazine was published in April 2023.

- **Handbooks on industrial safety**

The printing of 05 handbooks based on the results of the researches carried out in 2022 under the guidance of the experts in the same field, identifying 07 areas with hazardous factories, was commenced in the year 2023 and 03 of these handbooks were printed by 30.09.2023.

- **Survey on the Number of Hours Worked and Labour Costs**





Through this survey, data required for the formulation of development strategies of the country is obtained on the labour cost, number of hours worked and general earnings. It makes available necessary information for plans devised for the advancement of employees and employers enabling decision making and formation of plans in the public and private sectors. The reports of the Survey on Number of Hours Worked and Labour Costs for the years 2022 and 2023 are expected to be completed in the last quarter of 2023 and the necessary data for these reports were collected by 30.09.2023.

- **Labour Statistics Annual Report 2022**

This report is prepared with the objective of publishing the data required for formulation and implementation of policy plans related to the labour sector and providing the data required for the data users. Accordingly, the report for the year 2022 is expected to be completed in the last quarter of 2023 and the necessary data collection for these reports was carried out by 30.09.2023.

2.15.2 Official social media activities of the Department of Labour

The Department maintains an official YouTube channel, a Facebook page and a Twitter account to provide updated information to the public.

	YouTube Channel	Subscribers: 1.23K Number of Videos included: 127
	Facebook Page	Followers: 3.3K
 	Twitter	Followers: 87

2.15.3 Website of the Department of Labour

Essential documents required for clients, such as applications, forms, instructions, labour acts & ordinances, and Wages Board decisions for employers to adhere to, have been made available on the department's website, www.labourdept.gov.lk, for downloading, with regular updates. Concurrently, the development of a new official website for the department is in its final stages, and it will offer the capability to access e-services provided by the Department."

2.15.4 Library of the Department of Labour

The Department of Labour maintains the main library in Sri Lanka with regard to regulations, books and publications related to the labour sector. The staff of the Department of Labour, Ministry of Labour and Foreign Employment and staff of the affiliated institutions, as well as external readers are facilitated by this library to refer to all the Acts & Ordinances, Books, and Publications etc. pertaining to the field of Labour.

Further development of the library facilities was carried out in the year 2023 and accordingly, necessary preliminary steps have been taken to establish the library data management system (KOHA software) under the guidance of the National Library and Documentation Board.

2.16 Human Resource Development of the Department of Labour

Identification of staff requirements of the Department of Labour, recruitment as required, promotions of officers, conduct of efficiency bar examinations, performance evaluation, granting of increments, transfers, retirement of officers, leave activities of officers and disciplinary activities of staff were also carried out in the year 2023.

Table 2-9: Recruitment of Officers - DOL

Recruitment of Officers					
Conducting Recruitment Examinations					
Designation	Number of vacancies to be filled	The date on which the examination was to be held	Date of Examination	Date and the number of officers recruited	
Assistant Commissioner of Labour in Grade III of the Executive Service Category of the Department of Labour (Departmental)	13	July, 2022	28 th January 2023	After conducting the structured interview on 31.08.2023, the relevant documents have been forwarded to the Public Service Commission for further action	
Labour Officer - II (Limited)	59	July, 2023	29 th April 2023	Results have not been released.	
Recruiting Employees via Interviews					
Designation	Number of vacancies to be filled	Recruited number of employees			
		Date	Number of Employees		
KKS- Phase I (Multiple Development Trainees)	41	2023.06.07	30		
KKS- Phase II (Multiple Development Trainees)	11	2023.09.19	8		
Conducting Efficiency Bar Examinations					
Designation	Name of the Efficiency Bar Examination	Number of officers / employees qualified to appear for the test	The date on which the test was scheduled to take place	Date on which the test was conducted	Number of officers / employees who participated in the test
Research Officer	Written examination on the relevant departmental regulations for the first efficiency bar examination for the post of Research Officer	01	March, 2023	09 th May, 2023	01
Labour Officer	First Efficiency Bar Examination for the post of Labour Officer	07	November, 2022	28 June, 2023	02 (Results not released))
Labour Officer	Second Efficiency Bar Examination	55	November, 2022	29 August, 2023	38 (Results

	for the post of Labour Officer				not released)
KKS Service - Grade I	Third Efficiency Bar Examination of KKS Service	04	June, 2023	28 August, 2023	03
KKS Service - Grade II	Second Efficiency Bar Examination of KKS Service	03	June ,2023	28 August, 2023	03
Lorry Cleaner - II	Second Efficiency Bar Examination of Lorry Cleaner	01	August, 2023	12 September,2023	01

Similarly, the Department of Labour has identified the training needs of the entire staff of the Department and organized and conducted internal training programmes, directed officers to the training courses conducted by external institutions, provided financial provisions to the officers for pursuing their undergraduate and postgraduate degrees as per the service requirement, and coordinated activities for foreign training.

A provision of Rs. 6,000,000.00 was made for the year 2023 for local training programmes. The cost by 30.09.2023 is Rs. 2,297,363.00 while the cost is 39% as a percentage of the allocation.

Table 2-10: Training programmes organized and conducted for officers - DOL

Training Programmes organized by the Department of Labour for Officers				
No.	Nature of the Programme		No. of Programmes Conducted	No of Officers Participated
1	Induction Training Programmes		03	47
2	Subjective training programmes	Physical Programmes	04	463
		Online Programmes	07	Conducted via Zoom

2.17 Infrastructure development of Department of Labour

In order to provide a more productive service to the clients all over the Island, the Department of Labour undertook infrastructure development at the Head Office of the Department and at the Regional Offices located across the Island.

Accordingly, minor repairs were carried out as per the requirement of the Regional Offices and interior works were carried out on the floors of the “Mehewara Piyesa’ building and the floors of the Labour Secretariat building.

Table 2-11: Infrastructure Development of the Department of Labour

Project		Physical progress as of 30.09.2023
Interior works of the floors of the “Mehewara Piyesa’ building	8,10,11 Floors	78%
	9,12 Floors	89%
	13,14 Floors	100%
	16 Floor	Bid documents are being prepared
Interior works of the floors of the Labour Secretariat Building	1 st Floor	93%
	3,4,5,6 Floors	Bid documents are being prepared

2.18 Guiding towards targets by monitoring functions of Department of Labour

The methods employed by all Divisions of the Department of Labour and regional offices to achieve targets of the Annual Action Plan of the Department of Labour, and progress made were reviewed. Accordingly, the Monthly Meetings of the Commissioners of Labour were held every month to discuss the progress and to provide advices & solutions to the administrative issues that arose in carrying out activities of the Divisions.

Similarly, achievement of annual targets by District and Sub-Labour Offices was monitored. The activities of 29 District and Sub Labour Offices were inspected during the first three quarters of 2023 and future instructions were given.

Progress review meetings were held by the Deputy Commissioners of Labour in charge of the Zones to review the progress made in the first and second quarters of 2023 in their respective District and Sub Labour Offices.

2.19 Administration and regulation of foreign employment sector

Sri Lanka Bureau of Foreign Employment (SLBFE) is the apex regulatory body for labour migration in Sri Lanka. It is an institution with a comprehensive subject scope established under a legal framework for the regulation of the process of labour migration that ensures migration of Sri Lankans who expect employment in foreign countries under the conditions of dignity, safety and equality.

Table 2-12: Issuing licenses to licensed foreign employment agencies, foreign employment orders and registration for foreign employment - SLBFE

	Description		Number
01	Issuing licenses for Foreign Employment Agencies (FEA)	No. of new licenses issued	116
		No of licenses renewed (annual renewal)	722
02	Registration/ renewal of employment agencies and companies in foreign countries that recruit Sri Lankans	No. of employment agencies/ companies in host countries registered/ license renewed	1,647
03	Granting approval for foreign job orders and notices submitted by the FEAs	No. of job orders approved	3,056
		No. of job notices approved	943
04	Registration for foreign employment	No. of approvals granted to licensed FEAs to recruit Sri Lankans for foreign job vacancies and sending them abroad	107,466
		No of migrant workers registered to leave for foreign employment through private channels	72,327
		No. of migrant workers who renewed the registration for foreign employment through private channels	39,111
		Number of Migrant Workers Registered for South Korea, Japan and Israel through SLBFE	5,348
		No. of migrant workers who registered through diplomatic missions in foreign countries	2,148
		No. of migrant workers who renewed registration through diplomatic missions in foreign countries	3,250

Table 2-13: Instituting legal actions against licensed employment agencies/ non-licensed other parties on recruitment for foreign employment - SLBFE

	Description	Number
01	No of investigations conducted	2,500
02	No of investigations resolved	913
03	No of successful raids in respect of illegal recruitments	11
04	No of arrests made in respect of illegal recruitments	44
05	No. of cases filed in courts against licensed /non-licensed parties for violation of laws	131
06	No. of times appeared in courts/ labour tribunal for cases filed against licensed/ non-licensed parties for violation of laws	3,310

Table 2-14: Actions against human trafficking and settling complaints received from or on behalf of migrant workers – SLBFE

Description	No. of complaints received	No. of complaints resolved
Resolving complaints received from migrant workers or on their behalf	10,000	6,982
Settlement of complaints received relating to the settlement of business issues	1,686	376
No. of complaints on human trafficking	49	40 forwarded to the Criminal Investigation Department

2.20 Advancement of the foreign employment sector

2.20.1 Online job bank

Facilities have been made available for people expecting foreign employment opportunities to register in the online job bank maintained by the SLBFE. Foreign employment aspirants can register personally through the website of the SLBFE or through the Head Office or Provincial Offices. Such registration is valid for a maximum period of two years from the date on which the application was submitted to the job bank. The job Bank facilitates foreign employers and licensed Foreign Employment Agencies to find suitable candidates for foreign employment opportunities. The number of job aspirants registered during the period under review was 24,675



Photograph 2-8: Presenting a journal including collection of research reports on labour migration, prepared by the International Labour Organization, to the Minister

Table 2-15: Recruitment for foreign employments – SLBFE

Country	Description	Number
	No. of persons migrated under normal license system	2,687
South Korea	No. of persons who migrated to their former place of work itself	1,079
	No. of persons migrated under special license system	1,153
Japan	No. of persons who left under Technical Intern Training Programme (TITP)	67
Israel	No. of persons who left as caregivers	362

Table 2-16: Conducting foreign employment promotion programmes – SLBFE

Description		Number
Conducting awareness programmes/mobile services for foreign jobseekers and community	No. participated	13,232
	No. of awareness programmes conducted	260

2.20.2 Enhancing Service Quality

- **Implementation of ISO 9001:2015 quality management programme**

ISO 9001:2008 quality certificate was obtained for the Head Office of the Sri Lanka Bureau of Foreign Employment on 06.11.2012. In parallel, ISO 9001:2008 quality certificate was obtained by Airport “Sahana Piyesa” (Katunayake), 09 Provincial Offices, 07 District Offices and 02 Training Centres with effect from 06.11.2012. Arrangements are made to change this quality certificate which has been issued to the Head Office and other offices to ISO 9001:2015 from 26.04.2018, and this standard certificate remains valid until 25.04.2024.

2.21 Career guidance, maintaining labour market information and public employment service activities

The **Department of Manpower and Employment** implements diverse programmes for the development and management of human resources in the country.

2.21.1 Career guidance programmes

Career guidance services are offered with the objective of creating a human resource in sync with local and foreign labour market while directing the total energy of human resources of the country efficiently and effectively for the development of the country. For these career guidance programmes, tools such as psychometric tests, aptitude tests, written and practical tests, interviews, various observational tests are used. The career guidance programmes are conducted individually, collectively and in groups by means of

personal consultancy & guidance, basic awareness programmes, workshops and practical activities.

Table 2-17: Career guidance programmes- DOMP&E

	Programme	No. of programmes conducted	No. of students participated
1	Creating awareness among Grade 9 students	1,152	31,705
2	Creating awareness among O/L students	1,631	1,996
3	Creating awareness among A/L students	892	25,726
	Total	3,675	59,427

In addition, 17,822 referrals of the Advanced Level students for training and 44,770 referrals for individual career guidance have been made.

2.21.2 Job Creation, promotion and public employment services programmes

Table 2-18: Job Creation, promotion and public employment services programmes DOMP&E

No.	Programmes	No of proposed programmes	No of programmes conducted	No of beneficiaries
1	District Jobs Fair	25	17	9,973
2	District Career Fair	25	25	9,326
3	Divisional Job Fair	200	163	25,236
4	Registration of jobseekers	-	-	67,585
5	Registration for job vacancies	-	-	35,341
6	Referring jobseekers for employments	-	-	56,831
7	Jab Placements	-	-	9,106
8	Creating entrepreneurs & self-employed persons	-	-	2,819

- **Labour market information and research programmes**

The objective of this programme is to conduct research and survey on labour market focusing on timely and developmental needs of Sri Lanka, introducing market opportunities, conducting studies on labour demand & supply and dissemination of such information. The information so gathered is made available in easy-to-use format to all stakeholders for efficient and effective decision making on labour market, for the purpose of policy making and for the use of those developing programmes in the field of education and those formulating developmental plans.

Accordingly, brainstorming sessions/ studies conducted by the Labour Market Information and Research Unit of the Department of Manpower and Employment are given below.

A. Case Studies

- Recycling Plastic and Polythene as a means of Generating Income
- Market potential of water lily related innovations
- Palm related products for export market

B. Brainstorming Sessions

- The requirement of a labour market information system
- Ability to create job opportunities via economically sustainable ayurvedic medicinal plantation
- Ageing of the Sri Lankan population and related issues

C. The following Individual studies are being conducted by the Department of Manpower and Employment

- General Education – Study completed
- Prospects of Returned Migrant Workers
- Balanced Study of Public Employment Services in Foreign Countries
- Study on the Employability of Persons with Disabilities in Sri Lanka
- Study on labour force participation of women in Sri Lanka
- Study on downfall of employments in apparel industry
- Study on downfall of employments in construction industry

2.21.3 Policy and Information Technology Programmes

Table 2-19: Policy and Information Technology Programmes – DOMP&E

	Programme	Number of programmes conducted	Number of beneficiaries
01	Programme funded by ILO		
02	Conducting capacity development programmes for department officials	21	627 Officers
03	Conducting awareness programmes to identify persons with disabilities seeking employment in the Eastern Province	45	903 Beneficiaries
04	Conducting interview preparation programmes for persons with disabilities seeking employment in the Eastern Province	09	193 Beneficiaries

05	Identifying business opportunities in the Eastern Province and conducting awareness programmes for people with disabilities		160 Business organizations
06	Conducting district-wise job fairs in the Eastern Province	03	196 beneficiaries (job placements - 44)

2.22 Educating tripartite stakeholders for better industrial relations

2.22.1 Education on labour law, industrial relations and human resource development

The **National Institute of Labour Studies (NILS)** conducts courses in three main disciplines: Labour Law and Industrial Relations, Human Resource Management and Workplace Productivity in order to achieve objectives of the institution. The institute is currently providing these courses in three languages as a quality service to the public sector and private sector clients. These courses are offered in the form of diploma and short term courses, certificates, trainings and workshops.

Six diploma courses were started under long-term training programmes during the year 2023. The details of this courses are as follows:

Table 2-20: Diploma Programmes - NILS

	Name of the Diploma	No. of courses
01	Industrial Relations and Labour Law – Sinhala Medium	01
02	Industrial Relations and Labour Law – English Medium	01
03	Human Resource Management - Sinhala Medium	01
04	Human Resource Management - Tamil Medium	01
05	Business Management - (Sinhala / English)	Sinhala Medium – 02 Tamil Medium - 03

Table 2-21: Progress of the courses implemented under the decent work programme - NILS

No.	Name of the Course	Institute	No. of Participants	Approved Course Fee (Rs.)
01	Creating a quality work environment in tea factories and tea plantation companies to strengthen employer employee relations (16.05.2023)	Haupe Estate, Kahawatta	40	90,200.00
02	Creating a quality work environment	Berubeula	20	94,100.00

	in tea factories and tea plantation companies to strengthen employer employee relations (27.05.2023)	Estate, Urubokka		
03	Creating a quality work environment in tea factories and tea plantation companies to strengthen employer employee relations (17.08.2023)	Thalawakele Plantation Ltd Summer Set	63	101,270.00
04	Creating a quality work environment in tea factories and tea plantation companies to strengthen employer employee relations (18.08.2023)	Thalawakele Plantation Ltd Logi State	59	97,990.00
Total			182	383,560.00

A ten-day course is conducted in each subject area covering Labour Laws and Industrial Relations, Human Resource Management, Office Management, Procurement, Internal Audit, English and Tamil Languages with the objective of developing the knowledge, skills and attitudes of public, semi-government and private sector employees. The total number of courses conducted is 10.

The National Institute of Labour Studies conducts short term courses of one-day, two-day and three-day duration at the Training Centre of the Institute of Labour Studies and at the workplaces of the target parties at the request of the client institutions. Despite the economic downturn in the country in 2023, 50 courses have been conducted and the courses have generated an income of 17.03 million rupees. A total of 1,012 candidates participated for this courses. Actions were taken to commence Certificate Courses targeting foreign employment opportunities. At present, three certificate courses are being conducted. A three-day course on industrial relations and enforcement of labour law, are being conducted for the officers of the Fairtrade International Organization.



Photograph 2-9: Diploma Awarding Ceremony - NILS

2.22.2. Improving occupational safety and health

With the objective of minimizing occupational accidents in workplaces, the **National Institute of Occupational Safety & Health (NIOSH)** conducts diploma courses and certificate courses to train Occupational Safety Officers and several other courses on occupational safety and health and conducts environmental measures for safety and health of workplaces and assessments for identifying potential risks. The progress of programmes conducted from 30 September 2023 is outlined below.

Table 2-22: Training programmes on occupational safety and health- NIOSH

	Course	No. of courses conducted	No. of participants	Financial progress (Rs. Mn)
01	Diploma course on National Occupational Safety and Health (English & Sinhala Medium)	2	74	8.22
02	Certificate course on National Occupational Safety and Health	3	86	4.42
03	Foundation course on National Occupational Safety and Health	1	20	0.33
04	Special course for officers of the Executive Grade	2	39	1.11
05	Care Givers Course conducted by Surado Campus Institute	1	493	3.2
06	Conducting a Care Givers course for members of low income families under the financial support of the International Labour Organization and the Safe Foundation	1	100	0.4

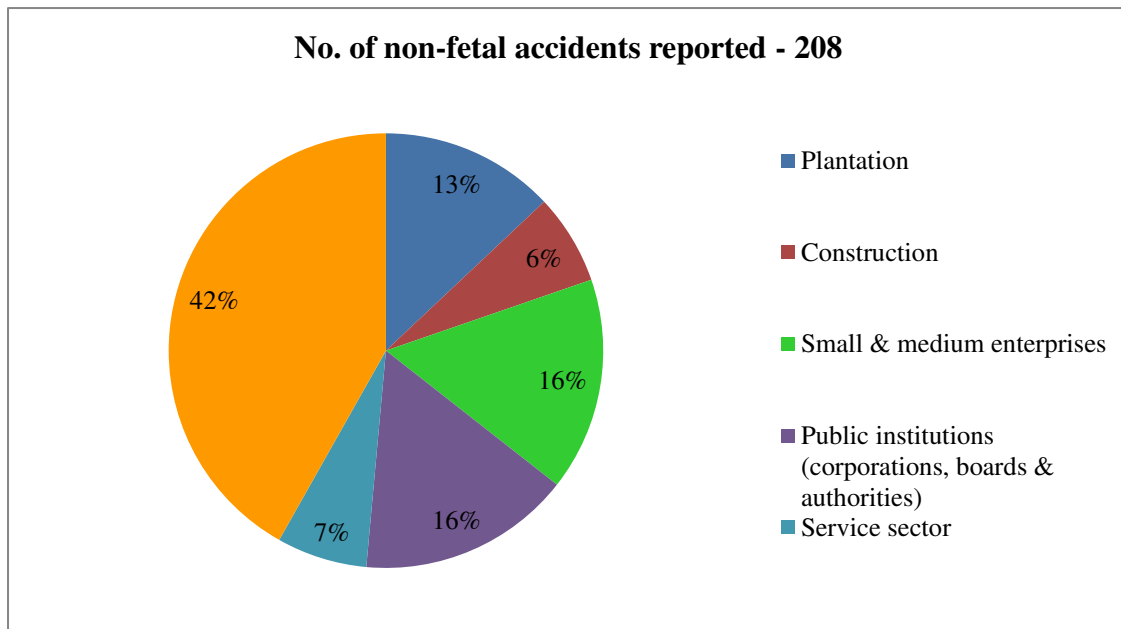
During the period under review, the Institution has carried out 130 environmental measurements and conducted 20 onsite trainings. 800 medical tests have been conducted to assess whether employees are in a suitable level to carry out their duties.



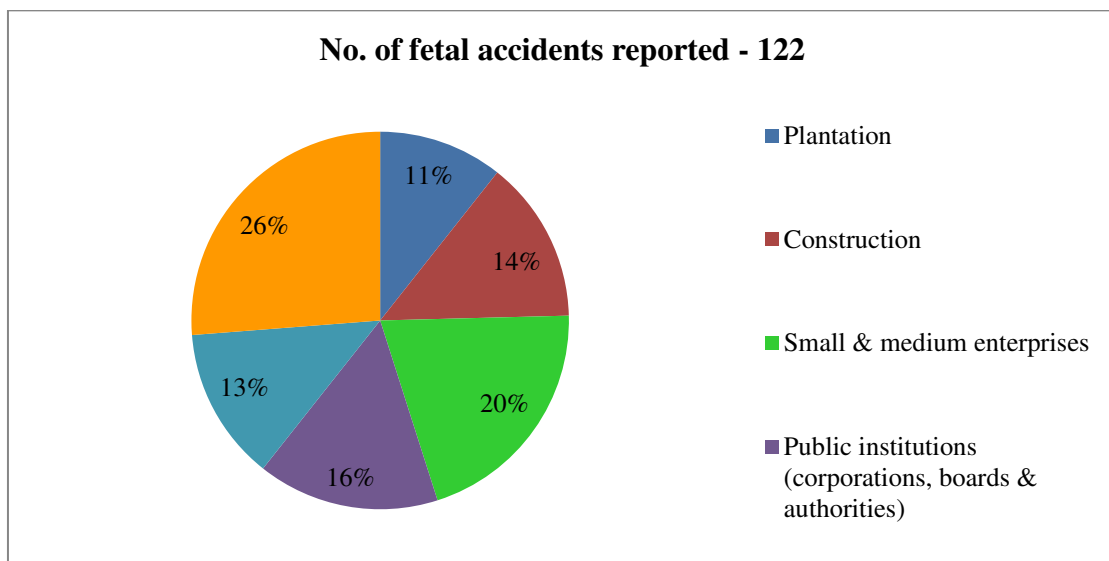
Photograph 2-10: National Occupational Safety and Health Conference - NIOSH

2.23 Payment of compensation for occupational accidents

Compensation is paid by the **Office of the Commissioner for Workmen's Compensation** 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. The details on the reported accidents and the compensation paid are given below.



Graph 2-7: Number of non-fatal accidents reported



Graph 2-8: Number of fatal accidents reported

Table 2-23: Progress in the payment of compensation – OCWC

	Activity	Progress
01	No. of accidents formally reported	330
02	No. of files taken up for examination	1,297
03	No. of compensation applications finalized	246
04	No. of agreements registered	33
05	Amount recovered as compensations for fatal accidents (Rs.)	214,235,568.00
06	Amount of compensation paid to employees for non-fatal accidents in terms of registered agreements (Rs. Mn)	16,390,990.62
07	Amounts of money deposited in the savings accounts of minor dependents after having recovered in regard to fatal accidents (Rs.)	35,464,890.00
08	No. of accounts opened on behalf of minors	71
09	No. of accounts of minors which were closed upon them reaching the age of 18 years	110
10	Amount paid from released minors' accounts (Rs.)	14,275,758.79

2.24 Promoting productivity of the public and private sectors

National Productivity Secretariat (NPS) implements productivity promotion programmes aimed towards more efficient and qualitative service delivery in the public and private sectors of Sri Lanka. Multiple programmes are conducted Island-wide annually for enriching state institutions, educational and service sectors, community organizations and small and medium scale entrepreneurs through productivity concepts and has created the environment necessary for establishing a knowledge centric society with the constant cooperation of the Asian Productivity Organization (APO).

The relevant improvements are made by devising suitable mechanisms for minimizing the waiting time of clients in the institutions thus enhancing institutional efficiency and effectiveness, analyzing customer service processes currently being for developing more satisfactory and efficient customer service processes, conducting a census on customer and employee satisfaction, conducting discussions with upper management and the staff and submitting a report with process amendments to the senior management.

The progress of the National Productivity Secretariat from 01.01.2023 to 30.09.2023 is presented below.

Table 2-24: Progress of productivity programs implemented – NPS

Sub Activity	Financial Progress	KPI	Physical Progress
Higher Certificate Course on Productivity in the Public Sector	Not estimated for the 3 rd quarter	Number of Modules conducted	100%
Short Term Training Programmes	0%	Number of Programmes Conducted	50%
Training Programme on Productivity for Middle Management of the Public Sector	100%		100%
Pilot Project on preparing KPIs	100%		100%
Training of staff of the National Productivity Secretariat as Quality Control Circles Judges	98%		100%
Implementation of Training Programmes for Productivity Development Officers	77%		100%

Since Sri Lanka is a member country of the Asian Productivity Organization (APO), various programmes, workshops and projects are conducted in association with APO annually. Accordingly, the programmes implemented in the year 2023 are as follows.

Table 2-25: Progress of productivity programmes implemented with the contribution of APO – NPS

	Sub Activity	Financial Progress	KPI	Physical Progress
1	Conducting workshops and training programmes	Local funds are not used	Number of Participants	94%
2	Conducting research on productivity		Number of researches	100%
3	Conducting special projects		Number of projects in progress	100%
4	5S Certification Programme	52%		100%
5	Providing effective health service to the MOH offices and hospitals in Colombo District	100%	56 Programmes were conducted	
6	Conducting Productivity Development Programmes	103%	97 programmes have been conducted for 18 institutions. Completed 3 certificate courses	
7	Media and Advertising Programmes	96%	Ten free webinars have been held online and certificates have been awarded to 40 qualified persons of the Certificate Course held in Ratnapura District.	
8	Conducting Progress Review Meetings for monitoring the	100%	Eight progress review meetings have been held	

	Performance of Productivity Development Officers attached to District and Divisional Secretariats		
9	Conducting training, mentoring, promotion and exchange of experience in connection with the National Productivity Awards Competition	99%	Three training programmes related to improving the service efficiency of Public Sector Institutions and four programmes to revise the criteria of the Productivity Awards Competition for services, production and schools sectors have been conducted.

Table 2-26: Progress of productivity programmes implemented – NPS

	Project	Progress
01	Production and use of quality compost and natural foliar nutrients for the Safe Food Production Project in Badulla District	98 farmers involved in the production of organic fertilizer have been empowered through this plant while 16 multi chopper machines have been purchased and given to the farmers. Six Liquid Fertilizer Producers have been empowered as well as The project has been completed at a cost of US \$ 30,432.
02	Implementation of Quality Management Programme at Teladeniya Base Hospital	Wards, clinics, OPD, laboratories, radiology unit, operation theatres, etc. have been digitized and systems are networked . Training programmes have also been implemented on the field of productivity concepts. The project has been completed at a cost of US \$ 21,565.
03	Improving food safety and quality for sustainable value addition chain through capacity development - Gampaha District	The project envisaged measures to improve food safety and quality in eight small and medium enterprises in the fields of dairy and meat, vegetables and fruits, fisheries, small export crops and coconut development . The programme was implemented with the contribution of the Asian Productivity Organization, the Department of Food Science and Technology of the University of Peradeniya, and the Institute of Industrial Technology. The activities of this project has not been completed yet and the activities of the food safety handbook, the video including the progress of the institutions and the handbook including the trajectory of the institution is scheduled to be completed. Expected cost is US \$ 18,090.
04	Technical Expert Service Programme on Food Safety	The programme was implemented with the contribution of 50 participants associated with food

	Management	safety management and the resource contribution was made by Mr.Yong Kok Seng, Advisor to the Asian Productivity Organization. An amount of Rs. 496,801.00 was incurred from local funds in this regard.
05	Preparation of Master Plan on Productivity	This work is being carried out with the contribution of the Asian Productivity Organization and the Korean Development Agency, and the necessary preliminary data is being compiled for this purpose.

2.25 Welfare of workers

Shrama Vasana Fund conducts welfare programmes for uplifting the living standard of the labour community. Eye clinics, medical camps, scholarships and school equipment for children of deceased workers, technical education for livelihood assistance and other welfare activities are conducted Island-wide as part of these welfare programmes.

The following programmes were implemented by the Shram Vasana Fund for the welfare of the community during the period under review.

Table 2-27: Implementation of welfare programmes for the labour community - SVF

		Physical Targets	Physical Progress	Financial Targets (Rs. Mn.)	Financial Progress (Rs. Mn.)
01	Welfare Programmes	02	01	0.5	0.41
02	Educational Aid	07	04	14.5	9.07
03	Awareness Programmes	45	39	0.38	0.24
04	Medical Camps	1,000	813		
05	Alternative Employment	100	100		
06	Medical Assistance	10	11	0.5	0.5
07	Legal Aid	50	33	1.1	0.50
08	Fetal Accidents Scholarship Programme	100	57	7	3.80
09	Promotional campaigns	4	2	0.64	0.10

The ShramVasana Fund received the 5S, Quality Control Certificate for the year 2022 in 2023. This is the first time that the institute, which is currently under the Ministry of Labour and Foreign Employment, has received it.

2.26 Sending workers for foreign employment

The Sri Lanka Foreign Employment Agency (Pvt.) Ltd. sends workers for foreign employment. Accordingly, the number of workers who migrated for employment from January to September of 2023 is 569.

Table 2-28: Number of workers migrated - SLFEA

Designation	Cyprus	Singapore	Russia	Serbia	America	Korea	Japan	Malaysia	Romania	Kuwait	Jordan	Saudi	
Housekeeper	161												
Labourer	05											01	
Cook	09								03				
Assistant												01	
Welder	02					221							
Hotel related		01							01				
Engineer							01						
Food processor	03						09						
Waiter	01								02				
Driver										6		05	
Sweet Makers										01			
Cake Designers										02			
Juki machine operators			58	14									
Agricultural labourers											46		
Nurses		10			02								
Fabric cleaners												01	
Motor Bike Operators									01				
Restaurant workers								02					
Total	181	11	58	14	02	221	10	02	07	09	46	08	569

2.27 Decent Work Programme

If Sri Lanka is to access the path of development, decent work has to be promoted. Decent work fosters equal opportunities for men and women to secure productive work in an environment of freedom, equity, social protection and human dignity. A significant

factor involving decent work is that the mere job creation is not expected and the jobs so created should be acceptable. Decent work is based on four major elements: Job Creation, Promotion and National Productivity, Rights at Work, Social Protection, and Social Dialogue. In addition to these 4 major elements, programmes are implemented covering the subject areas of productivity promotion, Ensuring gender equality.

Under the decent work programme, Rs. 14.1 million was allocated to the following institutions for the implementation of various programmes and projects.

Table 2-29: Implementing Decent Work programme

	Institution	Allocation (Rs)	Amount Utilised (Rs.)	Expenditure Percentage
01	Department of Labour			
i	Women and Child Affairs Division	3,723,845.00	2,332,022.92	63%
ii	Human Resource Development Division	5,802,500.00	2,147,535.28	37%
iii	Industrial Safety Division	1,930,000.00	25,000.00	01%
v	Planning, Research, Training and Publication Division	620,000.00	620,000.00	100%
02	National Institute of Labour Studies	2,090,000.00	1,729,960.00	17%
	Total	14,166,345.00	6,854,518.20	52%



Photograph 2-11: Granting of School equipment for Children of Low Income Working Families - SVF

2.28 Planning, research and development activities

- The “GLOCAL Fair – 2023” mobile service programme was successfully held at the Muttraveli Gound in Jaffna on 15th and 16th July this year with the participation of a number of public and private sector organizations to provide more services to the youth including providing local overseas employment opportunities, vocational guidance and training, and providing solutions to labour issues faced by the community
- This Ministry annually publishes a journal containing research articles based on various timely themes in the labour sector. Accordingly, the call for research articles based on the theme “Protecting and Comforting Workers” in year 2023 has been completed and is being evaluated by an expert committee on the subject of labour and will be published as a journal.

2.29 Administrative and establishments activities

- This Ministry submitted 35 cabinet memoranda from January to September 2023 to the Cabinet of Ministers and decisions have been received in respect of 19 of them
- A total of 389 public complaints have been received within the period under review and all have been referred to the relevant sections for further action. A total of 237 responses have been received from those divisions
- 19 requests have been received under the Right to Information Act and information has been provided on all requests. According to the assessment carried out by Verite Research, the Ministry of Labour and Foreign Employment has been ranked 10th out of 31 public institutions for its efficient handling of disclosures pertaining to the Right to Information
- 80 Ministry officials have participated in the training courses conducted by various institutions during the period under review. These officers have been referred for courses such as personal file management, preparation of project reports, outbound leadership and personality development workshops and postgraduate courses. Training programmes have been implemented for 769 Development Officers employed in the Foreign Employment Division of the Ministry. These training programmes have been conducted as awareness programmes on current foreign employment opportunities, family background reports, new circulars and training of trainers programmes
- Actions have been taken to have officers of the institutions and departments affiliated to this Ministry participated in foreign scholarships, workshops and training programmes. During the period from January to September 2023, 49 officers have attended foreign training courses and workshops

- In addition, the following establishment activities were carried out during the period under review

Table 2-30: Progress of establishment activities

S. No	Activities	Progress
01	Answers for oral questions in Parliament	14
02	Reports forwarded to the Public Petitions Committee	1
03	Submission of Annual Reports for the approval of the Cabinet of Ministers	12
04	Presenting Annual Reports to Parliament	13
05	Observations for Cabinet Memoranda	15

2.30 Financial progress of the Ministry

Table 2-31: The progress of utilizing treasury provisions

	Institution / Division	Exp. Head		Net provision (Rs. 000')	Expenditure (Rs. 000')	Balance provision (Rs. 000')	Expenditure Percentage (%)
1	Ministerial office – Labour Division	193	Recurrent	316,886	186,011	130,875	59
			Capital	28,100	6,345	21,755	23
Ministerial office – Foreign Employment Division	Recurrent		732,996	512,103	220,893	70	
	Capital		321,100	176,662	144,438	55	
2	National Institute of Labour Studies		Recurrent	-	-	-	
			Capital	-	-	-	
3	National Institute of Occupational Safety and Health		Recurrent	-	-	-	
			Capital	-	-	-	
4	National Productivity Secretariat		Recurrent	553,220	357,731	195,489	65
			Capital	43,800	13,967	29,833	32
5	Office of the Commissioner of Workmen's Compensation	Recurrent	42,770	28,593	14,177	67	
		Capital	11,000	3,002	7,998	27	
	Sub Total	Recurrent	1,645,872	1,084,438	561,434	66	
		Capital	404,000	199,976	204,024	49	
6	Department of Labour	221	Recurrent	2,596,647	1,791,948	804,699	69
			Capital	1,510,000	76,023	1,433,977	5
7	Department of Manpower and Employment	328	Recurrent	537,660	409,449	128,211	76
			Capital	35,500	18,257	17,243	51
	Total	Recurrent	4,780,179	3,285,835	1,494,344	69	
		Capital	1,949,500	294,256	1,655,244	15	
	Grand Total			6,729,679	3,580,091	3,149,588	53

Chapter Three

Future Plans and Programmes of the Ministry

Future Plans and Programmes of the Ministry

The Ministry bears a timely and crucial responsibility to establish legal provisions that foster an investment-friendly environment in Sri Lanka, aligning with the prevailing national and international socio-economic dynamics. This ministry is also obliged to safeguard the rights of the working community while revising the existing laws and regulations to suit the current world of Work. Similarly, with the primary goal of equipping skilled workers with contemporary technical expertise and competencies for overseas employment, this endeavour extends beyond traditional foreign labour markets to encompass new destinations where Sri Lankan workers have not yet ventured. Necessary initiatives will be undertaken to facilitate labour migration to these untapped regions. To achieve this goal, the Ministry has placed its emphasis on the following key aspects when formulating future plans and initiatives.

- Vision, Mission, and Objectives of the Ministry
- Tasks and functions assigned to the Ministry by the Gazette Extraordinary No. 2289/43 dated 22/07/2022
- Sustainable Development Goals related to the Ministry
- Matters included in the international conventions and agreements that Sri Lanka has agreed to in relation to the fields of labour and foreign employment

3.1 Ministry of Labour and Foreign Employment

3.1.1 Strengthening the legal framework applicable to the field of labour and foreign employment

It has been recognized that there is a pressing need to make the outdated labour laws relevant to the present world of work and to remove the complexities between the Acts and simplify them to ensure benefits to all parties. At the same time, the legal and policy framework of the country should be developed in line with the current trends in the field of foreign employment. Basic policy decisions have already been taken and necessary further actions are being taken.

- **Preparation of a new Employment Act with provisions relevant to the present socio economic environment**

Necessary steps have already been taken to amend labour legislations and the approval of the Cabinet of Ministers was obtained for drafting the simplified New Employment Bill, in a manner that suits the present world of work, in consultation with the trade unions, employers and various stakeholders. Accordingly, while removing the anomalies between the Acts, a draft has been prepared incorporating flexible working conditions. Thus, covering the Knowledge Process Outsourcing (KPO) organizations, Business Process Outsourcing (BPO) organizations and Information Technology Enabling Services (ICT Enabling Services), by making provisions for upholding the rights of women employees

in those organizations, it is expected to increase female employment. Accordingly, the Bill is being prepared by the Special Committee appointed for this purpose.

- **Amending the Act of Sri Lanka Bureau of Foreign Employment**

Efforts are currently underway to amend the Sri Lanka Bureau of Foreign Employment Act, with the aim of enhancing the efficiency of foreign employment sector incorporating the changes of international labour market. This involves strengthening the existing legal framework and facilitating of implementation of local labour laws aligning with international obligations.

- **Act of Amending the National Institute of Occupational Safety and Health Act**

The amendment to the National Institute of Occupational Safety and Health Act is expected to foster a culture of occupational safety in Sri Lanka and create a safe, healthy and occupational hazard-reduced working environment.

- o Implementation of the National Occupational Safety and Health Management System as a National Standard in Private Sector Institutions
- o Training and Empowerment of Safety Officers to achieve Occupational Health Standards by performing and regulating relevant functions
- o Determining minimum qualifications of Safety Officers
- o Establishment of Standards by regulating Institutions Providing Personal safety Equipment
- o Developing the National Institute of Occupational Safety and Health as the Centre for Excellence in the field

It is expected to develop the human resource needed to create a safe and healthy workforce within a safe work environment as well as generate income streams via this process.

- **Amending the Shrama Wasana Fund Act**

The Shrama Wasana Fund Act is to be amended to broaden its welfare functions, incorporating daily wage workers into the definition of employee.

3.1.2 Encouraging the remittances to be legally channeled to Sri Lanka by migrant workers

- **Introduction of Multifaceted Loan Scheme based on Foreign Remittances**

It is expected to provide loan facility at subsidized interest rate subject to a maximum of Rs.2 million based on the amount of remittances sent by the migrant workers. These

endeavors will be carried out in collaboration with the Central Bank of Sri Lanka and the banking system of the country.

- **Providing an Additional duty Concession Based on Foreign Remittances**

Returnee migrant workers will be given an additional duty concessions in addition to the existing amount based on the amount of foreign exchange remittances they send and the period of stay abroad for goods purchased at the airport duty-free shopping complex. Circulars have been prepared for this purpose and wide awareness should be created.

3.1.3 Introducing a new social security system for employees

At present, occupational safety and health benefits, maternity benefits, unemployment benefits, workmen's compensation benefits are borne by the employer. In order to provide those benefits without being an additional burden to the employer, as well as to provide social security and insurance facilities for the unemployed, new system should be introduced and a study has been taken place in this regard.

3.1.4 Establishment of a Digitalized National Labour Market Information System in respect of the entire labour force of Sri Lanka (excluding those employed in the Public Service) under the Ministry

It is expected to establish a National Labour Market Information System with the aim of providing the necessary services transparently and at a low cost, with easy access to both employer and employee, through flexible procedures, digital and automated solutions. This initiative aims to digitalize the services delivered by the Department of Labour while fostering seamless coordination with other Ministries and Government Institutions that provide services related to the Ministry's functions, including all affiliated institutions, through a unified platform. Measures will be taken to collect all information such as payment of electronic wages, insurance schemes for the unemployed, maternity benefit grants and unemployment under a unique identifier for the clients.

3.1.5 Digitization of the Sri Lanka Bureau of Foreign Employment

It is expected to implement a Sri Lanka Integrated Foreign Placement Solution at zero cost to the Government of Sri Lanka and address the following challenges faced by the Sri Lankan Foreign Employment Bureau.

- Exploitation and abuse of migrant workers
- Human trafficking
- Illegal recruitment practices
- Lack of proper system for monitoring recruitment agents and agencies
- Delays in the approval process
- Illegal remittance issues

- Lack of a single online platform to monitor the entire process of migrant workers, employers and other stakeholders

This initiative seeks to establish a comprehensive digital platform designed to monitor the entire process of migrant workers, ensuring effective engagement with all relevant stakeholders.

3.1.6 A comprehensive study on the need to amend the National Institutes of Labour Studies Act No. 12 of 2010 as a degree awarding institution in order to confer degree awarding powers is to be carried out and a report is to be submitted to the Cabinet of Ministers.

3.1.7 In order to bring more labour remittances into the country, new countries/destinations need to be explored for foreign employment and there has been a greater trend for nursing and elder care services in developed countries. Similarly, countries such as Kuwait, Qatar and Japan are creating a huge demand for special services. Accordingly, taking measures to identify new destinations and untapped areas.

3.1.8 Identifying new market opportunities related to foreign employment and entering into related agreements to expand it to the Middle East as well as Europe, Asia and the Americas.

3.1.9 It is proposed to sign 15 new MoUs with 13 host countries. Under this, MoUs are proposed to be signed with Kuwait, Qatar, Oman, Lebanon, Romania, Cyprus, Singapore, Italy, Malaysia, Luxembourg, Malta, Turkey and Maldives.

3.1.10 Identifying the opportunities to send welders for foreign employment in Korea under category E7

3.1.11 Directing and providing opportunities for foreign training jobs to tri-forces officers who have retired after completing their compulsory service

3.1.12 Further strengthening and continuous implementation of the programmes such as Family Development Plans and Care Plans currently carried out by the Ministry for the safety and welfare of migrant workers and their family members, and further expansion of awareness activities on effective and safe migration at local level.

3.1.12 Implementation of the Sri Lanka National Policy and Action Plan on Migration for Employment, Promulgation of the Sri Lanka National Policy and Action Plan on Migration for Employment and holding committee meetings of the National Advisory Committee on Migration for Employment related to this policy and

simultaneously working on the implementation of the action plan for the national policy.

- 3.1.14** Implementation of programmes in collaboration with development partners to safeguard the rights, safety and well-being of migrant workers and their families. Accordingly, implementation of the fourth phase of the Safe and Orderly Labour Migration Programme with the contribution of the Swiss Agency for Development and Cooperation and the International Labour Organization
- 3.1.15** Establishment of a network for the coordination of the Foreign Employment Sector with the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government and the Ministry of Education to jointly implement a special project to assist in providing safe employment opportunities to Government officers and other workers who wish to go abroad. An Integrated Guidance and Referral System (IGRS) has been established in this regard. Financial and technical support for this pilot project has been provided by the International Organization for Migration (IOM). The first phase has started and is scheduled to open to the public in October.
- 3.1.16** Strengthening deployment to promote foreign employment at field level through the capacity building of Development Officers (foreign employment) who are employed attached to the district and divisional secretariats by this ministry.
- 3.1.17** Solidifying the existing mechanism for integration of returning migrant workers into the local labour market with the support of other relevant ministries and institutions
- 3.1.18** Establishment of a joint mechanism at the local, district and national levels for those who have completed their jobs and are returning, in close coordination with this Ministry and the Sri Lanka Bureau of Foreign Employment through the establishment of Migrant Workers' Associations at the rural, regional and district levels
- 3.1.19** Establishment of migrant labour unions aims to empower workers and members of their families in society and to socialize them as active members through the development of their knowledge, skills and attitudes. Holding a Migrant Workers' Union Conference as an initiation step.
- 3.1.20** Conducting a survey covering the entire country on migrant workers and returning workers

3.2 Department of Labour

- 3.2.1.** Providing necessary assistance to the Ministry in transforming The New Employment Act Concept Paper, which amalgamates 13 existing acts and ordinances concerning employee wages, working conditions, and the work environment, catering the demands of current and future work landscapes, into a bill and forthcoming.
- 3.2.2.** It is anticipated to take pertinent measures to ensure that all districts of Sri Lanka are Child Labour Free Zones by 2025. Accordingly, 10 districts with high risk of child labour / hazardous child labour were selected in 2022 and 2023 and relevant activities were carried out. Thus, it is planned to create awareness among the stakeholders on the legal status of child labour and monitor programmes through the District and Sub Labour Offices of the Department of Labour, involving the district secretaries, divisional secretaries and all government agencies dealing with children in the respective districts as well as community leaders, community organizations and representatives of private and semi-government institutions, by selecting 10 more districts in the year 2024 in addition to the previously selected districts, to ensure that they become child labour free zones. It is also planned to conduct a series of special inspections and raids in the area with the objective of zeroing child labour, especially in the fisheries sector.
- 3.2.3.** A new software system will be in place to carry out the registration of new members under the Employees Provident Fund at the district level. Accordingly, it has been planned to establish a new software system in all district and sub-labour offices and to start new member registration after training the officials. The use of this new software system allows the employee to register for the Employee Provident Fund by giving fingerprints at the respective district or sub-labour office at the time of employment. This will provide an efficient service to the clients by minimizing the problems that may arise when the employee gets the benefits of the Employees Provident Fund by incorporating the correct employee data into the software system at the initial stage.
- 3.2.4.** Conducting a preliminary census on the small and medium scale industries in the Colombo, Kalutara and Gampaha districts with the objective of reducing the accidents and diseases associated with the small and medium scale industries in these three districts and making necessary recommendations for the development of the occupational safety and health of the said industries after obtaining measurements of the working conditions of those industries and making regular follow-ups.
- 3.2.5.** Establishing a Safety Exhibition Hall at the Jaffna District Factory Inspecting Engineering Office with the objective of expanding the opportunities for employees, employers and students studying in the field of Vocational Training in

the Northern Province, to acquire the necessary safety knowledge, as such opportunities are limited.

- 3.2.6. Carrying out interior design works on 3rd, 4th, 5th, and 6th floors of Labour Secretariat building and executing the structural repairs of the said building
- 3.2.7. Improving public amenities of the ‘Mehewara Piyesa’ building under the Public-Private Partnership (PPP) scheme
- 3.2.8. Carrying out activities related to recruitment of officers for the available vacancies in the posts of Labour Officer and Legal Officer
- 3.2.9. Conducting research thesis under appropriate research topics in the field of labour with the assistance of local universities

3.3 Sri Lanka Bureau of Foreign Employment

- 3.3.1. Establishing and implementing of committees to assist reintegration of returnee migrant workers at the Divisional Secretariat level to support the socialization of returnees registered at SLBFE
- 3.3.2. Establishing two information centers in the Sabaragamuwa and Southern Province Emigrant Resource Center premises with optimal facilities, to easily provide information to the emigrant community with the financial support of the International Organization for Migration
- 3.3.3. Conducting two mobile service programmes in the Southern and Sabaragamuwa Provinces with the financial assistance of the International Organization for Migration (IOM), in order to encourage Sri Lankans who have returned from working abroad to start small and medium-scale industries
- 3.3.4. Facilitating the submission and updating of complaints to the Special Investigation Division via online
- 3.3.5. Renewal of licenses for employment agencies via online and updating of such information
- 3.3.6. Establishing a Multipurpose Concessional Loan Scheme based on remittances sent by foreign employers
- 3.3.7. Establishing a housing scheme in collaboration with the National Housing Development Authority to meet the housing needs of the emigrant workers registered in the bureau

3.3.8. Providing vouchers worth Rs.10,000.00 containing dry food to returnees registered with the Bureau for Domestic Sector Employment

3.4 Department of Manpower and Employment

3.4.1 Online registration of job seekers and job providers

3.4.2 Contributing as a partner institution to the “Dignity of Labour” programme to identify and organize informal sector employment categories and establish them as formal and accepted professions

3.4.3. Online Delivery of the Department Services

3.4.4. Introducing Career Clubs for school students from grade 6 onwards

3.4.5 Automation of other Psychometric Tests (Except Vocational Key, Multiple Intelligence Theory)

3.4.6 Addressing various social layers using social media networks like YouTube, FB, Twitter, LinkedIn, TikTok, WhatsApp, Instagram

3.4.7 Providing career guidance services and uploading videos of successful entrepreneurs on Department YouTube channel

3.4.8 Transitioning into a paperless office

3.5 National Institute of Labour Studies

The Training Division of the National Institute of Labour Studies is expected to generate an income of LKR 42,950,000.00 during the year 2023 conducting the following training programmes.

- Diploma Courses
- Outbound Trainings
- Special Workshops
- One-day, two-day, three-day programmes
- Programmes at the request of institutions
- Decent Work Project
- Provide Consultancy Services
- Certification Scheme for Individual

The following new strategies are expected to be implemented to generate the above expected revenue.

- Developing new relationships with external agencies

- Further identification of target market through a survey
- Improving the Quality of Classroom Programmes
- Introducing new programmes
- Commencement of Diploma Course in Labour Law and Industrial Relations under NVQ Level V
- Preparation of base for conducting Special Workshops
- Conducting Training Courses to other areas
- Increasing the number of online programmes
- Promoting Marketing Strategies

3.6 National Institute of Occupational Safety and Health

3.6.1 The Care Givers course, conducted by Surado Campus, targets the scope of Occupational Safety and Security (OSCE) and is implemented by the Institute in relation to care givers who go abroad for the purposes of the current foreign exchange crisis. This will contribute in bringing foreign exchange to the country

3.6.2 National task of making arrangements for Sri Lankan students to pursue their Degree in Safety Engineering at Changsing University in South Korea has been achieved by entering into agreements with the university.

As its initial step, 25 students have been selected and plans have been made to direct them to the undergraduate course by enabling them to pursue the Institute's National Diploma in Occupational Safety and Health. This will provide an opportunity for Sri Lankan students to gain professional qualifications under E – 7 category and also agree to complete the graduation course with a level of 50%. Accordingly, Sri Lanka can earn foreign exchange by facilitating Sri Lankan students and job opportunities in South Korea.

3.6.3 The Environmental Measurement Survey and Risk Assessment Programme is carried out throughout the year to ensure the prevention of accidents in the workplace and the creation of a safe working environment for employees. In the next four months, 60 environmental audits and four risk assessment programmes are to be conducted. In addition, onsite training is also expected to be carried out in accordance with the demands of the industry. A certificate will be issued for this purpose. It supports the factories to gain acceptance in the international market. Thus, there will be an opportunity to receive orders from foreign buyers through international accreditation.

3.6.4 In partnership with USAID, the YOULIED project called ECO Trail was initiated in collaboration with the National Institute of Occupational Safety and Health to increase the safety of small and medium scale resorts and hotel premises. Through this, more than 150 tourist resorts and hotels located in Uva province are to be inspected. Before the end of the year 2023, the institutions are to be monitored and

quality certificates are to be issued, and the project will be carried out to inform and certify the institutions in a manner necessary to build the health and safety of the resorts and hotels with a focus on the safety of foreign tourists.

3.6.5 Based on the celebration of National Occupational Safety Week, National Occupational Safety Week, National Occupational Safety and Health Conference 2023 is scheduled to be held in the second week of November.

3.6.6 The National Safety Awards 2023 is planned to be held in the middle of November 2023 with the aim of appreciating the businesses and institutions that have dedicated themselves to the occupational safety of the employees.

3.6.7 Two National Occupational Safety and Health courses and two National Occupational Safety and Health Diploma courses are to be started for executive grade officers.

3.7 Office of the Commissioner for Workmen's Compensation

The amendment of the Workmen's Compensation Ordinance No. 19 of 1934 and Industrial Disputes Act No. 43 of 1950 enabled the Commissioner of Workmen's Compensation and the Labour Tribunal to have concurrent jurisdiction to expedite the work relating to the payment of compensation for accidents at the workplace and to hear cases relating to speeding up the process of payment of compensation for accidents at the place of work. This has enabled efforts to improve the welfare of the people and is expected to further expedite the payment of compensation to the workers in the future.

3.8 National Productivity Secretariat

3.8.1 Smart Entrepreneurs Programme

This programme was launched in 2023 and the necessary awareness for all 25 districts has been carried out at the Divisional Secretariat level. This special programme will continue in 2024 and the selected entrepreneurs will be empowered via this.

3.8.2 Specialized Process Improvement Programme for Public Sector

This programme was initiated in 2023 and is expected to lead to process improvements in public sector institutions in 2024 with a follow-up mechanism. Special programmes will also be implemented for Public Sector Executive Officers covering all districts.

3.8.3 Media & Advertising Programmes

Under this, activities such as the implementation of webinar series, promotion programmes, campaigning through TV programmes aimed at educating the community about the role of the organization will be carried out to create community awareness via online.

3.8.4 “Supilisara Niwasak” Community Productivity Programme

By focusing on the Divisional Secretariats and providing necessary awareness to the communities in those Divisions, the required environment will be created during 2024 to empower them using productivity concepts, tools and technology.

3.8.5 Implementation of training programmes related to productivity concepts and tools

Various requests are being received from the boards or institutions in the country for conducting various training programmes and considering these requests and other proposals, it is planned to implement non-revenue generating training programmes in 2024 covering various spheres.

3.8.6 Conducting various programmes in collaboration with the Asian Productivity Organization

Various workshops, Conferences, Technical Expert Service Programmes, Capacity Building Programmes etc. are conducted by the Asian Productivity Organization and these programmes will be implemented with the maximum contribution of the National Productivity Secretariat. Follow-up work on various projects initiated in 2023 are also expected to take place in 2024.

3.8.7 National Productivity Awards Competition

This competition is held every two years and applications are to be invited for the National Productivity Awards in 2024. It is expected that institutions belonging to the government, education and services and manufacturing sectors will submit applications for this purpose.

3.9 Shrama Wasana Fund

- 3.9.1** In view of the prevailing economic crisis in the country, arrangements have been made to carry out the programmes in accordance with the Strategic Plan with the aim of expanding the programmes provided by the Fund for the benefit of the workers.
- 3.9.2** Arrangements have been made to establish an online lottery agency in the first quarter of 2024 and to introduce an International Lottery and an SMS Lottery in the second quarter




Photograph 3-1: Hon. Minister's meeting with Japanese delegation


3.10 Sri Lanka Foreign Employment Agency (Pvt.) Ltd.


The job order expected to be sent for foreign employment in future is as follows.


Table 3-1: Job Orders to be sent for foreign employment


Country	Job Category	Job Order Amount
Cyprus	Direct Recruitment	50
Romania	Labourer	19
	Excavator Operator	04
	Dump Truck	02
	Heavy-duty driver	01
	Motor Mechanic	01
	Heavy vehicle mechanic	02
	Dump Truck Driver	01
	Backhoe Loader	02
	Welder	05
	Equestrian	02
	Pastry Chef	02
	Locksmith	07
	Automotive Electrical Industrial	04
	Automobile Tinkering	01
	Automobile Air Conditioner Technicians	01
	Terrazzo	19
	Automobile Mechanic	02
	Auto Painter	01
	Truck Driver	03
	Cook	07
Pizza chef	02	
Bulldozer Mechanic	03	
Dairy Products	03	
Japan	Engineer	05
	Care Giver	10
Singapore	Trainees	500
Korea	Welders	30
Moldova	Juki Machine Operators	50

 7 මහල, "මෙහෙවර පියෙස", නාරාහේන්පිට, කොළඹ 05
7 ஆவது தளம், "மேஹேவர பியச நாராஹேன்பிட்டி கொழும்பு 05"
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MINISTRY OF LABOUR AND FOREIGN EMPLOYMENT