

Annual Report 2016

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Message of the Hon. Minister of Labour and Trade Union Relations

It is with great pleasure I send greetings for the Annual Report of the Department of Labour inquiring in to the progress of year 2016.

The main functions of the Department of Labour include the enforcement of Labour Laws and Acts which have an impact on the employees exceeding 8 million in number of the Semi-government and Private Sectors of our country, up lifting the living standards and service conditions of the employees and maintenance of industrial peace in the country through minimizing the number of industrial disputes. Accordingly, the functions carried out by the Department of Labour for the welfare of both employers and employees are immeasurable.

This year the special attention of the Department is paid to the elimination of child labour with the assistance of the International Labour Organization, minimizing the number of industrial disputes and strikes, enforcement of the Budgetary Relief Allowance Act as well as building a better employer - employee relationship through the promotion of social dialogue. Accordingly, the project to make the country a zone free of Child Labour has been implemented to cover the whole island. Various Awareness programmes conducted by the Department of Labour with the assistance of mass media have been the reason for minimization of industrial disputes and growth of social dialogue. Furthermore, the 30% prior benefit scheme which was introduced as a new project for the betterment of the retirement life of employees is praiseworthy.

I am grateful to the Secretary to the Ministry, Commissioner General of Labour and the entire staff of the Department of Labour who acted in dedication to fulfil these functions.

W. D. J. Seneviratne

Minister of Labour and Trade Union Relations

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

It is with utmost pleasure that I send greetings to this Annual Report containing the functions carried out by the Department of Labour in year 2016 with the objective of contributing towards the development process of Sri Lanka through the establishment of a better working environment ensuring industrial peace.

The private sector of Sri Lanka has gradually grown after gaining independence and at present contributes immensely to the economy of the country engaging a vast labour force. The private sector has started investing in sectors such as public transport, health services, education and higher education which were earlier limited to the public sector and has been successfully carrying out those as well.

Therefore there is a need to quantitatively and qualitatively upgrade the functions of the Department of Labour and especially it has become the prominent institution acting on behalf of employment, work environment and job security of employees.

In this effort, the Department of Labour acts on behalf of the employees, safeguards their rights and promotes mutual understanding amongst employers and employees as well as enforcement of laws.

Accordingly, my warm wishes are bestowed to the Commissioner General of Labour for taking leadership to achieve the targets of the Department of Labour in year 2016 and thankfully appreciate the contribution of all officers of the Department, approximately 2400 in number.

S. M. Gotabaya Jayarathne

Secretary

Ministry of Labour and Trade Union Relations

Message of the Commissioner General of Labour

Prevalence of industrial peace in the country is an essential factor for the establishment of a strong economy. The incompatibilities and attitudinal impacts between employers and employees may lead to various problematic situations and these consequential effects may be a reason for the disruption of industrial peace and the entire economy may lag behind as a result.

Accordingly, the Department of Labour shoulders the enormous duty of establishing industrial peace through the implementation of the Acts and Ordinances enacted for labour welfare and promotion conduct of labour inspections, implementation of social security programmes for the labour community and promotion of social dialogue amongst the relevant parties.

Furthermore, the employment field of the private sector of Sri Lanka which was limited to the plantation economy mainly during the colonialism era has gradually developed into a vast labour force at present contributing immensely towards the economy of the country.

Therefore, the functions of the Department of Labour have to be quantitatively and qualitatively upgraded and the Department has become the prominent institution in safeguarding the employment, working environment and job security of employees of the private sector.

The dedication of the Zonal, District and Sub Labour offices as well as the Divisions of the Head office in achieving the targets of the Department of labour amidst many a challenge faced in year 2016 is praiseworthy. Furthermore, my heartfelt gratitude is bestowed upon the Ministry of Labour and the International Labour Organization for their guidance and encouragement. I wholeheartedly wish that every one of the Department of Labour would be strong, courageous and fortunate to fulfill the responsibilities of the public sector and provide a noble service to the general public.

M. D. Chandani Amarathunga

Commissioner General of Labour

Department of Labour

Message of the Additional Commissioner General of Labour

The Annual Report of a Department is quite important in order to get a thorough understanding on the functions carried out by the Department each and every year. There are no time limitations to the value of these reports. Even after 100 years from today, a person looking back at what was done before 100 years at the Department of Labour will no doubt find these reports a valuable source

I got the opportunity of working at Divisional offices at the beginning of my Public Service Career and thereby I was fortunate to read and study the administrative reports of the public sector from the colonial period. I gained knowledge on the past of the public sector and the gradual development of the same and these information was helpful to me in my carrier.

I intervened in the preparation of the Annual Reports of the Department of Labour as the Chairman of the Publication Committee. I am glad that we could produce a comprehensive report with adequate information since I felt the reports of the previous years did not contain adequate information for a person studying the functions carried out by the department.

I would like to take this opportunity to appreciate the services rendered by the entire staff of the Department of Labour who endeavored in making this report a success.

C. N. Withanachchi

Additional Commissioner General of Labour

Department of Labour

1. Department of Labour

The inception of the Department of Labour marks with the establishment of the Department of Controller of Indian Immigrants Labourers in terms of Indian Immigrant Ordinance No 01 of 1923, with the objective of the welfare of the labourers of Indian nationality who were brought to Sri Lanka by Colonial rulers to work in estates in Sri Lanka.

Accordingly, the main functions of the Department of Labour are to implement the Labour Acts and Ordinances and their subsequent amendments which passed by the legislature of Sri Lanka during the past 93 years from the year 1923 and strengthen national economy through maintaining the tripartite relationship of employer – employee and government.

At present, Department of Labour has become the foremost government institution, which operates to ensure welfare and employer – employee relationship of the semi government and private sector, with a view to increase institutional productivity to the highest level.

Vision and Mission of the Department

Vision

A country with everlasting industrial peace for an internationally competitive economy

Mission

Contribute to the development process of Sri Lanka through establishment of a decent work environment within secured industrial peace

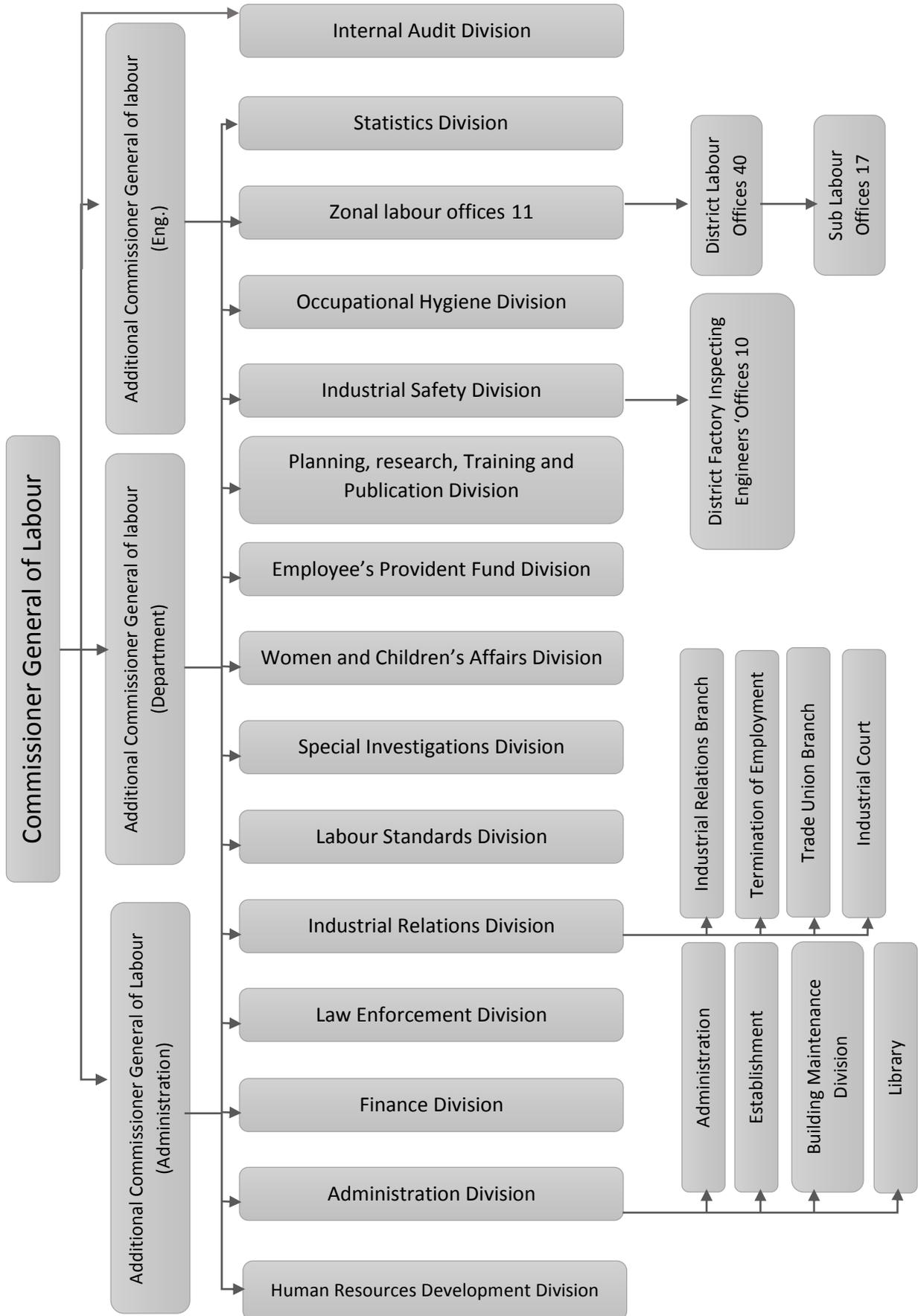
Role of the Department

- Implementing Labour Acts and Ordinances enacted for the welfare and the betterment of the working community and settling industrial disputes.
- Implementing social security programmes for the workers.
- Conducting surveys on the field of Labour, identifying projects that contribute for the development of the field of labour and working community, planning, launching internal and external awareness programmes and implementing educational programmes.
- Promoting Social Dialogue in between the relevant parties in the field of labour.
- Collecting, analyzing and presenting data relevant to the field of labour.
- Maintaining proper and active relationship with trade unions.
- As the representative of Sri Lanka in the International Labour Organization, actively working in collaboration with the ministry of Labour and Trade Union Relations.

Present situation of the Department

Presently, 13 main Divisions are operating affiliated to the head office of the Department of Labour with a view to fulfill different kind of requirements of the working community and establish peaceful industrial environment in the country. Under the decentralization of activities of the Department, 11 Zonal Labour Offices, 40 District Labour Offices, 17 Sub Labour Offices and 10 District Factory Inspecting Engineering Offices have been set up island wide with the objective of providing legal protection and welfare for worker community. The entire staff of the Department of Labour by the end of the year 2016 is 2400.

Organization Structure of the Department



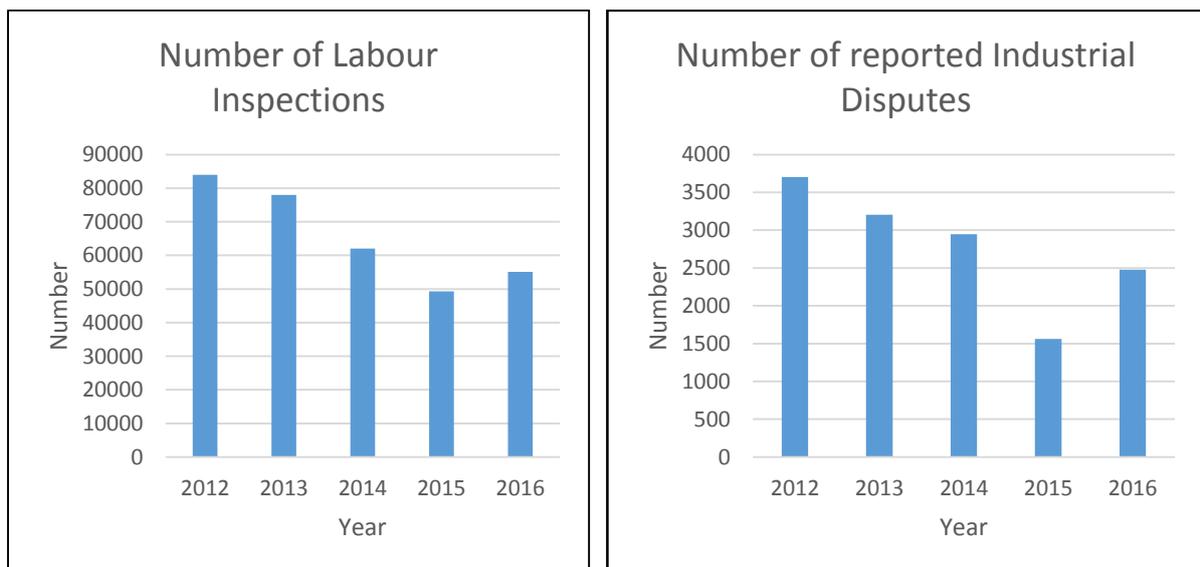
2. Industrial Peace

Prevailing a better industrial peace in the country is very important to achieve a growth in the local economy of Sri Lanka. Collaboration and mutual understanding between the employer and employee parties in the worksites and service providing institutions would lead to maintain daily works without strikes and disputes and that situation will be the prime factor in achieving development targets of the Country.

Labour Inspections

Labour inspections process has been established to get discharge the duties and responsibilities entrusted upon employer-employee parties under the Labour Acts and Ordinances which are operative in our country. Accordingly, industrial peace can be established through formal Labour Inspection process which ensures reduced number of workplace accidents, implementation of prescribed wages and service conditions and social security programmes for retirement life.

The graphs below shows the number of Labour Inspections carried out by the officers in the Department of Labour during the last five years and the number of reported Labour Disputes during that period.



It is significant that there is a growth in the number of Labour Inspections conducted in year 2016 when compared with the previous year amidst the many vacancies prevalent in the post of Labour Officer as well as the challenges faced as a result of the strike carried out by the

Labour Officers in the last quarter of the year. There is a decrease in the number of Labour Disputes at present as a result of the implementation of Labour Laws efficiently, workplace cooperation through Social Dialogue and the improved knowledge among the community with regard to Labour Laws and Regulations.

Legal Activities

Enforcement Division of the Department of Labour takes actions with the vision of establishment of industrial peace through effectively implementing Labour Laws. Accordingly, Enforcement Division takes measures to institute judicial actions against those who violate the provisions in Labour acts and ordinances which implemented by the Department and thereby protect the employer - employee rights and improve the collaboration between employer-employee parties.

The main functions of the Enforcement Division are as follows

- ❖ Giving necessary instructions to the officers in the Department in respect of legal issues which may arise in implementing Labour Laws.
- ❖ Filing cases in Court against the employers those who do not comply with Labour Laws, maintaining those Court Cases, preparing written submissions and conducting trials.
- ❖ Implementation and supervision of summonses and open warrants relevant to the cases filed in magistrate courts, island wide.
- ❖ Preparing relevant documents in respect of appeals and revision applications filed in provincial High Courts against the rulings of the Magistrate Courts and appearing for those cases with the officers in the Attorney General's Department.
- ❖ Preparing relevant documents in respect of writ applications which are filed in Provincial High Court and Court of Appeal against the legal actions taken by the officers of the Department under Labour Acts and Ordinances, and appearing for those cases with officers in the Attorney General' s Department.
- ❖ Preparing relevant documents in respect of cases filed in Supreme Court against the officers of the Department and appearing for those cases with the Attorney General' s Department.

- ❖ Intervening to the cases filed in District Courts and Commercial High Courts to recover statutory payments payable by limited liability companies which are to the closed down according to the Companies Act after settling payments.
- ❖ Implementing training programmes for Labour Law Enforcement Officers in the Department.
- ❖ Enacting new Labour Laws according to timely requirements and amendment of existing laws.

Enforcement division deals with a large number of Labour acts and ordinance, and followings are the main ones

- ❖ Gratuity Act
- ❖ Industrial Disputes Act
- ❖ Termination of Employment Act
- ❖ Wages Boards Ordinance
- ❖ Shop and Office Employees Act
- ❖ Orders of the Labour Tribunals
- ❖ Employees' Provident Fund Act (EPF)
- ❖ Maternity Benefits Ordinance
- ❖ Private Provident Fund (PPF)
- ❖ Employment of Women, Young Persons and Children Act

Accordingly, total numbers of cases filed under relevant Acts during the year 2016 is 4899 (Information on the cases filed under each Act have been mentioned under Statistical Data.)

Information on the Cases pending at Courts are as fallows

COURT	2015-BALANCE BROUGHT FOWARD	2016-INITIATED CASES	2016 COMPLETED CASES
Supreme Court	124	29	05
Court of Appeal	283	33	15
High Court	109	87	29
District Court and Commercial Court	247	10	-
Magistrate Court	240	97	135

Industrial Relations

The main functions of the Industrial Relations Division are to bring economic production, development, and productivity to a higher level, through protection of employer - employee rights and establishment of industrial peace.

Accordingly, key objectives of the division are as follows.

- ❖ Establishment of industrial peace which needs to increase economic productivity
- ❖ Protection of terms and conditions of services special by Labour Acts and Ordinances
- ❖ Registration and promotion of collective agreements
- ❖ Minimization of Strikes and Industrial Disputes
- ❖ Giving legal personality through registration of trade unions

Industrial Relations Division mainly deals with Industrial Disputes Act No 43 of 1950, Termination of Employment of Workmen (special provisions) Act No 45 of 1971, Trade Unions Ordinance No 14 of 1935 and Payment of Gratuity Act No 12 of 1983.

2476 industrial disputes have been reported to the Industrial Relations Division in the year 2016 and of which 2076 have been settled by the Division.

Out of the 160 complaints referred to this division, 86 complaints were settled during the year 2016 itself.

Strikes in the year 2016

In 2016, a total number of 55 strikes were reported and 28672 employees had involved in these strikes. The total number of man days lost due to the strikes was 141991.

Special Investigations

The role of the Special Investigations Division which functions with the vision of making Sri Lanka the country with the utmost industrial peace in the South Asian Region, is as follows.

- ❖ Making emergency inquiries and special investigations for the purpose of implementation of Labour Acts and their provisions

- ❖ Taking immediate action on the Public Complaints that are referred by the Ministry of Labour and Trade Union Relations, Commissioner General of Labour and Additional Commissioner General of Labour
- ❖ Sending replies to the inquiries made by the organizations such as Sri Lanka Human Rights Commission, Office of the Ombudsman, Parliament Advisory Committee, Committee on Public Petitions, etc. on public complaints
- ❖ Conducting joint investigations in collaboration with other divisions of the department
- ❖ Calling for reports from zonal, district and sub offices on public complaints
- ❖ Taking legal actions to recover statutory payments

In 2016, 407 complaints have received by the division and total of 1045 public complaints have been received by this Division with the balance number of complaints brought forward from previous year. Accordingly, 522 investigations have been conducted for those complaints.

3. Social Dialogue and Workplace Cooperation

Social Dialogue and Workplace Cooperation Unit takes measures to popularize social dialogue among tripartite members i.e. employers, employees and trade unions in semi government and private sector, to minimize industrial disputes and give necessary instructions to enter into Collective Agreements.

Social Dialogue Unit functions with the vision of achieving economic prosperity through industrial peace built by social dialogue and workplace cooperation.

In order to realize the vision, this unit conducts various programmes island wide, as a facilitator and a mediator. Amongst these programmes, conducting awareness programmes to promote social dialogue and work place cooperation are paramount. The programmes conducted in the year 2016 are as follows.

PROGRAMMES	NO OF PROGRAMMES CONDUCTED	NO OF PARTICIPANTS
Workshops in Institutions	60	3307
For Managers and Employees	10	525
For Semi Government Sector	12	651
Zonal Advisory Councils	10	267
District Advisory Councils	40	1381
District Office Institutions	36	1303
Sub Labour Office Institutions	12	420

In addition to the above programmes, Social Dialogue and Workplace Cooperation Unit annually conduct All Island Competition on Social Dialogue and Workplace Cooperation as a follow up and evaluating process of various programmes conducted by this unit to promote the concept of social dialogue and work place cooperation. Accordingly, this Annual Competition was successfully conducted in the year 2016 too and the winners were awarded. Social Dialogue Excellence Awards Competition was held under two sections i.e. evaluation of institutions which implement social dialogue concept at an optimal level and evaluation of employees' creative skills.

Further, the Annual News Magazine "Kathikawa" which includes articles, compositions on social dialogue and workplace cooperation was also launched in the year 2016 with the objective of spreading the message of social dialogue and workplace cooperation. By this magazine it has been able to obtain ideas and articles on the social dialogue and workplace cooperation from the experts in the field, exchange experiences of the institutions which achieved maximum productivity and efficiency through social dialogue and workplace cooperation and spread the message of the social dialogue unit island wide.

4. Wages and Service Conditions

Formulating standards on the service conditions which affect the job security and welfare of the private sector employees, giving legal status to those standards and supervision is the role of the Labour Standards Division of the Department of Labour.

Labour standard division, with its vision of creating a more productive environment, implement the below mentioned Acts and Ordinances.

01 - Wages Boards Ordinance No 27 of 1947

02 - Shop and Office (regulation of employment and remuneration) Act No 19 of 1954.

03 - Budgetary Relief Allowance of Workers Act No 36 of 2005

04 - National Minimum Wage of Workers Act No 03 of 2016

05 - Budgetary Relief Allowance of Workers Act No 04 of 2016

Accordingly, under mentioned programmes have been implemented by the Labour Standards Division in 2016

- ❖ Activities relevant to the expansion of the coverage of the Wages Boards for Engineering trade, Garment Manufacturing Trade, Textile Manufacturing Trade and Hosiery Manufacturing Trade
- ❖ Appointing representatives for 22 Wages Boards
- ❖ Conducting awareness programmes for both employer and employee parties
- ❖ Conducting awareness programmes on Budgetary Relief Allowance
- ❖ Publishing Notices on Budgetary Relief Allowance Act No 04 of 2016 and National Minimum Wage Act No 03 of 2016 in the news papers
- ❖ Calling for notices
- ❖ Granting approval to implement 05 day work week
- ❖ Reporting on the legality of the collective agreements after inspection
- ❖ Calling objections for publishing the Order on the Wages Board for Dock, Harbor and Port Transport
- ❖ Publishing the Order and preparing service conditions on the Wages Board for Rubber Growing
- ❖ Gazetting of the notification on increasing the attendance allowance of the Wages Boards representatives

The list of the wages boards which are operative in Sri Lanka by the end of year 2016 has been mentioned below.

- 01 - Tea growing and manufacturing trade
- 02 - Cocoa, Cardamom, and Pepper Growing and manufacturing trade
- 03 - Rubber growing and manufacturing trade
- 04 - Coconut growing trade
- 05 - Engineering trade
- 06 - Printing trade
- 07 - Tea export trade
- 08 - Rubber export trade
- 09 - Liquor and Vinegar trade
- 10 - Match manufacturing trade
- 11 - Coconut trade
- 12 - Building trade
- 13 - Beedi manufacturing trade
- 14 - Baking trade
- 15 - Brick and tile manufacturing trade
- 16 - Ice, aerated water, cordials and jam manufacturing trade
- 17 - Coir mattresses and fiber export trade
- 18 - Garment manufacturing trade
- 19 - Hosiery manufacturing trade
- 20 - Paddy hulling trade
- 21 - Textile manufacturing trade
- 22 - Biscuit and Confectionary manufacturing trade
- 23 - Including tire and tube manufacturing – tire, rebuilding rubber and plastic goods manufacturing trade
- 24 - Tanning footwear and leather goods manufacturing trade
- 25 - Ceramic products manufacturing trade
- 26 - Prawn culture and prawn export trade
- 27 - Quarry and mining trade
- 28 - Plumbogo trade

- 29 - Cinnamon trade
- 30 - Tobacco trade
- 31 - Cigar manufacturing trade
- 32 - Flowers, Ornamental plants, Vegetable and Fruits growing and export trade
- 33 - Motor transport trade
- 34 - Cinema trade
- 35 - Nursing Home trade
- 36 - Hotel and Catering trade
- 37 - Security trade
- 38 - Journalists trade
- 39 - Retail and wholesale trade
- 40 - Dock, Harbor, and Port Transport trade
- 41 - Janitorial service trade
- 42 - Batik trade
- 43 - Glassware manufacturing trade
- 44 - Pre-school service trade

5. Social Security

Employees' Provident Fund, established on the 01st of June 1958, with the vision of being the most attractive social security scheme in the region to protect the retirement life of the working community in Sri Lanka, is a very important social security scheme.

The main tasks performed by the Employees' Provident Fund are registration of institutions and numbers for Employees' Provident Fund, recovery of contributions from the employers who do not contribute to the fund, payment of benefits to the members, giving orders to make payments and launching of projects to promote the fund.

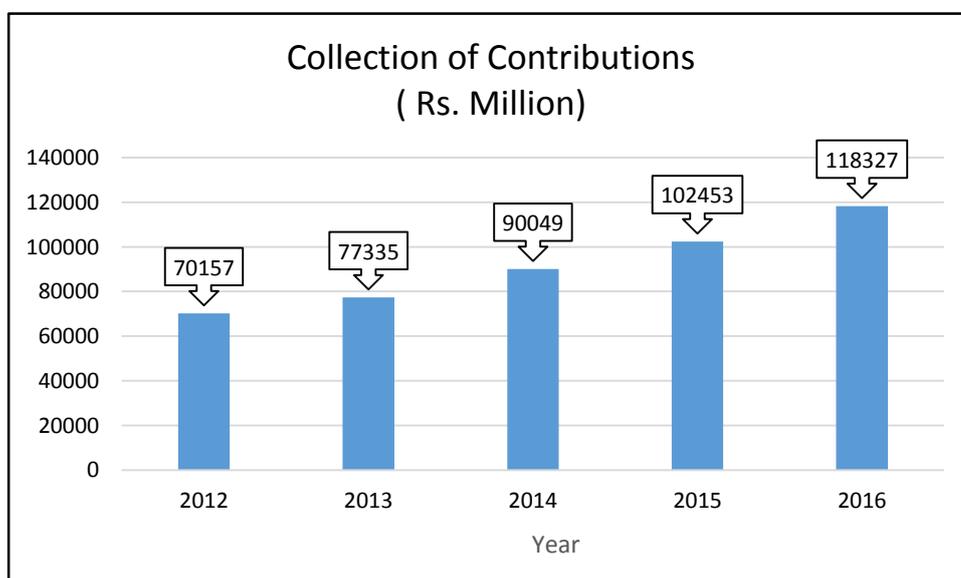
While the administrative activities of the fund are performed by the Commissioner General of Labour, the monetary administration activities are performed by the Monetary Board of the Central Bank of Sri Lanka.

The number of institutions registered with the Employees' Provident Fund in the year 2016 is 7178.

Collection of Contribution

Contributions of a particular month should be deposited with the Central Bank of Sri Lanka by the respective employers on or before the last date of succeeding month on behalf of all the employees covered by the Act.

Progress of the Collection of Contributions during the last 5 years is as follows.



The total value of Employees' Provident Fund Benefit Payments in the year 2016 is Rs. 108,393 million. The number of Employees' Provident Fund Claim Applications are shown in the table below.

Nature of the payment of benefits	Number of applications
Normal Payments	123900
Deceased member payments	4551
30% prior benefit payments	59348

Recovery of Employees Provident Fund and Computerization

Presently, most activities have been decentralized to zonal offices in order to make more efficient recovery of the contributions of Employees Provident Fund.

Accordingly, EPF Contribution Monitoring System has been installed in nine zonal offices, i.e. Northern, North Central, Eastern, North Western, Central, Uva, Sabaragamuwa, Southern and Western Zone 11 (Kalutara).

It has been able to make more efficient the payment of Employees' Provident Fund benefits through the installation of Finger Prints Registration System. Accordingly, finger prints of 25381 members have been registered by the head office. In addition to the head office, finger print registration systems have been installed at 20 labour offices.

Supervision of Private Provident Fund

By the end of the year 2016, the number of institutions and number of members contribute to the Private Provident Fund is 152 and 192284 respectively.

Activities on payment of 30% prior retirement benefits from EPF

The Employees Provident Fund has not been confined to only retirement benefits but, the employees have the opportunity to obtain prior retirement benefits from the fund for building a house and for medical treatments.

The progress of the payments of 30% prior retirement benefits since its commencement on 27/05/2015 up to 31/12/2016 is as follows.

Number of qualification verification of applications forwarded to head office except district offices	96,851
Number of applications forwarded to central bank of Sri Lanka in order to make payments	72,128
The amount released by the Central Bank of Sri Lanka	Rs. 33,658 million

Promotion of the Fund and Efficiency Development Projects

In 2016, action was taken to telecast television advertisements 225 times and broadcast radio advertisements 3216 times in order to make aware the members of the fund and employers with a view to minimize the problems which arise due to absence of correct awareness on the Employees Provident Fund.

Further, it has been able to make more efficient and ease the official duties through compiling an Office Manual to increase the efficiency of the staff of the Employees Provident Fund.

6. Occupational Safety and Health

A working environment free from accidents and hazards lead to increase the efficiency and the productivity of the workers and the quality of the goods and services. Therefore, the Department of Labour takes measures to minimize accidents and occupational diseases in work places.

According to the Factories Ordinance No: 45 of 1942, providing occupational health and safety for workers is compulsory and legal requirement.

World Day for Safety and Health

The Department of Labour organized the National Programme at Katunayake Investment Promotion Zone to mark the World Day for Safety and Health which falls on 28th April, every year.

National Occupational Safety and Health week

The national programme on behalf of the National Occupational Safety and Health Week, was held at Altair Construction Site, Colombo 02.

Implementation of Law

Legal action has been taken against 13 employers who violated the provisions under the Factories Ordinance.

Occupational Hygiene

The Department of labour performs environmental testing to check the work environments vulnerable to cause occupational diseases and biological testing to detect occupational disease or symptoms at early stage.

Workers can be exposed to dangerous biological agents in work environments. Therefore, the department takes measures to identify those biological agents at the initial stage with a view to protect the worker's health and prevent them from occupational diseases. Accordingly, the number of biological tests performed is 1283.

Also, a number of awareness programmes on occupational health were conducted for workers at manufacturing and service providing institutions in private sector.

7. Women and Children's Affairs

Employed women immensely contribute to the production process of Sri Lanka and it is the responsibility of the Department of Labour to protect them and safeguard their job security as well as the provision of health and welfare facilities to them.

Further in order to protect children, the lifeblood of the nation, the Department of Labour takes action to eliminate child labour. With regard to the employed children, who are not attained the minimum age of employment and who are employed in hazardous forms of jobs, the department takes preventive and legal actions on information or complaints received and prosecution on errant employers are carried out by the Woman and Children's Affairs Division of the Department of Labour.

International Women's Day

International Women's Day was held in the Rathnapura District under the theme "Savimath Kathak –Thirasara Hetak". Self-employment Training Programmes were conducted (on manufacture of slippers/shoes, making short-eats, beauty culture, cultivation of mushrooms, cultivation of ornamental plants and flower plants) to empower the women, who were employed in the small scale tea and rubber estates of the Rathnapura District on 07/03/2016 and sets of equipment essential to initiate self-employment were distributed to them at the Dharmapala Vidyalaya, Rathnapura.

The below-mentioned programmes were also conducted by the Women and Children's Affairs Division in 2016

Name of the Programme	Number of Programmes/ Seminars	Participation
Awareness programmes for estate-employed woman	2	60 women employees of the estate sector
Awareness programmes for factory employed women	10	Factory-employed women
Psychology counseling programmes for women employees of the Export Development Zones	04 Psychology counseling / Yoga Programmes	30 women employees from Katunayaka, Biyagama and Koggala Zones participated in each programme
Drug Prevention Programmes	03	Resident women employees of the Free Trade Zones

Inquiries on the below-mentioned complaints were carried out in 2016 under the guiding of the Women and Children's Affairs Division.

Nature of the Inquiry	No of inquiries conducted / No of complaints received	Action taken
Permission for night employment	79 inquiries combined with District offices	Necessary action taken
Complaints on night employment of women	01	Necessary action taken by the Woman Children's Affairs Division
Complaints and inspection on maternity benefits	06	Complaints have been inquired and necessary instruction given to relevant offices and institutions
Woman employee complaints and inspections	07	Submitted to relevant District and sub Labour office and instructions given

World Day against Child Labour

The World Day Against Child Labour was commemorated with the co-operation of the International Labour organization under the leadership of Hon. Maithripala Sirisena, His Excellency the President of Sri Lanka at the Bandaranayake Memorial International Conference Hall. The objective was to "Zero Child Labour and Hazardous Child Labour by paying attention to child labour and hazardous forms of child labour on national level".

The special events which took place at this occasion were taking the Oath on Elimination of Child Labour from Sri Lanka and the same being signed by His Excellency the President and sending the SMS on Elimination of Child Labour to mobile phone users.

Action was also taken to conduct a special dialogue among the experts of the field at the conclusion of the National Commemoration of the World Day Against Child Labour.

Awareness was created among the public and media through a media discussion, television interview, radio programmes and newspaper articles.

World Children’s Day (01/10/2016)

The World Children’s Day was celebrated at the Dhamawijaya Foundation Hall, Colombo-07. In line with this, 100 school children were selected from low income families of the Colombo District through the Director of “Divi Naguma” and school bags and sets of books were distributed amongst them with the contribution of the “Shrama Vasana Fund”.

Programmes to Establish Child Labour Free Zones under the project for Elimination of Child Labour from Sri Lanka

388 Special Inspections were conducted by Labour Officers at institutions in which hazardous jobs are carried out, under the leadership of Assistant Commissioners of Labour of all District Labour Offices. Three Awareness Programmes were also conducted for the same.

The Women and Children Affairs Division also engages in inquiring into various complaints received on Child Labour from known or anonymous persons, The Women and Children’s Bureau, National Child Protection Authority and taking legal action against the errant employers.

The progress of Child Labour Complaints in 2016 is as follows:

Total number of complaints during the year	157
Files finalized	100
Complaints filed in Courts	02
Finalized Court Cases	01

Further, stickers were printed on night employment of women, maternity benefits and child Labour to be exhibited in all elevators of the Head Office of the Department of Labour and leaflets were also printed on night employment of women, maternity benefits and child labour as well.

A program was held under the financial provisions of the International Labour Organization to create awareness among media officers to eliminate child labour. Another awareness programme was conducted for officers of all Police and Child Bureaus of the Colombo District. In addition to these, another programme was also conducted to handover the Analysis report prepared by Mr. Sarveshwaran, Senior Lecturer of the Law Faculty of the University of Colombo, on the ‘Legal position of engaging children in domestic work’, to the National Steering Committee.

8. Planning, Research, Training and Publications

The main functions of the Planning, Research, Training and Publication Division of the Department of Labour are to prepare the Annual Action Plan, implement future plans of the Department of Labour, follow up of the progress of the same through a respective operational and assessment process and prepare an achievable process to arrive at the targets by the end of the year and prepare the Annual Report.

The Division conducted 27 training programmes for staff officers in 2016 including 03 workshops which were held at the National Institute of Labour Studies to create awareness among Labour Officers on Labour Laws. 12 Labour Officers selected through the results of a Test held after these workshops were sent for a foreign training at VVGiri National Labour Institute, India from 21st to 26th November 2016. This special workshop was of immense value to develop the professional skills of Labour Officers. Further necessary action were taken to enhance the skills of the officers of the Department of Labour through 63 training programmes, including of 14 training programmes for the Management Assistants. In order to fulfill the service requirements of officers, 45 officers have been sent for Post Graduate and Diploma Courses. Also 11 officers have been sent for studies to External Institutes.

The progress review of Labour Officers is also conducted under the supervision of the Planning, Research, Training and Publications Division. Accordingly 16 progress review meetings were conducted during this year.

Programme for Computerizing Labour Inspection System Application - LISA

New technological equipment are used by the Planning, Research, Training and Publications Unit to carry out the functions of the Department efficiently and the LISA programme, namely 'Labour Inspection System Application', a special computer system to cover the main 03 functions of the Department of Labour, which are Labour Inspections, Settlement of Disputes and Coverage of Court Cases is maintained by the Division. The purpose of maintaining this computer programme is the computerization of the Labour Inspections carried out by the Labour Officers, Complaints received by officers and information on Court Cases and provide an efficient service through the establishment of a systematic data base.

For this purpose, the LISA Technological Unit has been established and activities are carried out under 10 modules based on web based solutions under Open Source Software Technology.

All the Zonal Offices throughout Sri Lanka, District Offices, Sub Offices and District Factory Inspection Engineers' Offices as well as the Women and Children Affairs Division, PRT Division, Industrial Relations Division and the Legal Enforcement Division of the Head office are connected through a network and the modules are used in accordance with the requirement of each Division.

In order to achieve the objectives of the LISA programme, 16 training programmes have been conducted for more than 350 officers and the required equipment and accessories such as computers, WIFI Dongles and Printers have been provided to the Labour Offices to update the computer system.

The creation of the main parts of the Departmental website has also been done during this year.

9. Statistics

Statistics and information play a prominent role in the development of a consistent economic affairs and social policies and in taking decisions which are essential for the progression of the country. Accordingly the Statistics Division of the Department of Labour is organized for the collection of accurate information and statistics by studying the complicated timely changes in the labour sector of Sri Lanka, analyzing them and forecasting the future. The collective purpose of the Statistics Division is the provision of accurate and timely labour statistics which are essential for the formation of government policies.

The functions of the Statistics Division in 2016 is shown by the table.

Activity	progress
Annual Employment Survey 2015	Publication through print and websites
Annual Employment Survey 2016	Collection of data through 2016 survey
Labour Statistics Annual Publication	Publication through print and websites
Labour Gazette 2015 Quarterly Publication	Collection of data for publication
Survey Report – 2015 on general earnings and no of hours worked	Publication through website
Survey Report – 2016 on of general worked	Completion of March and September – 2016 survey.
Calculation of Minimum Wage Index	The calculation of minimum wage index in accordance with the wages board has been temporarily suspended for the period in concern
Computerization of Labour inspection	Data base has been created and data entry operation are being carried out
Computerization of EPF New Registrations	A new data base has been created and data entry operations are being carried out

10. General Administration

Organization of the physical, human and financial resources of the Department and maintaining them the most supreme manner is essential to provide a satisfactory service to the employer–employee community. The progress of the Establishment Division, in charge of the administration of the Department is as follows.

- Recruitment of 98 Officers for the vacancies of the Department.
- Attachment of 88 Officers sent by the Ministry of Public Administration and Management for vacancies of the Department
- Submitting the recruitment procedures of the Scientific and Technical Services to the Public Services Commission.
- Calling in the Performance Reports of the 524 staff officers.
- Calling in income and liability reports from the 524 staff officers.
- Payment of salary increment to the 2400 officers.
- Preparation of salary conversions of the 2400 officers in accordance with the public Administration circular 03/2016
- Preparation of pension files of 52 retired officers and revision of the pension of 104 officers.
- Conduct of 10 Efficiency Bar Examinations.
- Internal and external transfers.
- Sending officers for foreign scholarships, seminars and other workshops.

Library and Labour Museum

Collection of subject related information to suite the requirements identified to be essential for the development of the employer–employee community, guidance to extend the knowledge in accordance with the requirements, spread knowledge on the field of labour to the Department employees and the general public are the main functions of the Library of Department. During year 2016 the Library purchased books for the knowledge and entertainment of readers. Books had also been purchased from the International Book Exhibition with the objective of developing knowledge in the Labour Field. Books had been purchased from the Department of Official Languages during the period in concern to improve the language skills. All the books available at the Library have been computerized and the list of books is maintained.

A book exhibition was conducted in the premises of the Department under the patronage of a few prominent publishing companies of with the objective of improving the will to read and

an awareness programme was held for the library member as well. 112 new employees have obtained the library membership in 2016.

The library carries out photocopy services to satisfy the information requirements of external parties in addition to library services and the amount debited to the public account in 2016 is Rs. 224, 993.00

The Department of Labour maintains a Labour Museum and it exhibits the way in which the field of labour oriented and conservation of documentary connected to the labour field as well as Acts and Ordinances. From this year steps were taken to keep the museum open on Wednesday in order to increase the number of spectators.

Development of Physical Resources

The Building and Maintenance Division of the Department engages in the maintenance of infrastructural facilities to enable the Officers of the Department of Labour to carry out their duties efficiently.

Accordingly, the expedite construction of “Mehewara Piyasa” in the Department premises is being carried out. The cost borne for the construction of this building which is expected to be completed in 2018 is Rs. 2029.49 million.

In addition to these, the constructions of the below labour offices were also carried out in year 2016.

Office	Cost borne in 2016 (Rs. Millions)
Avissawella	50
Negambo	21.168
Polonnaruwa	46.7
Puttalam	12
Ambalangoda	15.310
Kurunegala	25
Mahiyanganaya	13
Anuradhapura	6
Beliatta	24.11
Jaffna	-
Mullaitivu	5.5
Kilinochchi	11.2

The Beliatta, Jaffna, Mullaitivu and Kilinochchi Labour offices had been completed in 2016 and declared open.

Internal Audit Affairs

With the view of achieving a successful working environment through the use of Departmental resources efficiently for maximum productivity, the Internal Audit Unit has been established under the direct supervision of the Commissioner General of Labour. The main duty of the Division is to inquire whether the day to day functions of the Department are carried out in accordance with the Financial Regulations, Public Administration Circulars and report to the Commissioner General of Labour.

In accordance with the Audit Plan for the year 2016, Audit Reports have been submitted after the inspection of 09 District Labour Offices and replies have been sent in relation with 30 Audit Reports forwarded. Replies have also been submitted to the Public Account Committee with regard to EPF and Department of Labour for years 2009, 2010 and 2011 and 2012.

Financial Affairs

The functions of the Finance Division are to collect the estimated expenses for all the duties carried out by the Department from respective Divisions, list them systematically, categorize them as recurrent and capital expenses and submit it to the Ministry of Finance as well as spending the money received appropriately without exceeding the estimated amounts.

Categorization of the expenses of the Department of labour for year 2016 are as follows.

Capital Expenses categorization (Rs. Mn.)

Type of Expense	Budgetary provisions 2015	Actual expenses 2015	Actual expenses as a percentage of provisions	Budgetary provisions 2016	Actual expenses 2016	Actual expenses as a percentage of provisions
Rehabilitation and Improvement of Capital Assets	98.80	88.90	90.0%	43.00	42.35	98.5%
Acquisition of Capital Assets	1,584.90	1,464.05	92.4%	4,990.20	3,403.25	68.2%
Total	1,683.70	1,552.95	92.2%	5,033.20	3,445.60	68.5%

Recurrent Expense Categorization

Type of Expense	Budgetary Provisions 2015	Actual Expenses 2015	Actual Expenses as a Percentage of Provisions	Budgetary Provisions 2016	Actual Expenses 2016	Actual Expenses as a Percentage of Provisions
Salaries	1,072.95	1,068.38	99.6%	1,148.70	1,136.27	98.9%
Travelling Expenses	65.60	60.53	92.3%	62.85	56.76	90.3%
Supply	65.25	58.27	89.3%	57.86	53.94	93.2%
Maintenance Services	22.45	13.33	59.4%	12.70	11.61	91.5%
Construction Services	1.75	1.73	98.6%	1.80	1.65	91.7%
Other Services	111.05	96.74	87.1%	107.13	102.78	95.9%
Transfers	29.00	25.06	86.4%	27.25	23.34	85.7%
Other	43.15	33.85	78.5%	71.58	66.82	93.4%
Total	1,411.20	1,357.88	96.2%	1,489.86	1,453.17	97.5%

11. Special Achievements of the Department of Labour in 2016

The Matala District labour office won the 3rd place in the Public Sector – Micro Category at the National Productivity Award 2015 conducted by the National Productivity Secretariat.



12. Statistical Data

Industrial Relations Division

	2012	2013	2014	2015	2016	
Statistics on Industrial Disputes						
Number Reported	3702	3204	2948	1561	2476	
Number Settled	3695	3077	2903	1493	2076	
Number of Collective Agreements Registered	43	34	50	40	37	
Trade Union Affairs						
Number of Trade Unions registered	114	108	125	196	147	
Number of Trade Unions Cancelled	02	114	255	315	269	
Entire Number of Active Trade Unions				1888	1747	
Entire Number of active Trade Associations				30	38	
Industrial Courts Affairs						
Submitting to Compulsory Arbitration	43	49	53	28	62	
Issue of Awards	26	35	42	35	25	
Statistics on Strikes Reported						
Strikes Reported	Estates	14	22	31	20	35
	Companies	20	20	07	16	20
Number of Employees Participated	Estates	4338	5031	4833	5229	18355
	Companies	5626	6088	1618	3171	10317
Number of Man Days Lost	Estates	25043	41669	29165	29743	123151
	Companies	10774	38754	8158	8630	18840
Termination of Employment						
Number of Complains	92	134	149	171	160	
Number of Complains Settled	143	112	148	162	86	
Permission for Termination Requests	31	41	51	24	14	

Social Dialogue Division

		2012	2013	2014	2015	2016
Conduct of Programmes on Social Dialogue						
By the Social Dialogue Unit	Number of Programmes	153	187	85	80	82
	Number of employees participated	4751	6560	4186	4403	4483
By District and Sub Offices	Number of Programmes	225	214	101	116	57
	Number of employees participated	7902	7768	3714	4094	1723

Enforcement division

Act	Number of Cases filed				
	2012	2013	2014	2015	2016
Gratuity Act	3404	2371	2044	3171	2264
Industrial Disputes Act	77	126	146	153	76
Termination Act	59	58	36	49	41
Wages Boards Ordinance	290	203	244	282	97
Shop and Office Act	132	112	88	99	31
Maternity Benefits Ordinance	02	05	03	03	01
Employment of Women, Young Persons and Children	10	07	11	05	06
Employees Provident Act	3210	3415	3244	2779	2230
Lobour Tribunal Orders	165	144	183	164	104
Budgetary Relief Allowance Act	134	22	32	29	22
Approved Provident Funds	07	01	07	03	27

Special Investigations Division

	2012	2013	2014	2015	2016
Investigation of Complain	264	122	84	292	522
Calculated EPF arrears (Rs. Thousands)	313770	28012	11338	634969	377481
Calculated Statutory Payments (Rs. Thousands)	40831	5814	898	4996	32140

Industrial Safety Unit

	2012	2013	2014	2015	2016
Total Number of registered factories (as at the last day)	22459	23974	25236	26198	27570
Number of Inspections	6700	6372	5063	5090	4975
Inspectors (number of engineers)	28	28	30	28	27
Approval of Plans	106	97	111	130	149
Lectures and Seminars	229	218	147	205	177

Occupational Hygiene Division

	2012	2013	2014	2015	2016
Environmental Measurements				153	46
Biological Investigations				330	1283
Occupational Health and Safety				159	212
Awareness Programmes				204	168
EPF and ETP Medical Boards				24	24

Employees Provident Fund Division

	2012	2013	2014	2015	2016
Total number of Membership Accounts	14559328	15203073	15831410	15831410	17,131,226
Total Number of Employers	198893	204777	210595	210595	223,114
Value of Funds (Rs. Millions)	1144409	1299974	1486931	1664852	1,841,497
Number of Active Members (Millions)	2.34	2.40	2.40	2.40	2.61
Active Employers	68140	69148	69683	72917	74,482

		2012	2013	2014	2015	2016
New Registrations	Employees	127138	813010	827883	827883	620806
	Employers	10060	7802	6176	5770	7178
Benefits	Number of Beneficiaries	115654	114275	127492	127107	187147 ##
	Benefits paid (Rs. Millions)	48015	50062	65118	77769	108393 ##
Collection of Contributions (Rs. Millions)		70157	77335	90049	102453	118327
EPF Housing Loans	Approved Applications	11182	16268	17786	13132	12780
	Approved Loan Amount (Rs. Mn)	3951	6914	8021	5377	5414

First time benefits and 30% benefits included

Planning, Research, Training and Publications Division

	2012	2013	2014	2015	2016
Training of Staff Officers	4	14	18	36	27
LISA and Computer Training Programmes	33	-	17	2	16
Training Programmes for Management Assistants	8	17	23	16	19
Sending for Post Graduate Degrees and Diplomas	20	41	81	56	45
External Trainings	57	23	18	13	11
Other Trainings	2	2	6	11	1

Finance Division

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

Establishment Division

	2014	2015	2016
Total Number of Employees at the beginning of year	2169	2256	2405
New Departmental Recruitments	32	25	23
Transferred to the Department – Combined Service	163	219	129
Transfers (net)	(10)	(63)	7
Additions to the Department Staff due to other reasons	05	0	0
Retirements	50	(26)	(79)
Removal from the Departmental Staff due to other reasons	53	(6)	(85)
Total Number of Employees at the end of the year	2256	2405	2400

List of names of Divisional Heads (as at 31.12.2016)

	Section	Designation	Name
1	Commissioner General of Labour		Mrs. M. D. Chandani Amarathunga
2	Additional Commissioner General of Labour		Mr. C. N. Withanachchi
3	Legal Enforcement Division	Senior Legal Advisor	Mr. P. S. Pathiratne
4	Administration Division	Commissioner of Labour	Mr. G. D. W. Jayawardhana
5	Industrial Relations Division	Commissioner of Labour	Mr. H. K. K. A. Jayasundara
6	Employees provident Fund Division	Commissioner of Labour	Mr. W. D. S. C. Weliwatta
7	Special Investigations Division	Commissioner of Labour	Mr. P. W. M. G. Wickramasinghe
8	Labour Standards Division	Commissioner of Labour	Mrs. A. M. G. N. Deepthi Sumanasena
9	Human Resource Development Division (Social Dialogue and Workplace Cooperation Unit)	Commissioner of Labour	Mrs. A. M. G. N. Deepthi Sumanasena
10	Women and Children's Affairs Division	Commissioner of Labour	Mr. P. Mahadevan
11	Industrial Safety Division	Commissioner of Labour	Mr. W. I. C. D. R. Fernando
12	Finance Division	Chief Accountant	Mrs. D. K. D. P. Lakmali
13	Internal Audit Division	Chief Internal Auditor	Mr. A. Podiralahami
14	Occupational Hygiene Division	Deputy Commissioner of labour	Dr. Vajira M. Palipana
15	Planning, Research, Training and Publication Division	Deputy Commissioner of labour	Mrs. N. M. Y. Thushari
16	Statistics Division	Deputy Director	Mr. K.W. S. Saddananda
17	Construction and Building Maintenance Unit	Engineer (Civil) Engineer (Electrical)	Mrs. G. H. R. S. E. Silva Mrs. H. L. L. Dhammika
18	Library	Librarian	Mrs. H. Renuka Jayawardhana

List of names of Zonal, District and Sub labour Office Heads (as at 31.12.2016)

Zonal Labour Offices

	Zonal Labour Office	Names of Deputy Commissioners of Labour as at 31.12.2016
01	Western I	Mr. L. T. G. D. Darshana
02	Western II	Mr. R. W. M. Podinilame
03	Western III	Ms. N. M. Y. Thushari
04	Sabaragamuwa	Mr. S. Chandrathilake
05	North Western	Mr. W. M. S. Bandara
06	Central	Ms. J. K. Bogahawaththa
07	Southern	Mr. W. W. Punchihewa
08	Uva	Mr. R. M. A. Rathnayaka
09	Notrh Central	Mr. D. M. G. Weerasinghe
10	Nothern	Ms. N. Jegadeeshwaran
11	Eastern	Mr. K. L. Subair

District Labour Offices

	District Labour Office	Names of Assistant Commissioners of Labour as at 31.12.2016
1	Colombo Central	Mr. W. M. D. R. Weerakoon
2	Colombo South	Ms. R. P. Udayangani
3	Colombo West	Ms. P. B. C. Pemabandu
4	Colombo East	Ms. N. R. Ranawaka
5	Kalutara	Ms. E. C. S. Weerasinghe
6	Panadura	Ms. L. M. Hewawitharana
7	Mathugama	Mr. K. A. Premasiri
8	Maharagama	Mr. D. L. Dayananda
9	Colombo North	Mr. A. D. K. M. Weerakkodi
10	Gampaha	Mr. B. A. J. M. Balachandra
11	Ja ela	Mr. B. A. Mahinda

	District Labour Office	Names of Assistant Commissioners of Labour as at 31.12.2016
12	Negambo	Mr. C. G. H. Sanath Lanka
13	Ratnapura	Mr. R. G. J. B. Gunathilake
14	Awissawella	Mr. P. G. R. Chandrawansa
15	Pelmadulla	Mr. G. P. S. Liyanage
16	Kegalle	Mr. K. G. J. B. Kurukothenna
17	Kurunegala	Mr. A. D. S. R. Wijayasinghe
18	Kuliyapitiya	Mr. H. P. D. N. K. Jayasekara
19	Chilaw	Ms. A. M. S. Chandrika
20	Puttalam	Mr. M. A. A. D. P. V. Munasinghe
21	Maho	Mr. R. M. P. Ratnayaka
22	Wennappuwa	K. L. D. V. Ratnakumari
23	Kandy North	Mr. A. R. Hewapathirana
24	Kandy South	Mr. B. A. S. P. K. Balasuriya
25	Matale	Mr. J. M. P. Karunarathne
26	Hatton	Mr. W. W. S. B. Madugalla
27	Nuwara Eliya	Mr. E. M. P. Ekanayaka
28	Galle	Ms. N. P. Manage
29	Matara	Mr. D. H. T. Deshapriya
30	Hambonthota	Mr. J. L. Wickramanayaka
31	Badulla	Mr. D. M. Gamini (Acting)
32	Monaragala	Mr. D. M. Gamini
33	Haputale	Mr. R. N. Wickramarachchi
34	Anuradhapura	Ms. R. M. I. C. K. Rathnayaka
35	Polonnaruwa	Mr. K. M. R. L. Jayathilake
36	Jaffna	Ms. N. Jegadeeshwaran
37	Vauniya	Ms. S. Siwaranjani
38	Trincomalee	Mr. A. M. Bandaranayaka (Cover Up)
39	Ampara	Mr. M. S. M. Ansar
40	Batticaloa	Mr. A. Kogularanjan (Cover Up)

Sub Labour Offices

	Sub Labour Office	Names of Senior Labour Officers as at 31.12.2016
01	Yatiantota	Ms. L. W. K. S. Dayarathna
02	Embilipitiya	Ms. A. G. A. Shriyani
03	Warakapola	Mr. J. A. C. N. Jayakodhi
04	Gampola	Ms. B. H. M. W. K. Bamunuhendra
05	Naula	Mr. M. K. S. Siriwardhana
06	Nawalapitiya	Mr. U. G. K. I. Perera
07	Ambalangoda	Ms. T. H. S. A. Silva Ms. A. D. I. A. Jayathilake
08	Elpitiya	Mr. A. P. A. Priyantha
09	Morawaka	Mr. K. W. Athapaththu
10	Beliatta	Mr. I. R. Wellappili
11	Mahiyanganaya	Mr. A. M. J. K. Aththanayake
12	Medawachchi	Mr. C. M. M. Chandrasekara. Ms. L. S. Ranjani
13	Kilinochchi	Mr. P. Pradeepan
14	Mulathiw	-
15	Mannar	-
16	Kantale	Mr. S. M. Nazar
17	Kalmunei	Mr. M. S. Hussain

The Carder of the Department of Labour as at 31.12.2016

	Designation	Approved Number	Present Number	Casual Substitute	Vacancies
Senior					
1.	Commissioner General of Labour	1	1		0
2.	Additional Commissioner of Labour (SLAS)	1	1		0
3.	Additional Commissioner of Labour (Department)	1	0		1
4.	Additional Commissioner of Labour (Engineer)	1	0		1
5.	Medical Officer	4			2
	Medical Officer		1		
	Medical Officer (Research)		1		
6.	Commissioner of Labour (SLAS) (Two Officers are engaged as foreign delegates)	6	7		-1
7.	Commissioner of Labour (Department)	2	0		2
8.	Commissioner of Labour (Industrial Safety) and Chief Factory Inspecting Engineer (SL Eng. S)	1	1		0
9.	Commissioner of Labour (SL Scientific Service / SL Medical Service)	1	0		1
10.	Chief Accountant	1	1		0
11.	Chief Internal Auditor	1	1		0
12.	Chief Legal Officer and Commissioner of Labour (Legal Enforcement)	1	0		1
13.	Deputy Commissioner of Labour Factory Inspecting Engineer (SL Engineering Service)	1	1		0
14.	Deputy Commissioner of Labour (SLAS)	15	0		15
15.	Deputy Commissioner of Labour (Department)	9	4		5
16.	Deputy Commissioner of Labour Specialist Research Officer (SL Scientific Service)	1	0		1
17.	Accountant	5	5		0
18.	Assistant Commissioner of Labour	41	36		5
19.	Assistant Commissioner of Labour (Department)	63	61		2
20.	Legal Officer	14	8		6
21.	Assistant Director - Planning	1	1		0
22.	Specialist Factory Inspecting Engineer (Electrical Safety)	1	0		1

	Designation	Approved Number	Present Number	Casual Substitute	Vacancies
23.	Specialist Factory Inspecting Engineer (High Risk Machinery Safety)	1	0		1
24.	Specialist Factory Inspecting Engineer (Construction Safety)	1	0		1
25.	Specialist Factory Inspecting Engineer (Chemical / Mechanical Safety)	1	0		1
26.	Specialist Factory Inspecting Engineer	3	3		0
27.	District Factory Inspecting Engineer	10	8		2
28.	Civil Engineer (SL Eng. Service)	1	0		1
29.	Factory Inspecting Engineer (SL Eng. Service)	14	14		0
30.	Chemical Engineer	2	2		0
31.	Senior Research Officer (SL Scientific Service)	14	14		0
32.	Research Officer (SL. Scientific Service)				
33.	Assistant Director (SLI & TS)				
Tertiary Level					
34	Librarian (Super Grade)	1	0		1
35	Technical Officer (SL Scientific Service)	1	0		1
36	Finger Print Inspection Officer (Special Grade – SL Tech. Service)	1	0		1
37	Labour Officer (Super Grade)	56	0		56
38	Registrar	1	1		0
39	Information and Communication Technical Officer	3	2		1
40	Language Translator (Sinhala – English)	2	2		0
41	Language Translator (Tamil – English)	1	1		0
42	Language Translator (Sinhala – Tamil)	3	0		3
43	Administration Officer	2	1		1
44	Labour Officer	597	356		241
Secondary Level					
45	Field Officer	10	10		0
46	Human Resource Development Officer	69	69		0
47	Development Officer	96	53		43
48	Technical Officer (Civil)	1	0		1
49	Technical Officer (Electric)	1	1		0

	Designation	Approved Number	Present Number	Casual Substitute	Vacancies
50	Finger Print Inspection Officer	5	4		1
51	Research Assistant	4	0		4
52	Building Inspector	4	0	1	4
53	Draughtsman	3	2		1
54	Librarian	4	3		1
55	Management Assistant service	1527	1250		277
56	Clerk (EPF)	19	19		0
57	Stenographers	10	8	1	2
58	Computer Operators	0	0		0
59	In Charge Officers	4	3		1
60	Warden	4	3		1
61	Information and Communication Technology Assistants	9	8		1
62	Transport Officer	1	1		0
Primary Level					
63	Driver	89	73		16
64	Electrician	2	1		1
65	Mechanic	0	0		0
66	Carpenter	1	1		0
67	Plumber	1	1		0
68	Caretaker of circuit bungalow	5	4		1
69	Peons	350	319		31
70	Watcher	40	42		(2)
71	Lorry Cleaner	1	1		0
	Total	3138	2400	2	738