

Vocational Training in Asia and the Pacific

A Profile of Sri Lanka



36423



ASIAN AND PACIFIC SKILL DEVELOPMENT PROGRAMME
INTERNATIONAL LABOUR OFFICE
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Introduction

These country profiles, which will be updated yearly, are intended to give the user a graphic view of the structure, outputs and legal basis of the vocational training system of individual countries in the Asia-Pacific region.

The sources of information were the APSDEP focal points. Wherever possible, we have tried to collect data from 1974 to 1984.

Although the data are presented in a relatively uniform way, there is no intention to make comparisons. In any case, the variety of training systems and arrangements that are available in the Region make comparison difficult, if not impossible.

With these profiles we hope to give the users of our information services an idea of the progress, development and changes in vocational training in the APSDEP region.

The data that will be collected through this project will be filed in the APSDEP data base on regional statistics on vocational training.

As far as possible, we have tried to follow the outline given below:

- 1 Economically active population—by occupation (1983);
- 2 General level of employment, 1974-84;
- 3 Population trend, 1974-84;
- 4 Employment structure, 1974-85 (in thousands), according to economic sector, for example—agriculture and forestry, mining and manufacturing, construction, services;
- 5 Number of graduates in public and private vocational training institutes, 1974-84; number of graduates by trade, 1974-84;

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6. Government budgetary allocation and investments in vocational training, 1974-84, in local currency or US dollars;
7. Chart of types of vocational training courses;
8. Chart of the administrative structure and functions, including lines of co-ordination between the branches;
9. Types of vocational training institutes;
10. Recent laws on vocational training, or amendments to existing legislation.

RONY V. DÍAZ

Director

Sri Lanka

The national training programmes in Sri Lanka are intended to train some of the 39 per cent of the population who are unemployed in required skills so that they can be integrated into the work force.

The Ministries of Education, Higher Education, Labour, and Youth Affairs and Employment are the principal government agencies providing vocational training.

The National Apprenticeship Scheme was initiated under the short-term employment programme of the Ministry of Planning and Economic Affairs to train educated unemployed youth in various skills in public and private industry. The scheme was launched in September 1970 and administered by the Apprenticeship Division of the Ministry of Industries and Scientific Affairs. The National Apprenticeship Board now functions under the Ministry of Youth Affairs and Employment.

The objectives of the Board are to: a) formulate, carry out and supervise a training scheme covering different categories of apprentices; b) establish apprenticeship standards in relation to the nature, content and levels of training and determine the number and duration of training of such apprentices; c) determine trade tests to be undergone by each category of apprentices and issue certificates to those who qualify; and d) determine, for instance, conditions of work, and leave entitlements of apprentices.

The Board also determines, in consultation with the Minister, the allowances payable to apprentices.

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Skills that are traditionally taught informally in family-based occupations have survived in several areas of Sri Lanka. New opportunities using these skills would depend on centralised management of their production with well-established regional links for marketing and sales.

The Ministry of Labour has developed its capacity to train the trainers themselves. A Skills Development Centre at Orugodawatte has been set up with the assistance of the United Nations Development Programme (UNDP).

In 1981 District Vocational Training Centres were set up with the financial assistance of the Netherlands Government. A Foreman Training Centre was established with the help of the Swedish International Development Authority.

In April 1981 a programme for training the technical staff of vocational training institutions was planned with UNDP assistance.

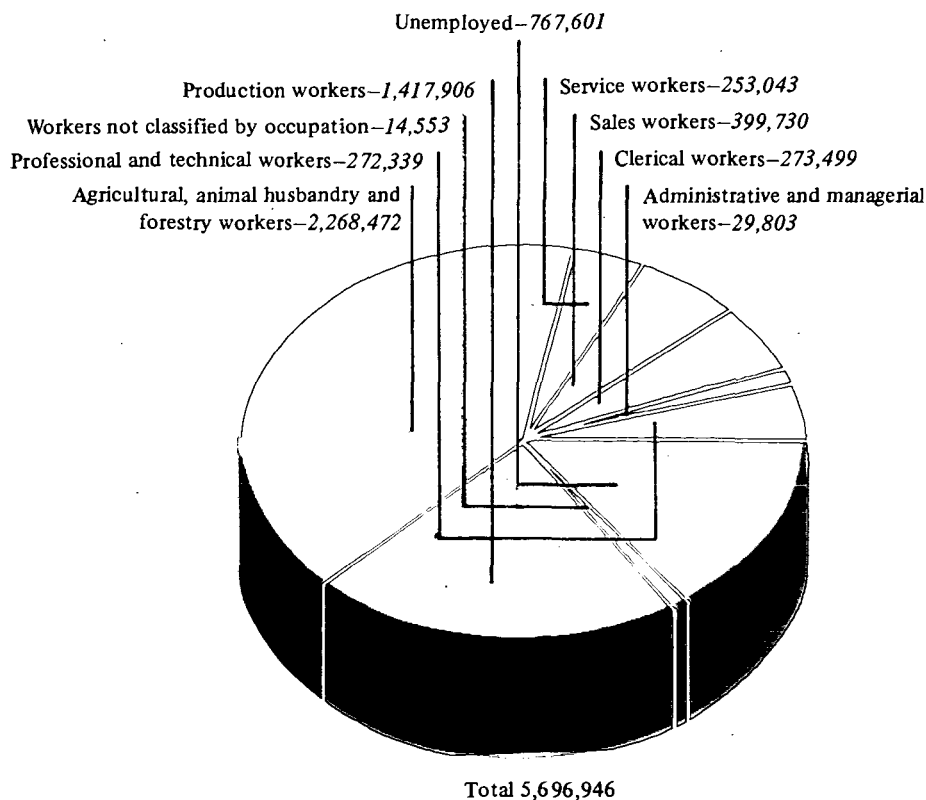
Overdue is a review of the programmes of vocational education and training. This should look into measures to produce and retrain skilled personnel at operative and first-level supervisory grades.

The present inputs on vocational preparation of rural youth for development are largely confined to the training activities of the three government agencies. However, there is no co-ordination between these agencies. The Government decided that co-ordination is necessary to avoid overlap, surplus in numbers trained, and misuse or duplication of investment funds.

To sum up: manpower assessment, rationalisation, and co-ordination of vocational training are the priority areas that require the attention of those responsible for vocational training.

Country Profile

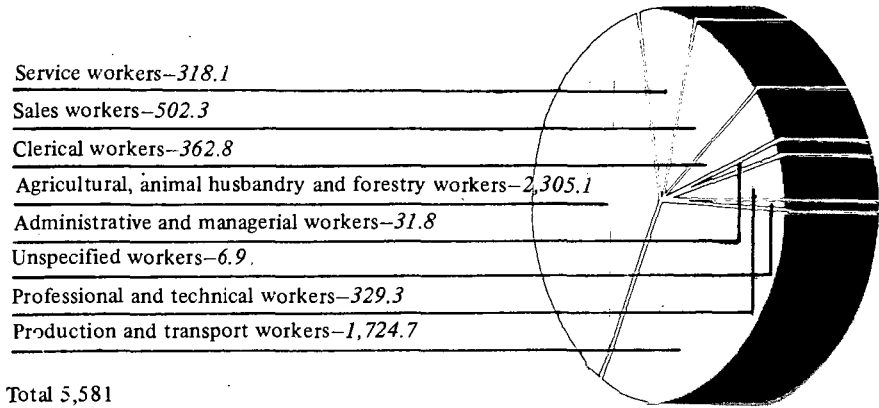
Figure 1
Economically active population by occupation, 1980-81



SOURCE: *Yearbook of Labour Statistics*, 1984; ILO.

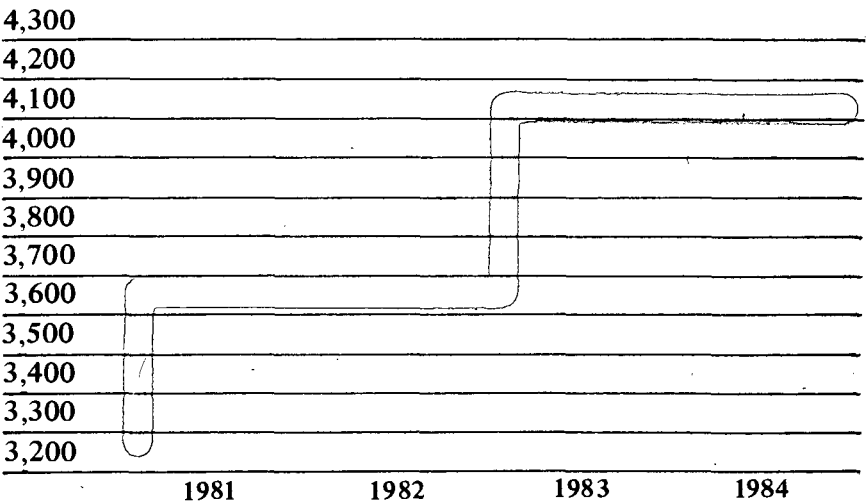
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Figure 2
Economically active population by occupation, 1986
(projected figure, in thousands)



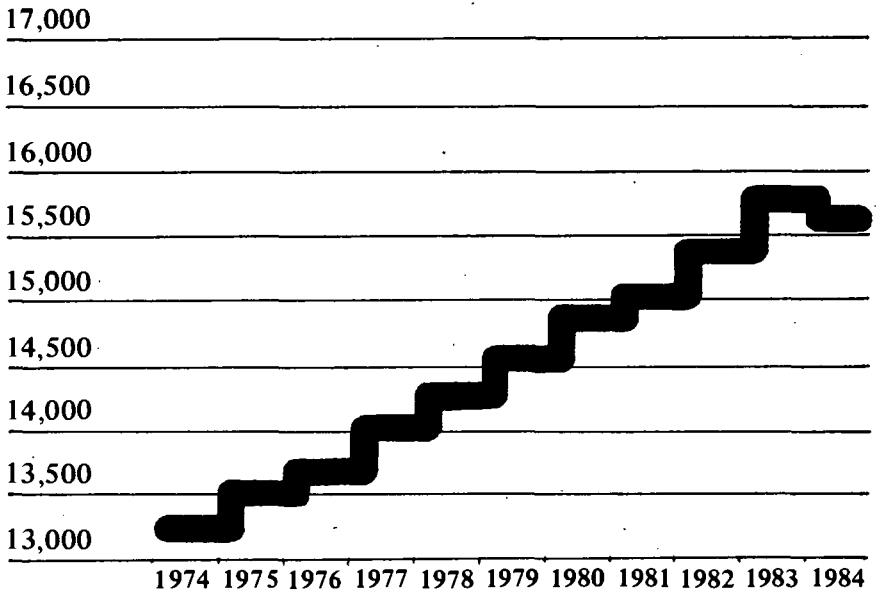
SOURCE: Manpower Data Sources, Utilisation Trends and Projects
(Ministry of Plan Implementation)

Figure 3
Sri Lanka general level of employment (in thousands)



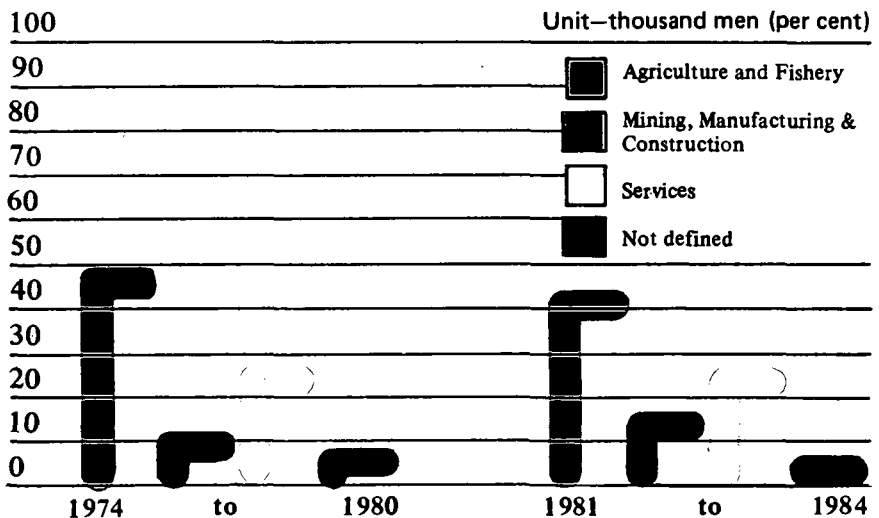
SOURCE: Statistical Department yearbook 1981
Statistical Department yearbook 1982
Statistical Department yearbook 1983
Statistical Department yearbook 1984

Figure 4
Population trend (in thousands)



SOURCE: 1974 to 1976 and 1984—Yearbook, Census and Statistics Department;
1977 to 1983—Demographic Indicators of Countries, United Nations; New York, 1982.

Figure 5
Employment structure

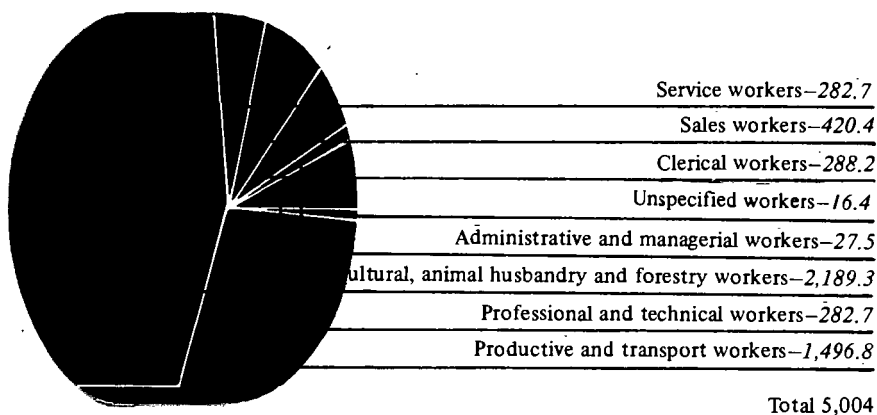


SOURCE: Yearbook, Census and Statistics Department.

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Figure 6

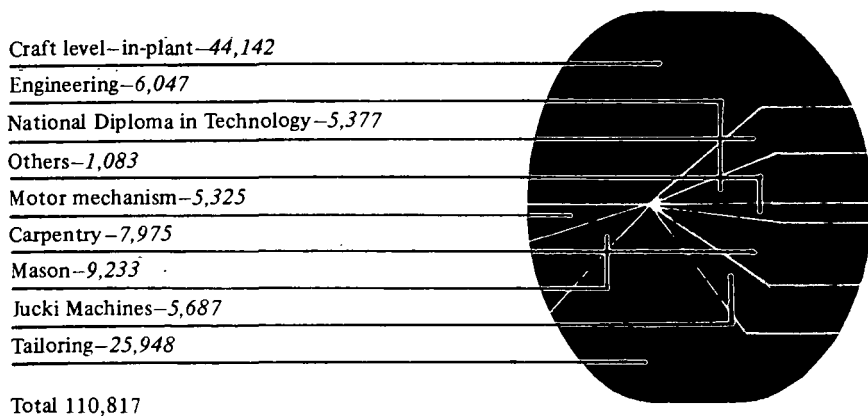
Number of people employed in 1982 (in thousands; projected)



SOURCE: Manpower Data Sources, Utilisation Trends and Projects
(Ministry of Plan Implementation)

Figure 7

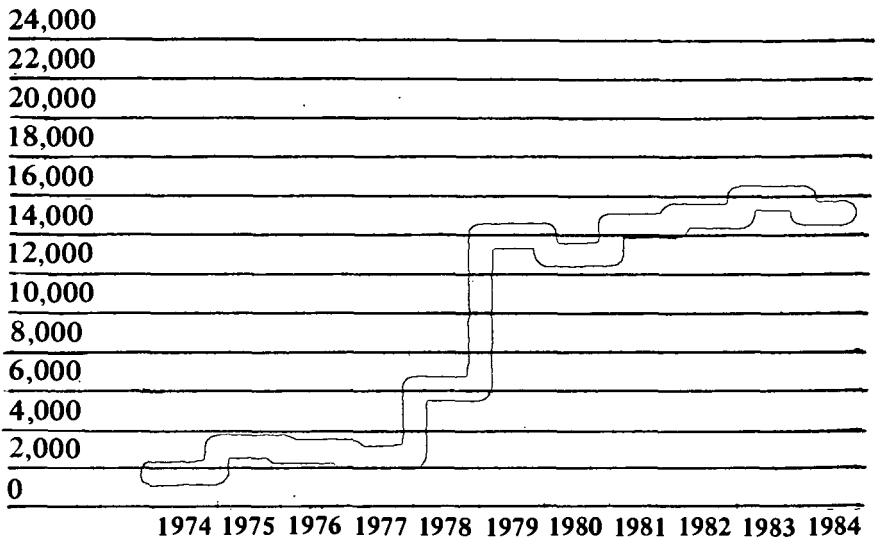
Number of trainees in government institutions by trade, 1974-84



SOURCE: Compiled and prepared by the Manpower Division
of the Department of Labour, Colombo 5, Sri Lanka.

Figure 8

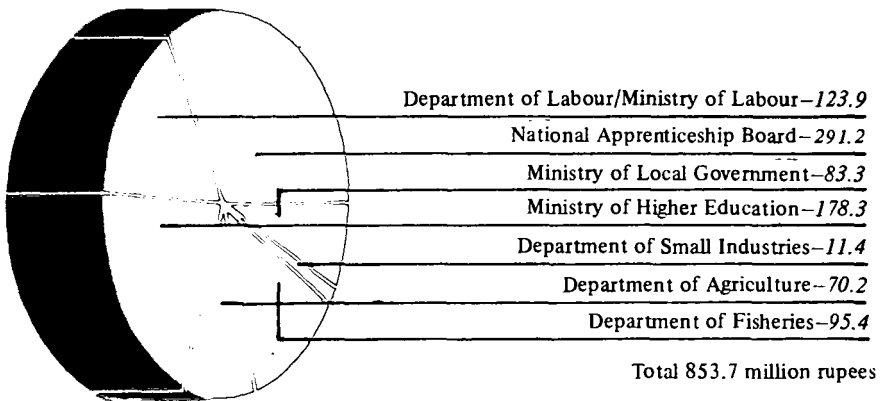
**Number of trainees by year from 1974 to 1984
in government institutions**



SOURCE: Compiled and prepared by the Manpower Division of the Department of Labour, Colombo 5, Sri Lanka.

Figure 9

Budgetary allocations in vocational training and technical education, 1974-82 (rupees millions)



SOURCE: Technical and Vocational Education in Sri Lanka, Ministry of Plan Implementation, a case study.

Chart 1

Types of vocational and technical training courses

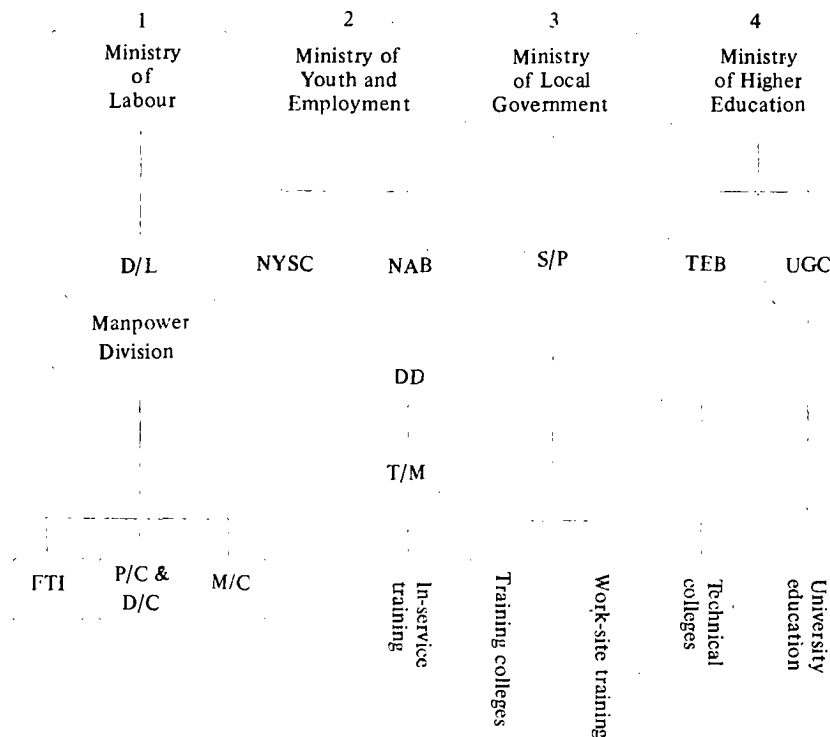
Ministry of Labour	Supervisory training	Upgraded training
	Craftsmen training	Basic training
Ministry of Youth and Employment	Management-level training	Upgraded training
	Supervisory training	Upgraded training
	Craftsmen training	Basic training
Ministry of Local Government	Craftsmen training	Basic training
Ministry of Higher Education	Craft-level training	Basic training
	Management training	Upgraded training
	Supervisory training	Upgraded training
Ministry of Rural Development	Craft-level training	Basic and upgraded training
Ministry of Fisheries	Craft-level training	Basic training
Ministry of Agriculture	Agricultural training	Upgraded training
Private sector	Craft-level training	Basic training

SOURCE: Compiled and prepared by the Manpower Division of the Department of Labour, Colombo 5, Sri Lanka.

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Chart 3

Administrative structure of vocational and technical training



D/L—Department of Labour
P/C—Permanent centres
D/C—District centres
M/C—Mobile centres
FTI—Foremen Training Institute

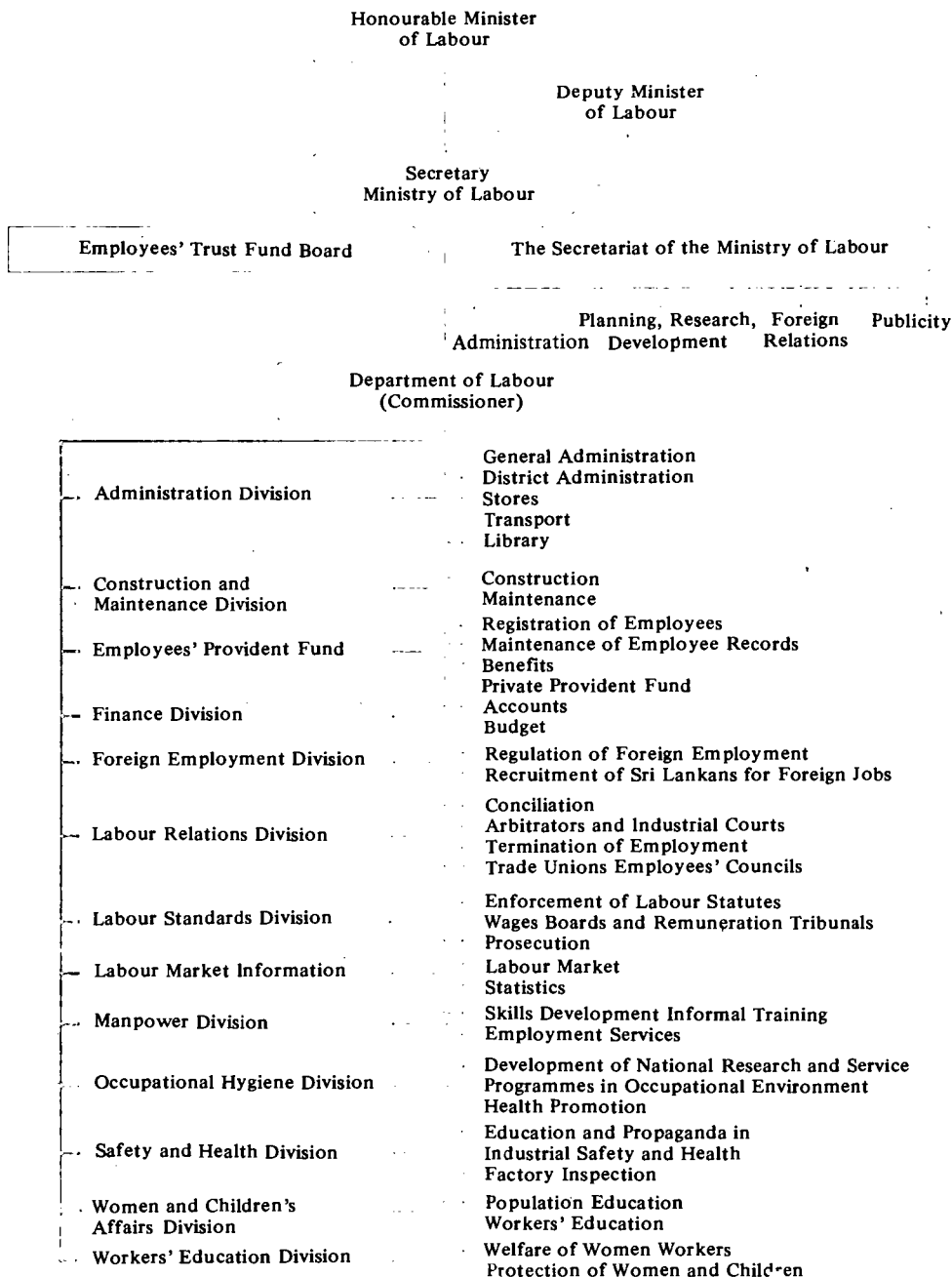
NYSC—National Youth Service Council
NAB—National Apprenticeship Board
DD—Deputy Director
TM—Training Manager

S/P—Special project
T/C—Training colleges

5	6	7	8
Ministry of Small Industries	Ministry of Fisheries	Ministry of Agriculture	Private sector
DSI	FD	Department of Agriculture	
District centres	Fisheries Training Programme	Educational Training Division	Volunteer organisations
		Farm school	
TEB—Technical Education Branch UGC—University Grants Commission	DSI—Department of Small Industries DC—District centres	FD—Fisheries Department	

Chart 4

Organisation chart of the Ministry of Labour



Legislation

- National Apprenticeship Act No. 49 of 1971.
- National Apprenticeship Regulations No. 1 of 1973.

Both laws stipulate the terms and conditions of apprenticeship employment.