



Democratic Socialist Republic of Sri Lanka

Decent Work Indicators

Adequate earnings and productive work

By

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Wage Policy

Democratic Socialist Republic of Sri Lanka

Public sector

“Government servants will receive a salary increase of Rs. 2500 in the budget of 2010, as done each year since 2005...”

“The monthly Cost of Living allowance that has been increased to Rs. 5,250 from Rs. 1,000 will also be increased to deal with the cost of living, after due discussion with the relevant Trade Unions”

“Commencing from next year, as a policy, government salary increases will be made in consultation with representatives of Trade Unions”

“I will take immediate action to rectify all salary anomalies, in accordance with the All-island Services Regulation and the Salaries circular of 2006, within a period of three months, by providing the required human resources and funds”

Mahidna Chintana, Vision for the Future, p.,35

Policy Implementation by,

Cont....

Private sector

Tripartite National Labour Advisory Council



- **Wages Board Ordinance**

Tripartite Wages Boards (43)

Shop & Office Ordinance

Tripartite Regional Remuneration Tribunals

Terms of appointment (verbal / written)

Industrial Disputes Act

Bipartite Collective Agreements

Performance Linked Wage Systems

Tea, Rubber industries

Adequate earnings and productive work

Indicator identifier	Indicator	Availability of indicator	Data sources
EARN - 1	M-Working poor (S)	NA	HIES LFS
EARN - 2	M-Low pay rate (below 2/3 of median hourly earnings) (S)	NA	AEHWS
EARN - 3	A-Average hourly earnings in selected occupations (S)	A	AEHWS
EARN - 4	A-Average real wages (S)	A	AEHWS
EARN - 5	A-Minimum wage as % of median wage (n.a.)	NA	AEHWS
EARN - 6	A-Manufacturing wage index	NA	AEHWS
EARN - 7	A-Employees with recent job training (past year/ past 4 weeks) (S)	NA Available up to 2006 only	LFS

Decent Work Indicators

- Main Data Sources

- ❖ Department of Census and Statistic

- Sri Lanka Labour Force Survey

- » [Survey](#)

- » [Tables](#)

- Income & Expenditure Survey

- » [Poverty.ppt](#)

- Prices

- ❖ Department of Labour

- [wage.ppt](#)

- ❖ Central Bank of Sri Lanka

- Wage Indices

Employment Opportunities

Indicator identifier	Indicator	Availability of indicator	Data sources
EMPL - 1	M – Employment-to-population ratio, 15-64 years (S)	A	LFS
EMPL – 2	M-Unemployment rate (S)	A	LFS
EMPL – 3	M-Share of youth not in education and not in employment, 15-24 years (S)	A	LFS
EMPL – 4	M-Informal employment (S)	NA	LFS
EMPL – 5	A-Labour force participation rate, 15-64 years	A	LFS
EMPL – 6	A-Youth unemployment rate, 15-24 years (S)	A	LFS
EMPL – 7	A-Unemployment by level of education (S)	A	LFS
EMPL – 8	A-Employment by status in employment (S)	A	LFS
EMPL – 9	A-Proportion of own-account and contr. Family workers in total employment (S)	A	LFS
EMPL 10	A-Share of wage employment in non-agricultural employment (s)	A	LFS

Decent Hours

Indicator identifier	Indicator	Availability of indicator	Data sources
HOUR - 1	M-Excessive hours (more than 48 hours per week; 'usual' hours) (S)	NA	AEHWS, LFS Av. No. of Hours work per Day
HOUR - 2	A-Usual hours worked (standardized hour bands) (S)	A	AEHWS Av. No. of Hours work per Day
HOUR - 3	A-Annual hours worked per employed person (S)	NA	AEHWS Av. No. of Hours work per Day
HOUR - 4	A-Time related under employment rate (S)	A	LFS

Combining work, family and personal life

Indicator identifier	Indicator	Availability of indicator	Data sources

Work to be abolished

Indicator identifier	Indicator	Availability of indicator	Data sources
ABOL - 1	M-Child Labour (as defined by draft ICLS resolution) (S)	A	CAS
ABOL - 2	A-Hazardous child labour (S)	A	CAS

Stability and security of work

Indicator identifier	Indicator	Availability of indicator	Data sources
STAB - 1	M-Precarious work (Informal employment)	NA	LFS
EMPL - 4	M-Informal employment (S)	A	LFS
STAB - 2	A-Employment tenure		

Equal opportunity and treatment in employment

Indicator identifier	Indicator	Availability of indicator	Data sources
EQUA - 1	M-Occupational segregation by sex (19)	A	LFS
EQUA - 2	M-Female share of employment in ISCO-88 groups 11 and 12 (19a)	A	LFS
EQUA - 3	A-Gender wage gap (n.a.)	NA	AEHWS
EQUA - 4	A-Indicator for Fundamental Principles and Rights at Work to be developed by the Office	NA	
EQUA - 5	A-Measure for discrimination by race/ ethnicity/ of indigenous people/ of (recent) migrant workers/ of rural workers where relevant and available at the national level	NA	

Safe work environment

Indicator identifier	Indicator	Availability of indicator	Data sources
SAFE - 1	M-Occupational injury rate, fatal	A	DOL Statistics
SAFE - 2	A-Occupational injury rate, non-fatal	A	DOL Statistics
SAFE - 3	A-Time lost due to occupational injuries	A	DOL Statistics
SAFE - 4	A-Labour inspection (inspectors per 10,000 employed persons)	A	DOL Statistics

Social security

Indicator identifier	Indicator	Availability of indicator	Data sources
SECU - 1	M-Share of population aged 65 and above benefiting from a pension (S)	NA	LFS or CBSL, Pensions Dept., Social Security data of organizations, Insurance Companies
SECU - 2	M-Public social security expenditure (% of GDP)	A	Annual Accounts by DCS, CBSL
SECU - 3	A-health care exp. Not financed out of pocket by private households	A	Annual Accounts by DCS, CBSL Statistics, Annual Health Bulletin
SECU - 4	A-Share of population covered by (basic) health care provision (S)	A	Annual Accounts by DCS, CBSL Statistics, Annual Health Bulletin

Social dialogue, workers and employers' representation

Indicator identifier	Indicator	Availability of indicator	Data sources
DIAL - 1	M – Union density rate (S)	A	DOL Statistics
DIAL - 2	M – Enterprises belonging to employer organization (rate)	A	DOL Statistics
DIAL - 3	M – Collective bargaining coverage rate (S)	NA	DOL Statistics
DIAL - 4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the office	NA	DOL Statistics
DIAL - 5	A – Strikes and lockouts / rates of days not worked	A	DOL Statistics

Economic and social context for decent work

Indicator identifier	Indicator	Availability of indicator	Data sources
CONT – 1	C – Children not in school (% by age)	A	LFS
CONT – 2	C –Estimated % of working-age population who are HIV positive	A	Annual Health Bulletin statistics
CONT – 3	C –Labour productivity (GDP per employed person, level and growth rate)	A	National Accounts, CBSL Statistics
CONT – 4	C – Income inequality (percentile ratio P90/P10, income or consumption)	A	HIES
CONT – 5	C –Inflation rate (CPI)	A	National Accounts ,HIES,CBSL statistics
CONT – 6	C – Employment by branch of economic activity	A	LFS
CONT – 7	C – Education of adult population (adult literacy rate, adult secondary0school graduation rate)	A	LFS
CONT – 8	C – Labour share in GDP	A	National Accounts , LFS
CONT – 9	C – (additional) – Real GDP per capita in PP\$ (level and growth rate)		National Accounts
CONT – 10	C - (additional) – Female share of employment by industry (ISIC tabulation category)	A	LFS
CONT – 11	C - (additional) – Wage / earnings inequality (percentile ratio P90/P10)	A	HIES
CONT - 12	C - (additional) – Poverty indicators (gap and rate)	A	HIES