



Yashoravi Bakmiwewa

Assistant Director General / Head of Training  
The Employers' Federation of Ceylon

Established in 1929, the Employers' Federation of Ceylon (EFC) is today the National Employer Organization in Sri Lanka and the employer constituent of the ILO. We have within our membership **700++** private sector entities covering all most all sectors.

The EFC provides the following services :

- Advocacy and lobbying on policy related matters **X**
- Legal and HR advisory services for matters related to managing industrial relations, disciplinary issues and related correspondence<sup>v</sup> etc. **X**
- Representation at Labour Tribunals, Arbitrations, Labour Department inquiries, inquires before the Termination Unit, inquiries before the Workmen's Compensation Commissioner, IR disputes and cases before the Magistrates Courts under special employment jurisdiction **X**
- Training on labour law, HR and occupational safety and health (OSH) to member organizations as well as non-member organizations **X**
- Legal and HRM solutions such as special legal / HR deployment, compensation and benefit surveys, labour law, HRM and outsourcing audits, special gender audits, advice on performance management systems, work studies, employee engagement / climate surveys, drafting and reviewing of employment related policies and manuals
- Research and Publications on employment related aspects.



# LABOUR STATISTICS IN SL

## Labour Force (LF)

Sri Lanka	8,592,010
Male	5,554,192
Female	3,037,818

## Labour Force Participation Rate (LFPR)

- LFPR in SL is relatively low
- In terms of gender, **female** participation rate is very low

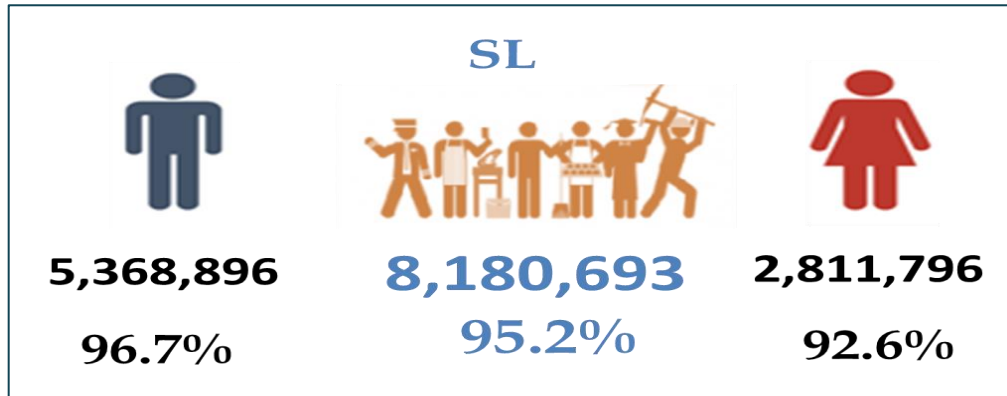
SL - 52.3%



73%

34.5%

## Employment statistics



**Table  
4.4**

**Employed population by employment status and by gender - 2019**

Employment status	Total		Gender			
			Male		Female	
	No	%	No	%	No	%
<b>Total</b>	<b>8,180,693</b>	<b>100.0</b>	<b>5,368,896</b>	<b>100.0</b>	<b>2,811,796</b>	<b>100.0</b>
Employee	4,738,244	57.9	3,097,864	57.7	1,640,380	58.3
Public	1,216,549	14.9	657,149	12.2	559,400	19.9
Private	3,521,695	43.0	2,440,715	45.5	1,080,980	38.4
Employer	209,159	2.6	187,480	3.5	21,679	0.8
Own account worker	2,658,735	32.5	1,962,287	36.5	696,448	24.8
Contributing family worker	574,555	7.0	121,266	2.3	453,289	16.1

- Private sector employs almost 3.5 million people whilst own account workers amount to 2.7 million.
- 81.3 % of the private sector employees and 57.3 % of own account workers are employed in non-agriculture sector.
- Informal sector constitutes more than 3.3 million employed population of the country.
- A significant cohort of the working population is without any form of social security, making them highly vulnerable in the event of loss of income.

**Unemployment statistics**

- Overall, SL has recorded a lower rate of unemployment.
- Unemployment Rate among **Females** is relatively high.

**SL - 4.8%**



**3.3%**



**7.4%**

# EASTER SUNDAY ATTACKS



## IMPACT OF COVID-19

### Total Figures (SL)

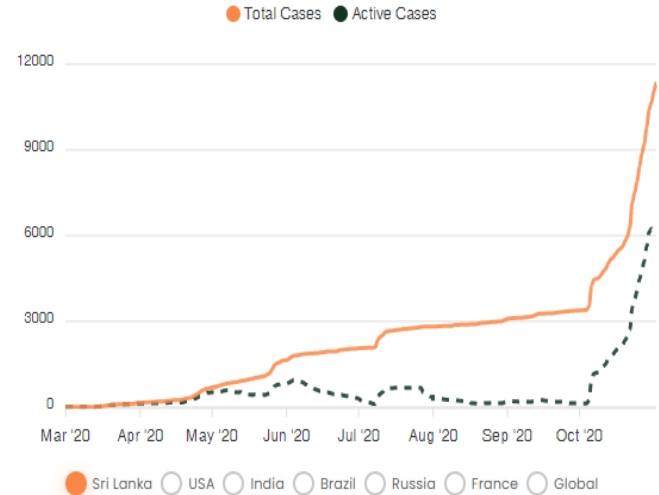
Total Confirmed Cases  
**11,335**

Deaths  
**21**

Recovered & Discharged  
**5,249**

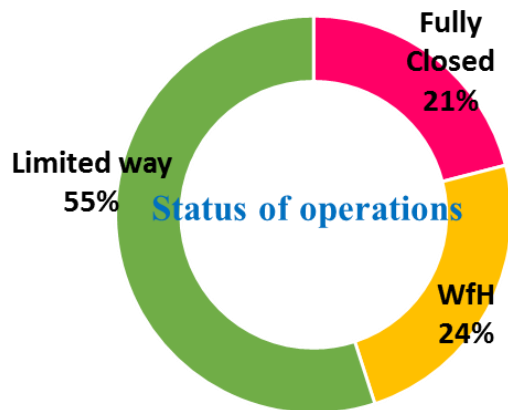
Suspected & Hospitalized  
**389**

### Total vs Active Cases (SL)



# IMPACT OF COVID-19

## Status of business operations



- 21% forced to fully suspend operations
- Over 1/2 of the firms managed to operate in a limited way, with some staff working on the premises while some others worked from home
- Another 24% of firms in the sample had most of their staff working from home.

Sector	Loss of production	Loss of revenue	Loss of export income	Loss of investment
Agriculture, forestry, and fishing	33.00	48.58	50.00	0.00
Manufacturing	46.94	45.33	49.62	44.77
Wholesale and retail trade; repair of motor vehicles and motorcycles	44.17	53.06	7.50	23.33
<b>Accommodation and food service activities</b>	<b>89.40</b>	<b>91.00</b>	<b>92.50</b>	<b>73.33</b>
Information and communication	36.00	53.80	30.00	27.20
Financial and insurance activities	40.83	60.00	63.33	55.00
Overall	48.41	56.35	42.78	42.72

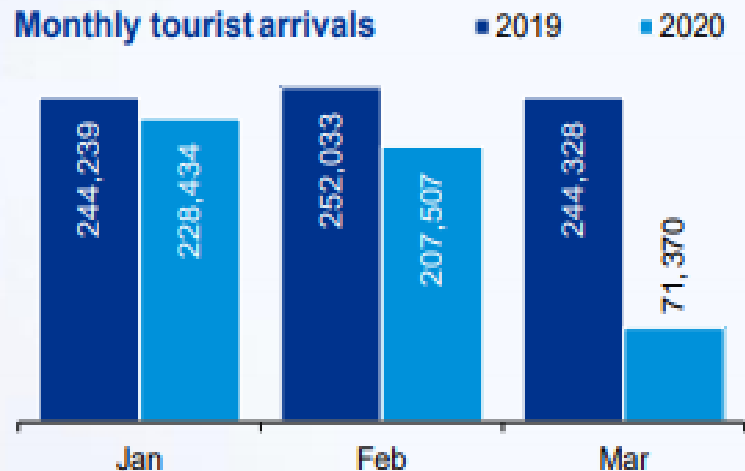
# Tourism

## Key points

— With the closing down of airports and the quick spread of the virus across countries, both domestic and foreign demand is virtually zero. Recovery is largely dependent on how fast economic activity picks up internally and reopening borders will only be effective if key source markets recover fast.

— Sri Lanka already had an ailing tourism sector in the aftermath of the Easter Sunday attacks. Tourist arrivals dropped by 18.0% to 1.9 Mn in 2019.

— India was the largest source of tourists in 2019, contributing to 18.6% of the total arrivals. This is followed by UK and China which contributed 10.4% and 8.8% respectively.





## Apparel exports

### Key points

- The apparel sector is one of the most affected sectors under this situation with impact from both the demand side and supply side. While supplies are resuming gradually, the largest export destinations are some of the worst hit countries and has already resulted in cancellations of production and shipments.

## Agriculture sector

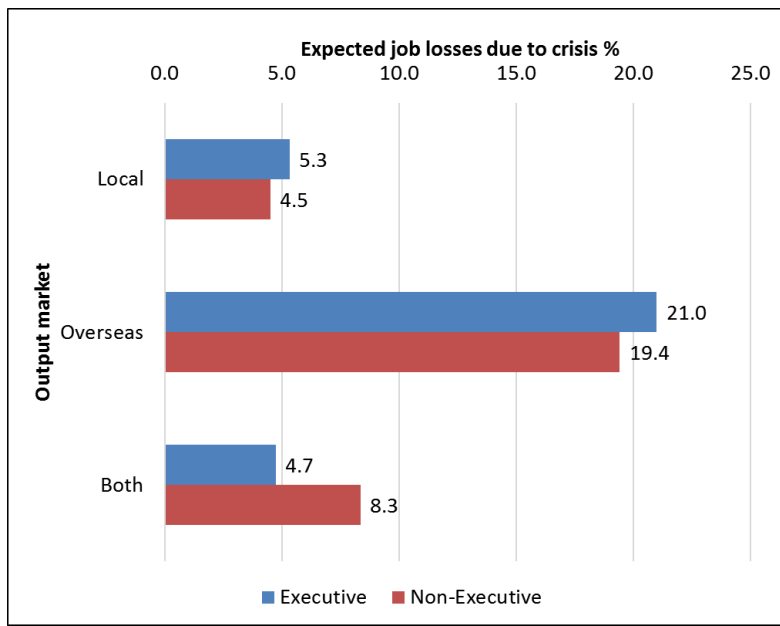
Agriculture sector related businesses have faced the 'Covid 19' with much more resilience than the other sectors, with the lowest levels of employees not in work and highest percentages of 'fully operational' and 'in operation with under capacity' categories amongst others

## Informal sector

The most vulnerable group of people are the daily wage workers. Three-wheel owners, barber shop/salon owners, tuition teachers, lottery and newspaper dealers, domestic self-employees, carpenters and masonry workers, school van owners, lottery/newspaper dealers, and pavement hawkers are the order of severely affected segments of the COVID19.



# Impact on Employment



- ❑ Estimates of job losses averaged at 7% and 9% for executive and non-executive staff, respectively
- ❑ Businesses targeting export market estimated 19 - 21% of job losses in both executive and non-executive

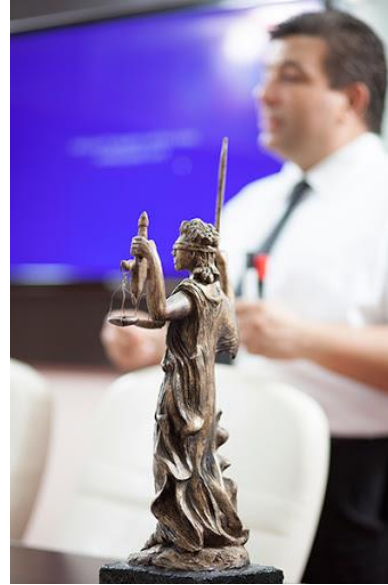
- ❑ The highest job losses among non-executive staff were reported in the manufacturing and finance & insurance subsectors
- ❑ Followed by hospitality & food services (11%), agriculture (6%) and wholesale & retail trade (5%)
- ❑ Among executive staff, the highest job losses were reported in manufacturing (10%), finance and insurance (8.3%) and information and communication (7.5%)



# EFC ROLE AS THE VOICE FOR BUSINESS



**National tripartite agreement to pro-rate wages the interests of the business community and seeking Labour Law relaxations.**



**Representing member companies before legal fora on matters arising out of restructuring etc**



**Providing advisory services on retrenchments, rolling out Voluntary Severance Schemes, correspondence on re-negotiating employment terms, Financial restructuring etc**



Saeed esmailian