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CENSUS OF PUBLIC AND
SEMI-GOVERNMENT SECTOR
EMPLOYMENT 1994

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D. C. & S. STAFF

PREFACE

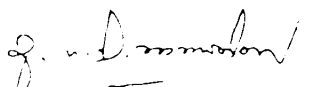
The Census of Public and Semi - Government Sector Employment conducted in 1994 is the fourth in the series of such censuses conducted by the Department of Census and Statistics since 1980. The information provided by the employees employed in the institutions under the Central Government, Provincial Councils and the Semi - Government Sector respectively, have been summarised in this publication. The respondents were expected to provide information as at 01 - March - 1994. The information collected at this census was canvassed through a questionnaire which was to be filled up personally by the employees themselves.

The overall planning and execution of the census was done by the staff of the Demography and Social Statistics Division under the direction of Mr.G.Y.L Fernando, Deputy Director and under the supervision of Mrs. K. Wickremaratne, Mr. M.B.M. Alwis, Mrs. S. Kodikara and Mr. P.H.Perera; Statisticians and Mr. P.A.N. Muthukumarana, Mrs. A. R. C. Suraweera, Mrs. B. Madurawathie and Mr. A.L. Hemasiri Statistical Officers. Necessary guidance was provided by Mrs. S. Vidyaratne and Mr. Gamini de Silva; Additional Directors at different stages of the Census.

The staff of the Data Processing Division, under the direction of Mrs. S.V. Nanayakkara, Deputy Director (in-charge) and under the supervision of Mr. W. Sumanasiri, Deputy Director; was responsible for Automatic Data Processing. Mr.P.A.Wijayaratne, Mr.E.A.G.S Perera , Mr. W.W.R.W.M.A. Weerasooriya , Mr. W.H.P.W.Weerasiri; Analyst/ Programmers undertook the responsibility of preparing computer programmes for data entry, computer editing and tabulations. The printing of this report was done at the Printing Division under the direction of Mr. K.D. Siripala, Deputy Director (Printing).

The co-operation extended by the Secretaries to the Ministries, Chief Secretaries of the Provincial Councils, Heads of the Departments and other institutions both under the Central Government and Provincial Councils and Co-ordinating Officers who were appointed to liaise with the Department of Census and Statistics in connection with the activities of the Census is highly appreciated.

Finally I wish to express my sincere gratitude to the Public and Semi - Government Sector employees, who were the respondents in this census, for their co-operation for the successful completion of the census.


A.G.W.Nanayakkara.
Director General.

Department of Census & Statistics,
P.O.Box. 563,
Colombo. 07.

11th November 1996.

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Census of Public and Semi Government Sector Employment - 1994.

1. Introduction

The Census of Public and Semi-Government Sector employment conducted by the Department of Census and Statistics in 1994 is the fourth in the series. Previous censuses in this series were conducted by the Department of Census and Statistics in 1980, 1985 and 1990 respectively. Three censuses administered before 1980 were limited only to Public Sector employment. Those censuses were conducted by the Ministry of Public Administration in 1968, 1972 and 1976.

The information collected at the four censuses conducted since 1980 were obtained through the postal medium by an individual questionnaire filled personally by the employees.

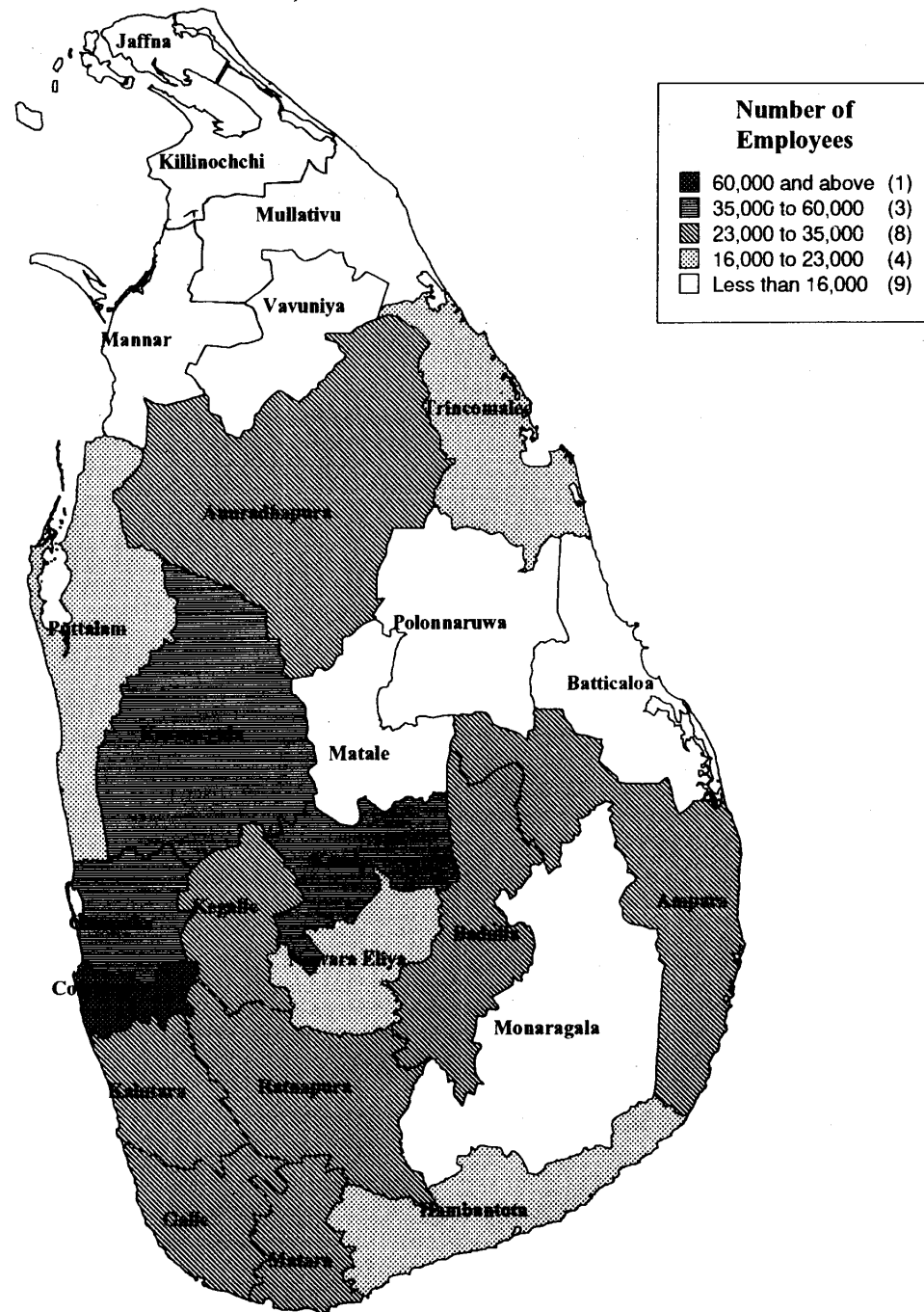
A section of Public Sector employees who were previously under the Central Government was absorbed in to the provincial public service in 1990. Since then the information on public sector employees collected at the censuses were collected under the two sectors State and Provincial Public Sectors separately. Information on employees under corporations, statutory boards and public-private companies are collected under the Semi-Government Sector.

With a view in achieving a maximum coverage, a listing of all the institutions under these three sectors was done in 1993. A list of all institutions coming under each ministry of the Central Government was prepared along with the estimated number of employees in each of the institution. This list included; Ministry offices, Departments, Corporations, Authorities, Statutory Boards and Public-Private Companies. Similar lists were also prepared for each of the Provincial Council.

Finally the Census was conducted according to the lists so prepared which included 32 Ministries and 131 Departments under the State Sector and 197 Corporations, Statutory Boards and Public-Private Companies under the Semi-Government Sector. Provincial Public sector employees working under 41 Provincial Ministries under 8 Provincial councils were enumerated under the Provincial Public Sector.

A responsible officer was appointed from each of the institution under the Central Government to liaise with the Department of Census and Statistics regarding the activities in connection with the Census. The responsibility of these co-ordinating officers extended from preparing the estimates of number of employees in his institution up to returning of the filled questionnaires back to the Department of Census and Statistics. Co-ordinating officers were also appointed from provincial councils, on the basis of one officer for a provincial council, again to co-ordinate the census activities in the provincial council with the Department of Census and Statistics.

Distribution of Employees by District



2. Coverage

Total number of employees covered in this census in all three sectors was 739,517 persons.

The sectors being (i) State Sector.
(ii) Provincial Public Sector.
and (iii) Semi-Government Sector.

- (i) The **State Sector** includes the Ministries and Departments under the Central Government.
 - (ii) The **Provincial Public Sector** includes the Ministries and institutions under the provincial councils.
 - (iii) The **Semi-Government Sector** includes the Corporations, Statutory Boards, Authorities and State Banks under the Central Government and Public-Private Companies.
- (Note:-Public-Private company is a company in which some percentage of shares is owned by the State.)

The employees in the following categories are included in the census.

- (i) Permanent.
- (ii) Temporary/Casual.
- (iii) Employees who work on Contract Basis.

The employees in the following categories are not included in the Census.

- (i) The personnel attached to armed forces(Army, Navy and Air force). However the civilian staff was not excluded from the census.
- (ii) The field labourers in the state owned estates.

Table 01: Reported Coverage by Sector.

Sector	Estimated Number of employees	Number Enumerated	Percentage Enumerated
All Employees	812,472	739,517	91.0
State Sector	245,175	221,229	90.2
Provincial Public Sector	326,375	291,265	89.2
Semi-Government Sector	240,922	227,023	94.2

The above table gives the information on

- (i) The estimated number of employees under each Sector.
- (ii) The number of employees enumerated in the Census.
- and (iii) The percentage enumerated in the Census.

Much reliance should not be placed on the estimated number of employees as reported by the individual institution. Most of the institutions provided the figure given in budget estimates, instead of the actual number of employees, as the estimated numbers of employees in the institution. Also the estimates provided by the institutions which employ temporary/casual workers on a seasonal basis were always seen to be over estimated.

Further the estimates provided on the number of employees attached to Provincial Councils could not be considered reliable as the estimates had been prepared mainly based on the cadre position rather than the actual numbers.

It is likely that some conceptual problems also may arise in the interpretation of questions for which data is collected, especially because the data is collected through the postal medium.

Further it has been reported in the census that there are some employees belonging to lower occupational groups under the State Sector drawing salaries which could be considered fairly high for such occupational categories. It is to be noted here that these are the salaries of the employees who are working in Sri Lanka Foreign Missions.

It is important to notice here that the information in this report are provided according to the structure that was in existence at the time of conducting census in 1994. (i.e the name of the ministries and other institutions appearing in the tabulations are those in existence in 1994)

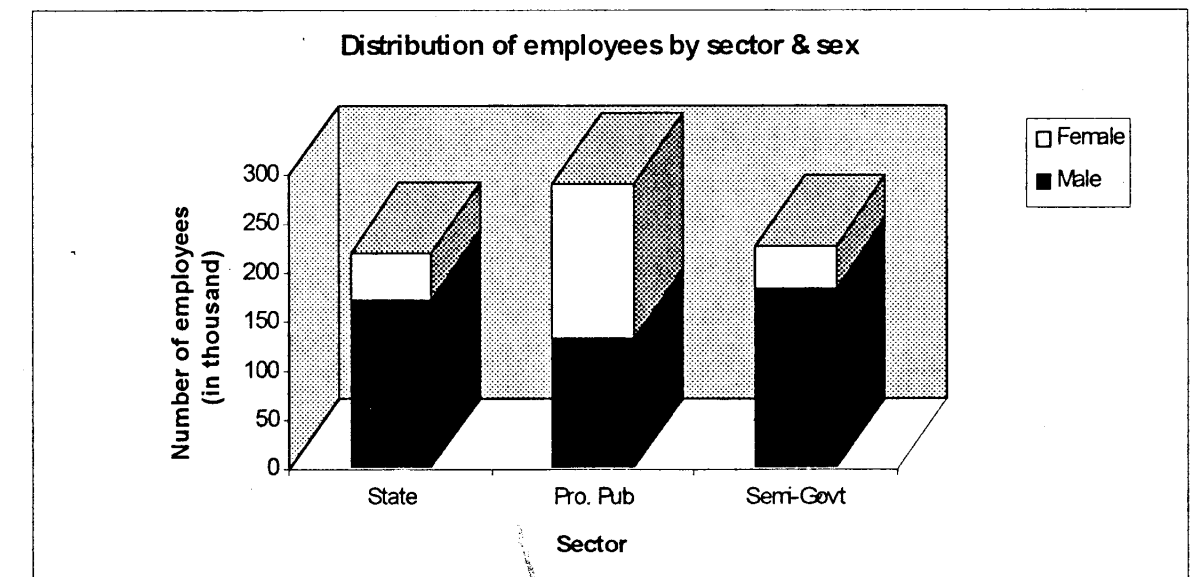


Table 02: Ministries with more than 10,000 Employees in both State Sector and Semi-Government Sector - 1994.

Ministry	Estimated	Enumerated	Percentage Enumerated
Ministry of Agricultural Development & Research.	19,029	18,804	98.8
Ministry of Defence.	91,009	83,370	91.6
Ministry of Education & Cultural Affairs.	17,688	15,594	88.2
Ministry of Forestry, Irrigation & Mahaweli Development.	21,470	20,332	94.7
Ministry of Finance.	36,374	31,729	87.2
Ministry of Health & Women's Affairs.	27,000	24,354	90.2
Ministry of Higher Education.	11,143	9,986	89.6
Ministry of Housing & Construction.	22,100	21,415	96.9
Ministry of Industries, Science & Technology.	10,392	10,094	97.1
Ministry of Ports & Shipping.	17,160	17,153	100.0
Ministry of Plantation Industries.	33,302	32,254	96.8
Ministry of Power & Energy.	20,982	19,307	92.0
Ministry of Post & Telecommunication.	32,377	27,190	84.0
Ministry of Transport & Highways.	60,556	56,275	92.9

Table 2 above denotes the distribution of employees (under both State and Semi-Govt. Sectors) by the ministry to which they belong, for the ministries with more than 10,000 employees.

The ministries having institutions either with island wide branch offices or with a large number of field officers under them have reported relatively low coverage rates in the census. Ministry of Post and Telecommunication with a coverage rate of 84 percent can be cited as an example, where the two institutions (i) Postal Department and (ii) Sri Lanka Telecom under the Ministry of Post and Telecommunication have reported coverage rates equal to 84 percent and 83 percent respectively. The estimated number of employees in these two institutions are 24,000 and 7,750 respectively. The reported coverage rate in the Ministry of Finance is nearly 87 percent. This lower coverage in the Ministry of Finance is again due to the difficulty in collecting filled questionnaires back from the employees attached to State Banks and Customs Department under the ministry

having branch offices all over the country. Similar coverage problems would have caused a lower coverage rate in the Ministry of Education and Cultural Affairs as well.

In spite of the high numbers of employees to be enumerated who are scattered all over the country under the Department of Police, the Ministry of Defence has achieved a reasonably high coverage rate. (the rate being 92 percent)

Table 03: Ministries with less than 10,000 employees in both State Sector and Semi-Govt Sector - 1994

Ministry	Estimated	Enumerated	Percentage Enumerated
Institutions not under Ministries.	6,091	5,881	96.6
Ministry of Buddhasasana.	239	239	100.0
Ministry of Constitutional & State Affairs.	47	20	42.6
Ministry of Environmental & Parliamentary Affairs.	448	448	100.0
Ministry of Foreign Affairs.	786	786	100.0
Ministry of Food, Co-Operative & Janasaviya.	1,712	1,711	99.9
Ministry of Fisheries & Aquatic Resources.	1,790	1,767	98.7
Ministry of Handlooms & Textiles Industries.	3,816	3,739	98.0
Ministry of Home Affairs & Provincial Councils.	4,778	4,395	92.0
Ministry of Information & Broadcasting.	6,026	5,730	95.1
Ministry of Justice.	7,470	6,136	82.1
Ministry of Labour & Vocational Training.	3,133	3,055	97.5
Ministry of Lands.	9,431	7,888	83.6
Ministry of Policy Planning & Implementation.	7,715	5,709	74.0
Ministry of Public Administration.	865	862	99.6
Ministry of Reconstruction, Rehabilitation & Social Welfare.	962	900	93.6
Ministry of Trade & Commerce.	6,103	5,943	97.4
Ministry of Tourism & Industrial Development.	2,652	2,636	99.4
Ministry of Youth Affairs & Sports.	2,552	2,550	99.9

Table 3 above shows the distribution of employees in the ministries having less than 10,000 employees. Four of the ministries indicated in this table have reported a coverage rate below 90 percent. Of these four ministries, except the Ministry of Constitutional & State Affairs, the other three ministries are having branch officers scattered throughout the country and also field officers working island-wide. There are District Courts under the Ministry of Justice and the reported coverage rate is 82 percent. The coverage rate of the employees under the Ministry of Lands is 84 percent. The Department of Land Commissioner and the Department of Survey General under the Ministry of Lands have a wide distribution of employees throughout the country. The reported coverage rate in the Ministry of Policy Planning and Implementation is 74 percent. The low coverage in Air Lanka Ltd. under the Ministry of Policy Planning and Implementation (coverage rate is 58 percent) has caused the relatively low coverage reported in this ministry.

Table 04: Distribution of Provincial Public Sector Employees by Provincial Council - 1994.

Provincial Council	Estimated	Enumerated	Percentage Enumerated
Western Provincial Council	73,386	61,169	83.4
Central Provincial Council	45,054	41,580	92.3
Southern Provincial Council	46,084	41,994	91.1
North-Western Provincial Council	42,583	38,846	91.2
North-Central Provincial Council	21,633	20,640	95.4
Uva Provincial Council	24,454	21,659	88.6
Sabragamuwa Provincial Council	30,771	29,661	96.4
North-East Provincial Council	42,410	35,716	84.2

Table 4 shows the distribution of Provincial Public Sector employees by provincial council to which they are attached. The Western Provincial Council has recorded the highest number of employees and the lowest coverage rate in a single provincial Council. The coverage rate reported in the North-Eastern Provincial Council (which is nearly 84 percent) is comparatively higher as compared to the coverage rate reported in the same provincial council in the census conducted in 1990.

3. Distribution of Employees by Age and Sex.

Table 5a: Distribution of State Sector Employees by Age and Sex - 1994

Age group	Total		Male		Female	
	No	%	No	%	No	%
All Ages	221,229	100.0	173,317	100.0	47,912	100.0
Under 20	1,363	0.6	1,272	0.7	91	0.2
20 - 24	27,310	12.3	22,172	12.8	5,138	10.7
25 - 29	40,491	18.3	32,083	18.5	8,408	17.6
30 - 34	39,015	17.6	31,062	17.9	7,953	16.6
35 - 39	34,773	15.7	26,119	15.1	8,654	18.1
40 - 44	31,485	14.2	24,148	13.9	7,337	15.3
45 - 49	23,081	10.4	17,622	10.2	5,459	11.4
50 - 54	14,423	6.6	11,089	6.4	3,334	7.0
55 & over	6,645	3.0	5,455	3.2	1,190	2.5
Unspecified	2,643	1.2	2,295	1.3	348	0.7

It is seen in the above table that nearly 52 percent of the State Sector employees are in the age group 25-39 years. The highest proportion of employees reported in a single age group, is reported in the age group 25-29 years for male employees and in the age group 35-39 years for female employees. (The proportion being 18 percent in both instances).

It can also be seen that 78 percent of the employees in the State Sector are males. In 1985, that is before the setting up of Provincial Public Sector, the proportion of female employees in the State Sector was 35 percent and in 1994 this proportion is reported to be 22 percent. Health and Education sectors which were earlier under the State Sector are now under the Provincial Public Sector. Higher proportion of females working in Health and Education sectors accounts for the reduction in the proportion of females in the State Sector.

Table 5b: Distribution of Provincial Public Sector Employees by Age and Sex - 1994

Age group	Total		Male		Female	
	No	%	No	%	No	%
All Ages	291,265	100.0	132,907	100.0	158,358	100.0
Under 20	307	0.1	223	0.2	84	-
20 - 24	12,134	4.2	4,929	3.7	7,205	4.6
25 - 29	47,869	16.4	16,476	12.4	31,393	19.8
30 - 34	56,308	19.3	23,103	17.4	33,205	21.0
35 - 39	51,968	17.8	23,606	17.8	28,362	17.9
40 - 44	46,990	16.1	24,002	18.1	22,988	14.5
45 - 49	35,834	12.3	19,074	14.4	16,760	10.6
50 - 54	26,080	9.0	14,036	10.6	12,044	7.6
55 & over	11,318	3.9	6,058	4.6	5,260	3.3
Unspecified	2,457	0.8	1,400	1.0	1,057	0.7

" - " less than 0.1 percent

It can be observed that nearly 54 percent of employees in the Provincial Public Sector are in the age group 25-39 years. It is also apparent that 54 percent of the Provincial Public Sector employees are females. The reason for this relatively higher proportion of females in the Provincial Public Sector has already been described in the previous paragraph.

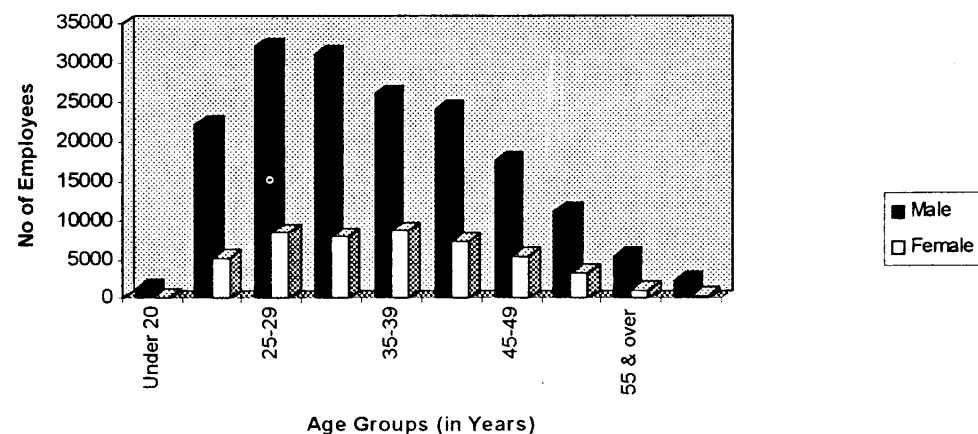
Table 5c: Distribution of Semi-Government Sector Employees by Age and Sex - 1994

Age group	Total		Male		Female	
	No	%	No	%	No	%
All Ages	227,023	100.0	184,422	100.0	42,601	100.0
Under 20	872	0.4	714	0.4	158	0.4
20 - 24	8,634	3.8	6,117	3.3	2,517	5.9
25 - 29	22,279	9.8	16,336	8.9	5,943	14.0
30 - 34	35,482	15.6	27,552	14.9	7,930	18.6
35 - 39	47,588	21.0	37,744	20.5	9,844	23.1
40 - 44	46,624	20.5	38,258	20.7	8,366	19.6
45 - 49	32,991	14.5	28,230	15.3	4,761	11.2
50 - 54	21,216	9.4	19,080	10.4	2,136	5.0
55 & over	9,180	4.0	8,500	4.6	680	1.6
Unspecified	2,157	1.0	1,891	1.0	266	0.6

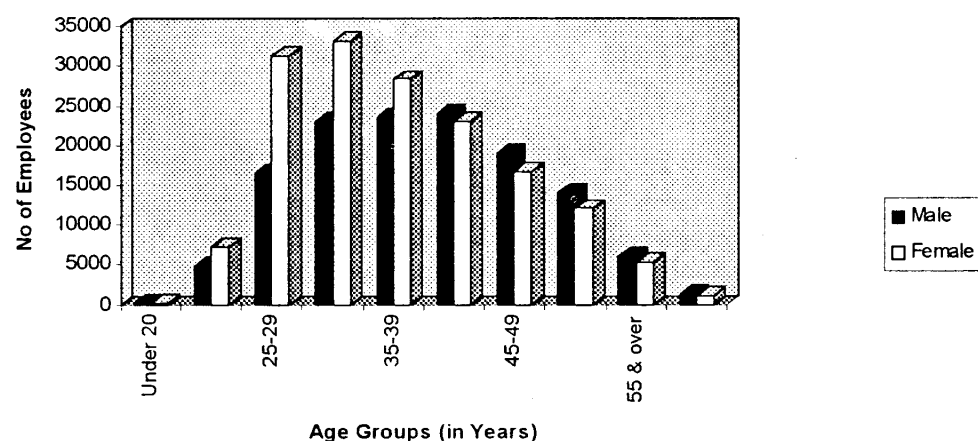
It is seen in the above table that 46 percent of the Semi-Government Sector employees are in the age group 25-39 years. It can also be seen that 81 percent of the Semi-Government Sector employees are males.

To satisfy the requirements, mainly in the production oriented institutions, 46 percent of the Semi-government sector employees are reported to be in the occupational categories Craft & related workers, Machine operators & related workers and Elementary occupations. (corresponding proportions for State & Provincial Public Sectors are 27 and 16 percent respectively). Of the Semi-Government Sector employees who are engaged in the above occupational categories, 92 percent are reported to be males. Reluctance or the inability on the part of females to be engaged in occupations of this nature has resulted in having a relatively higher proportion of males in the Semi-Government Sector.

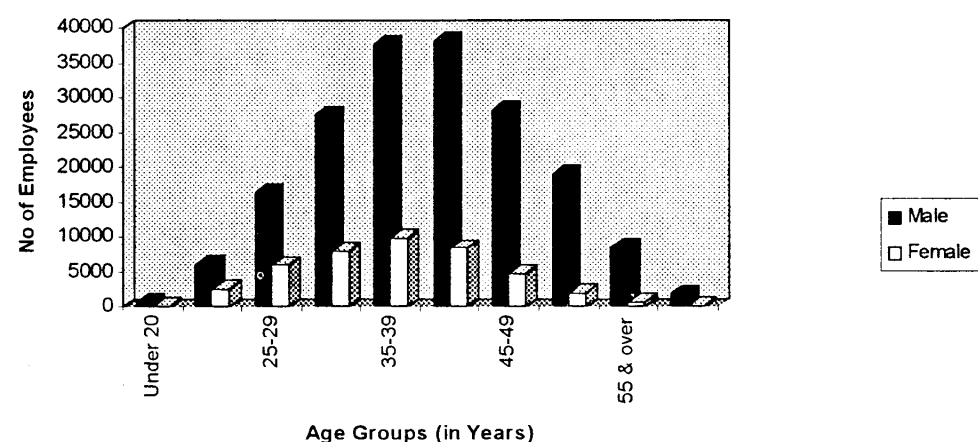
Age Distribution in State Sector



Age Distribution in Provincial Public Sector



Age Distribution in Semi-Government Sector



4. Ethnic Group

Table 6a: Distribution of State Sector Employees by Ethnic Group and Sex - 1994

Ethnic Group	Total		Male		Female	
	No	%	No	%	No	%
Total	221,229	100.0	173,317	100.0	47,912	100.0
Sinhalese	201,750	91.2	157,458	90.8	44,292	92.4
Sri Lanka Tamils	11,568	5.2	8,917	5.1	2,651	5.5
Indian Tamils	372	0.2	272	0.2	100	0.2
Moors	6,010	2.7	5,385	3.1	625	1.3
Others	1,151	0.5	975	0.6	176	0.4
Unspecified	378	0.2	310	0.2	68	0.1

It is apparent in the above table that 91 percent of the employees in the State Sector are Sinhalese. Of the State Sector employees, Sri Lankan Tamils and Moors account for 5 percent and 3 percent respectively. A similar pattern seems to exist among male and female State Sector employees by ethnic group, except for Moors. The proportion of Moors among the State Sector female employees is comparatively lower as compared to the corresponding proportion reported in the State Sector as a whole.

Table 6b: Distribution of Provincial Public Sector Employees by Ethnic Group and Sex - 1994

Ethnic Group	Total		Male		Female	
	No	%	No	%	No	%
Total	291,265	100.0	132,907	100.0	158,358	100.0
Sinhalese	243,007	83.4	106,422	80.1	136,585	86.3
Sri Lanka Tamils	30,258	10.4	16,071	12.1	14,187	9.0
Indian Tamils	2,449	0.8	1,232	0.9	1,217	0.8
Moors	14,415	4.9	8,522	6.4	5,893	3.7
Others	915	0.3	542	0.4	373	0.2
Unspecified	221	0.1	118	0.1	103	0.1

It is seen in the above table that as a proportion, 83 percent of the Provincial Public Sector employees are Sinhalese and 10 percent are Sri Lankan Tamils. (In 1990, these proportions were 88 percent and 7 percent respectively). The proportion of Sri Lankan Tamils in the Provincial Public Sector as reported in 1990 could have been lower than the real proportion due to the lower coverage in 1990. The coverage of census in respect of North-Eastern provincial council has improved in 1994 as compared to 1990. (Reported coverage in respect of the employees in North-Eastern provincial council in 1990 was 35 percent and in 1994 it is 84 percent).

Table 6c: Distribution of Semi-Government Sector Employees by Ethnic Group and Sex - 1994

Ethnic Group	Total		Male		Female	
	No	%	No	%	No	%
Total	227,023	100.0	184,422	100.0	42,601	100.0
Sinhalese	200,532	88.3	162,058	87.9	38,474	90.3
Sri Lanka Tamils	17,461	7.7	14,626	7.9	2,835	6.7
Indian Tamils	2,477	1.1	1,962	1.1	515	1.2
Moors	4,516	2.0	4,205	2.3	311	0.7
Others	1,669	0.7	1,263	0.7	406	1.0
Unspecified	368	0.2	308	0.2	60	0.1

It can be observed that 88 percent of the Semi-Government Sector employees are Sinhalese and 8 percent are Sri Lankan Tamils. The distribution of male employees in the Semi-Government Sector by ethnic group show a similar pattern to that of the total. The distribution pattern by ethnic group is slightly different in the case of female employees working in the Semi-Government Sector.

5. Educational Qualifications

The information collected on educational qualifications of the employees are tabulated and the summarized tables are shown below. The employees are grouped according to their current educational qualifications and not according to the qualifications that they had at the time of entering the service.

Table 7a: Distribution of State Sector Employees by Educational Qualifications and Sex - 1994.

Educational Qualifications	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	221,229	100.0	173,317	100.0	47,912	100.0
Grades 0 - 4	5,137	2.3	4,195	2.4	942	2.0
Grades 5 - 9	63,802	28.8	60,520	34.9	3,282	6.9
G.C.E. (O.L.)	95,876	43.3	76,585	44.2	19,291	40.3
G.C.E. (A.L.)	39,956	18.1	21,667	12.5	18,289	38.2
Bachelors Degree	11,321	5.1	7,038	4.1	4,283	8.9
Post-Graduate Diploma	2,318	1.0	1,110	0.6	1,208	2.5
Masters Degree	818	0.4	584	0.3	234	0.5
Ph.D	112	0.1	95	0.1	17	-
Other Post Graduate	6	-	3	-	3	-
Unspecified	1,883	0.9	1,520	0.9	363	0.8

“ - “ less than 0.1 percent

The above table shows the distribution of State Sector employees by educational qualifications and sex. Accordingly 68 percent of the State Sector employees have attained qualifications equivalent to G.C.E.(O/L) or above. 18 percent of the State Sector employees have passed G.C.E.(A/L) examination and 7 percent are reported to have qualifications degree or above.

The female employees in the State Sector are reported to possess relatively higher level of education. (i.e the proportion of female employees with qualifications G.C.E.(O/L) or above is 90 percent as compared to a proportion of 62 percent for male employees.)

Table 7b: Distribution of Provincial Public Sector Employees by Educational Qualifications and Sex - 1994.

Educational Qualifications	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	291,265	100.0	132,907	100.0	158,358	100.0
Grades 0 - 4	4,656	1.6	3,600	2.7	1,056	0.7
Grades 5 - 9	30,953	10.6	26,919	20.3	4,034	2.5
G.C.E. (O.L.)	106,698	36.6	48,009	36.1	58,689	37.1
G.C.E. (A.L.)	96,983	33.3	31,865	24.0	65,118	41.1
Bachelors Degree	35,487	12.2	15,018	11.3	20,469	12.9
Post-Graduate Diploma	14,426	5.0	6,135	4.6	8,291	5.2
Masters Degree	1,049	0.4	774	0.6	275	0.2
Ph.D	12	-	10	-	2	-
Other Post Graduate	23	-	7	-	16	-
Unspecified	978	0.3	570	0.4	408	0.3

" - " less than 0.1 percent

The proportion of Provincial Public Sector employees who possess educational qualifications equivalent to G.C.E.(O/L) or above is 88 percent. Compared with the other two sectors, Provincial Public Sector employees seem to possess a relatively higher level of education, as 33 percent of the Provincial Public Sector employees are reported to possess G.C.E(A/L) qualifications with another 18 percent having qualifications equivalent to Bachelors Degrees or above.

The level of education of the female employees in the Provincial Public Sector is reported to be relatively higher as compared to their male counterparts. (The proportion of employees with qualifications G.C.E(O/L) or above is 77 percent for males and 96 percent for females.)

Table 7c: Distribution of Semi-Govt. Sector Employees by Educational Qualifications and Sex - 1994.

Educational Qualifications	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	227,023	100.0	184,422	100.0	42,601	100.0
Grades 0 - 4	8,190	3.6	6,287	3.4	1,903	4.5
Grades 5 - 9	73,495	32.4	69,154	37.5	4,341	10.2
G.C.E. (O.L.)	92,689	40.8	74,990	40.7	17,699	41.5
G.C.E. (A.L.)	35,818	15.8	21,640	11.7	14,178	33.3
Bachelors Degree	11,560	5.1	8,197	4.4	3,363	7.9
Post-Graduate Diploma	779	0.3	547	0.3	232	0.5
Masters Degree	1,291	0.6	967	0.5	324	0.8
Ph.D	688	0.3	524	0.3	164	0.4
Other Post Graduate	12	-	8	-	4	-
Unspecified	2,501	1.1	2,108	1.1	393	0.9

" - " less than 0.1 percent

Table 7c shows that 63 percent of employees in the Semi-Government Sector possess educational qualifications equivalent to G.C.E.(O/L) or above. The corresponding proportion for males is 58 percent and for females it is 84 percent.

It can be seen that this distribution is somewhat similar to the distribution of the State Sector employees. A similar difference also exists between males and females as regards their educational qualifications among the State Sector employees as well.

6. Professional Qualifications

The professional qualifications of the employees are also collected at this census. A formal training of a duration of six months and over was considered as a professional qualification. All post graduate degrees and diplomas (excluding the ones in the field of medicine) were treated as educational qualifications

Table 8a: Distribution of State Sector Employees by Professional Qualifications and Sex - 1994.

Professional Qualifications	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	221,229	100.0	173,317	100.0	47,912	100.0
Medicine	6,727	3.0	1,250	0.7	5,477	11.4
Engineering & Architecture	4,528	2.0	3,911	2.3	617	1.3
Accountancy	1,561	0.7	1,057	0.6	504	1.1
Law	319	0.1	247	0.1	72	0.2
Business Management	1,487	0.7	932	0.5	555	1.2
Education	5,344	2.4	1,865	1.1	3,479	7.3
Agriculture	1,372	0.6	1,029	0.6	343	0.7
Other Professional Qualifications	12,898	5.8	8,363	4.8	4,535	9.5
Unidentified	31	-	25	-	6	-
No Professional Qualifications	186,962	84.5	154,638	89.2	32,324	67.5

“ - “ less than 0.1 percent

According to table 8a, 85 percent of the State Sector employees are reported to have no professional qualifications. i.e. only 15 percent of the State Sector employees are reported to be professionally qualified. Concerning the sex differences, 11 percent of the male employees and 32 percent of the female employees are recorded as professionally qualified. So as a proportion females are more professionally qualified as compared to males in the State Sector.

The proportion of employees who are reported to possess professional qualification in the field of medicine is the highest reported proportion in a single field (the proportion being 3 percent). Professional qualification in medicine includes Fellowships, Memberships and Post -graduate Diplomas in Medicine, Certificate of Para-medicine, Certificate of Nursing and Certificate of Indigenous medicine. The proportion of female employees with professional qualifications in the field of medicine is about 11 percent and it is much higher as compared with the corresponding proportion for males. This notable difference exists because of large number of professionally qualified nurses among the female employees.

Table 8b: Distribution of Provincial Public Sector Employees by Professional Qualifications and Sex - 1994.

Professional Qualifications	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	291,265	100.0	132,907	100.0	158,358	100.0
Medicine	15,355	5.3	3,552	2.7	11,803	7.5
Engineering & Architecture	3,221	1.1	2,545	1.9	676	0.4
Accountancy	867	0.3	505	0.4	362	0.2
Law	7	-	3	-	4	-
Business Management	1,938	0.7	887	0.7	1,051	0.7
Education	85,556	29.4	29,651	22.3	55,905	35.3
Agriculture	4,108	1.4	2,644	2.0	1,374	0.9
Other Professional Qualifications	12,043	4.1	4,642	3.5	7,401	4.7
Unidentified	3	-	0	-	3	-
No Professional Qualifications	168,257	57.8	88,478	66.6	79,779	50.4

“ - “ less than 0.1 percent

It is observed that among the three sectors, Provincial Public Sector has the highest percentage (42 percent) of professionally qualified employees (corresponding proportions for the State Sector and Semi -Government Sector being 15 percent and 17 percent respectively).

According to table 8b, it is clearly seen that the employees who have professional qualifications in the field of education have made this difference. There is a large number of teachers attached to the Provincial Public Sector, having Teacher Training Certificate as a professional qualification. 33 percent of the male employees and 50 percent of the female employees respectively are professionally qualified in the Provincial Public Sector.

Table 8c: Distribution of Semi-Govt. Sector Employees by Professional Qualifications and Sex - 1994.

Professional Qualifications	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	227,023	100.0	184,422	100.0	42,601	100.0
Medicine	1,016	0.4	396	0.2	620	1.5
Engineering & Architecture	11,094	4.9	9,861	5.3	1,233	2.9
Accountancy	2,315	1.0	1,509	0.8	806	1.9
Law	179	0.1	60	-	119	0.3
Business Management	3,320	1.5	1,965	1.1	1,355	3.2
Education	669	0.3	339	0.2	330	0.8
Agriculture	1,414	0.6	1,333	0.7	81	0.2
Other Professional Qualifications	18,755	8.3	12,027	6.5	6,728	15.8
Unidentified	159	0.1	148	0.1	11	-
No Professional Qualifications	188,102	82.9	156,784	85.0	31,318	73.5

“- “ less than 0.1 percent

In the Semi-Government Sector, 83 percent of the employees are recorded as not having any professional qualifications. Corresponding proportions for male and female employees in the Semi Government sector are 85 percent and 74 percent respectively. Among the different professional qualification categories, the highest proportion of employees have reported “Engineering and Architecture” as their professional qualifications. (The proportion being 5 percent). This is due to the fact that, while comparing with the other two sectors, Semi-Government Sector has a higher proportion of technicians and associated professionals engaged in activities related to the construction and production oriented industries.

A higher proportion of female employees are reported to be professionally qualified as compared to male employees, in the Semi-Government Sector as well. (The proportions being 27 percent for females and 15 percent for males)

7. SELECTED OCCUPATIONS.

Table 9: Distribution of Employees by Selected Occupations and Sector - 1994.

Selected Occupation	State Sector		Provincial Public Sector		Semi-Govt. Sector	
	No.	%	No.	%	No.	%
All Occupations	221,229	100.0	291,265	100.0	227,023	100.0
Senior Govt. Officials & Managers	3,311	1.5	1,823	0.6	6,745	3.0
Engineers	351	0.2	260	0.1	2,277	1.0
Doctors	1,195	0.5	1,069	0.4	134	0.1
Dentists	99	-	219	0.1	5	-
Nurses	7,564	3.4	5,707	2.0	474	0.2
Midwives	1,029	0.5	5,951	2.0	231	0.1
Surveyors & Cartographers	607	0.3	19	-	74	-
Draughtsmen	840	0.4	317	0.1	1,015	0.4
Judges & Lawyers	282	0.1	8	-	181	0.1
Accountants	632	0.3	209	0.1	868	0.4
Statisticians	60	-	3	-	14	-
Computing Professionals	31	-	12	-	239	0.1
School Teachers	9,963	4.5	167,984	57.7	21	-
Technicians	5,100	2.3	5,268	1.8	15,981	7.0
Clerks & Related	24,767	11.2	14,817	5.1	49,995	22.0
Stenographers & Typists	5,030	2.3	2,170	0.7	8,195	3.6
Office Drivers	3,015	1.4	2,994	1.0	9,253	4.1
Skilled Workers	12,832	5.8	4,106	1.4	38,079	16.8
Office Peons & Office Labourers	25,371	11.5	29,984	10.3	14,829	6.5
Unselected Occupations	119,150	53.9	48,345	16.6	78,413	34.5

“- “ less than 0.1 percent.

Of all occupations, some occupations of interest have been selected in the above table. As the coverage was not 100 percent, the number in each occupation so selected may not give the exact number of employees in that occupation.

The selected occupations have covered about 46 percent of the employees in the State Sector, about 84 percent of the Provincial Public Sector and about 66 percent of the Semi-Government Sector. The most significant occupation in all three sectors, is the 'School Teachers' in the Provincial Public Sector which contributes about 58 percent to the total employment in that sector. The most significant occupations in the State Sector are (i) Office Peons and Labourers (12percent) and (ii) Clerks and related workers (11 percent). In the Semi-Government Sector the groups of occupations (i) Clerks and Related Workers and (ii) Skilled Workers which contribute 22 percent and 17 percent respectively to the total employment can be considered the most significant occupations. The contribution by most of the other selected occupations is less than 1 percent of the total employment in the respective sector.

8. NUMBER OF YEARS REMAINING IN THE SERVICE

Table 10: Distribution of Employees, by Number of Years Remaining in the Service by Sector of Employment - 1994.

Number of Years Remaining	State Sector		Provincial Public Sector		Semi- Govt. Sector	
	No	%	No	%	No	%
Total	221,229	100.0	291,265	100.0	227,023	100.0
< 5	12,531	5.7	23,129	7.9	18,162	8.0
5 - 9	20,994	9.5	33,768	11.6	30,701	13.5
10 - 14	30,015	13.6	44,783	15.4	43,430	19.1
15 - 19	34,696	15.7	52,394	18.0	49,874	22.0
20 - 24	37,749	17.1	54,270	18.6	37,595	16.6
25 - 29	41,050	18.6	52,943	18.2	25,444	11.2
> 30	36,480	16.5	19,426	6.7	12,703	5.6
Unspecified	7,714	3.5	10,552	3.6	9,114	4.0

The above table has been prepared by assuming that the retirement age is at 55 years.

Nearly 15 percent of the State Sector, 20 percent of the Provincial Public Sector and 22 percent of the Semi-Govt. Sector employees will get retired in less than 10 years from 1994. Also about 45 percent, 53 percent and 63 percent of the employees of the three sectors respectively, will reach their retirement age in less than 20 years from 1994. Nearly 17 percent of

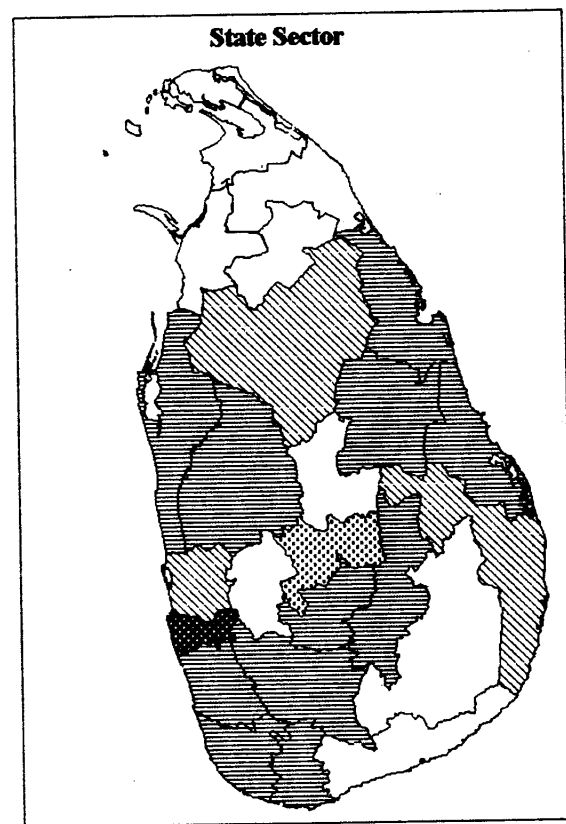
the present employees in the State Sector will have at least 30 years of further service before retirement. The corresponding proportions for the Provincial Public Sector and Semi-Government Sector however are only 7 percent and 6 percent respectively.

9. Place of Work and Place of Permanent Residence

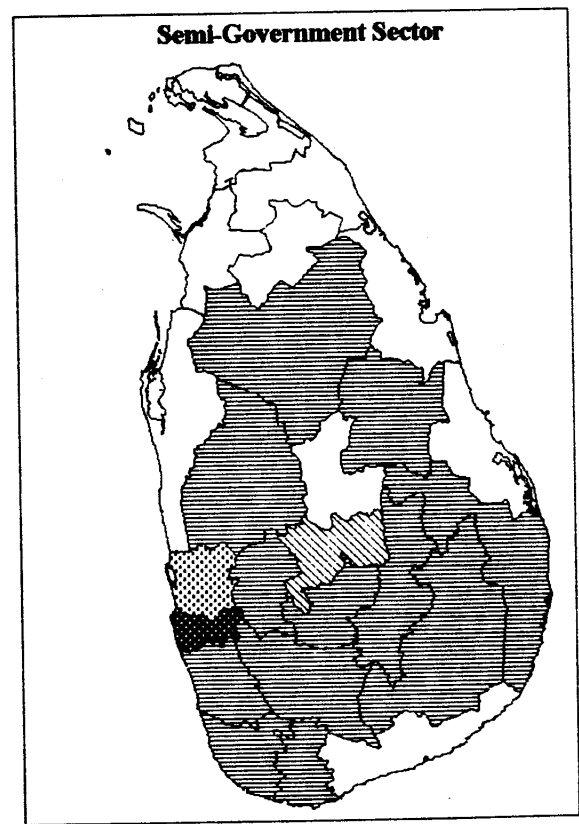
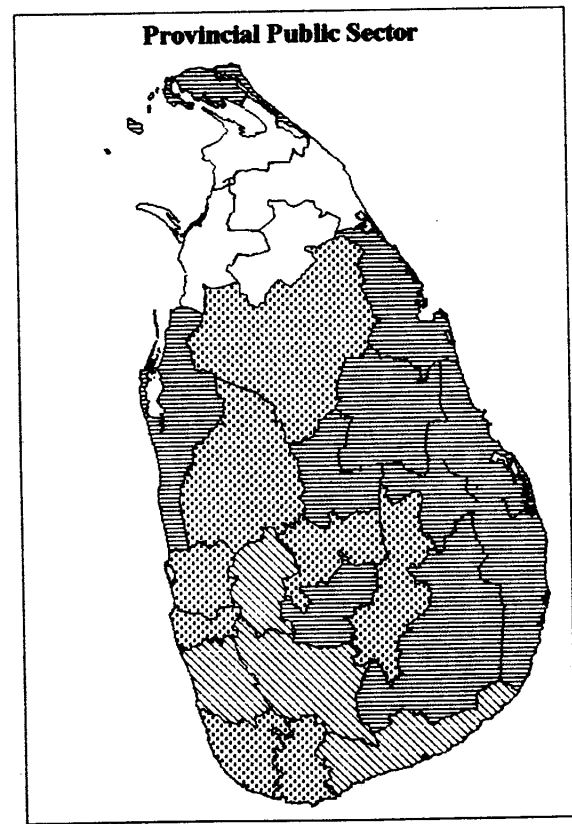
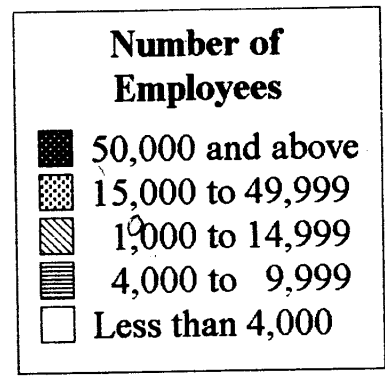
Place of Work.

Table 11: Distribution of Employees by District of Place of Work and Sector of Employment - 1994

District Of Place Of Work	State Sector		Provincial Public Sector		Semi-Govt Sector	
	No.	%	No.	%	No.	%
Sri Lanka	221,229	100.0	291,265	100.0	227,023	100.0
Colombo	71,998	32.5	28,650	9.8	88,692	39.1
Gampaha	12,640	5.7	19,124	6.6	18,755	8.3
Kalutara	7,327	3.3	13,425	4.6	7,488	3.3
Kandy	15,558	7.0	24,437	8.4	14,692	6.5
Matale	3,592	1.6	8,568	2.9	3,006	1.3
Nuwara-Eliya	4,626	2.1	8,584	2.9	9,272	4.1
Galle	8,657	3.9	16,337	5.6	8,231	3.6
Matara	4,710	2.1	15,261	5.2	5,678	2.5
Hambantota	3,839	1.7	10,355	3.6	3,221	1.4
Jaffna	2,887	1.3	9,886	3.4	3,187	1.4
Mannar	1,271	0.6	454	0.2	237	0.1
Vavuniya	2,677	1.2	2,239	0.8	642	0.3
Mullaitivu	349	0.2	1,075	0.4	135	0.1
Batticaloa	5,739	2.6	6,626	2.3	2,828	1.2
Ampara	10,462	4.7	9,329	3.2	4,324	1.9
Trincomalee	8,978	4.1	5,001	1.7	3,778	1.7
Kurunegala	9,616	4.3	29,241	10.0	9,022	4.0
Puttalam	4,866	2.2	9,568	3.3	3,922	1.7
Anuradhapura	13,379	6.0	15,097	5.2	6,242	2.7
Polonnaruwa	6,041	2.7	5,605	1.9	4,214	1.9
Badulla	8,217	3.7	15,122	5.2	9,811	4.3
Monaragala	3,625	1.6	6,576	2.3	5,164	2.3
Ratnapura	5,260	2.4	14,739	5.1	9,345	4.1
Kegalle	3,911	1.8	14,844	5.1	4,744	2.1
Killinochchi	468	0.2	1,122	0.4	393	0.2
Out Side Sri Lanka	536	0.2	-	-	-	-



**DISTRIBUTION OF EMPLOYEES
BY DISTRICT
FOR SECTORS OF EMPLOYMENT**



The geographical location of place of work of the employees who are working within Sri Lanka is determined according to the administrative district of the place of work. Table 11 above shows the place of work of the employees in the State Sector, Provincial Public Sector and Semi-Government Sector.

Table 11 indicates that the highest proportion of State Sector employees have their place of work located in Colombo district. (The proportion being 33 percent.) This is relatively lower than the corresponding percentage reported at the previous census. Another 19 percent of the State Sector employees have their place of work either in Kandy or Anuradhapura or Gampaha districts, and the balance 48 percent of the employees have their work place distributed among the remaining 21 districts. Further the 536 employees who have reported their work place as 'Out side Sri Lanka', are the employees who are working in foreign missions of Sri Lanka.

The proportion of Provincial Public Sector employees who work in Kurunegala district is 10 percent, which is the highest proportion reported in a single district. Colombo which can be ranked next to Kurunegala has 9.8 percent of the Provincial Public Sector employees. Another 46 percent of the Provincial Public Sector employees are distributed in 8 districts, namely Gampaha, Kandy, Matara, Galle, Anuradhapura, Badulla, Ratnapura and Kegalle and the balance 34 percent of the employees have their place of work distributed among the remaining 15 districts.

The highest proportion of Semi-Government Sector employees are reported to be working in Colombo district (percentage being 39). This is relatively lower than the corresponding percentage reported at the previous census conducted in 1990. (percentage being 41). It is to be noted here that some of the corporations have either been privatized or closed, during the period between these two censuses. By the proportion of employees working in a given district, Gampaha and Kandy can be ranked next to Colombo, having 15 percent of the employees in these two districts. Further 19 percent of the Semi-Government Sector employees are working in Kalutara, Nuwara-Eliya, Galle, Kurunegala and Badulla districts and the balance 27 percent are distributed among the remaining 17 districts. A similar distribution pattern could be observed in the Semi-Government Sector at the previous census conducted in 1990 too.

Place of Permanent Residence:

Table 12: Distribution of Employees by District of Permanent Residence and Sector of Employment - 1994.

District of Permanent Residence	State Sector		Provincial Public Sector		Semi-Govt. Sector	
	No.	%	No.	%	No.	%
Sri Lanka	221,229	100.0	291,265	100.0	227,023	100.0
Colombo	30,873	14.0	24,951	8.6	46,348	20.4
Gampaha	27,333	12.4	23,301	8.0	33,437	14.7
Kalutara	15,006	6.8	15,272	5.2	18,317	8.1
Kandy	18,807	8.5	24,550	8.4	17,772	7.8
Matale	4,972	2.2	8,287	2.8	3,578	1.6
Nuwara-Eliya	4,499	2.0	7,711	2.6	8,308	3.7
Galle	13,168	6.0	17,261	5.9	11,965	5.3
Matara	8,969	4.1	16,619	5.7	9,034	4.0
Hambantota	5,728	2.6	10,289	3.5	4,167	1.8
Jaffna	3,738	1.7	11,664	4.0	4,366	1.9
Mannar	433	0.2	799	0.3	328	0.1
Vavuniya	1,105	0.5	1,743	0.6	344	0.2
Mullaitivu	278	0.1	1,029	0.4	149	0.1
Batticaloa	2,705	1.2	6,884	2.4	2,719	1.2
Ampara	7,539	3.4	8,496	2.9	3,756	1.7
Trincomalee	5,407	2.4	4,282	1.5	2,963	1.3
Kurunegala	17,562	7.9	30,440	10.5	12,923	5.7
Puttalam	4,591	2.1	8,474	2.9	4,269	1.9
Anuradhapura	12,551	5.7	13,097	4.5	5,915	2.6
Polonnaruwa	3,848	1.7	4,553	1.6	2,264	1.0
Badulla	9,732	4.4	14,501	5.0	10,167	4.5
Monaragala	3,268	1.5	5,384	1.8	3,297	1.5
Ratnapura	6,699	3.0	13,664	4.7	9,381	4.1
Kegalle	10,297	4.7	16,142	5.5	9,772	4.3
Killinochchi	358	0.2	925	0.3	230	0.1
Out Side Sri Lanka	216	0.1	#	#	#	#
Unspecified	1,547	0.7	947	0.3	1,254	0.6

“ # “ not applicable

Table 12 shows the district of permanent residence of the employees in the State Sector, Provincial Public Sector and Semi-Government Sector respectively.

It is seen in table 12 that the highest proportion of State Sector employees have their permanent residence in Colombo district. (The proportion being 14 percent.)

Gampaha which can be ranked next to Colombo has 12 percent of the employees. Nearly 30 percent of the employees have their permanent residence either in Kalutara, Kandy, Galle or Kurunegala district and the balance 44 percent have their permanent residence distributed among the remaining 19 districts.

The proportion of Provincial Public Sector employees who have reported Kurunegala district as their permanent residence is about 11 percent, which is the highest proportion reported in a single district. Colombo, Kandy and Gampaha can be ranked next to Kurunegala, with nearly 8 percent of the employees in each of the district. Nearly 40 percent of the employees are distributed in 8 districts, namely Kalutara, Galle, Matara, Jaffna, Anuradhapura, Badulla, Rathnapura & Kegalle districts and the balance 24 percent of the employees have their permanent residence distributed among the remaining 14 districts.

Distribution pattern of the Semi-Government Sector employees according to their permanent residence shows a different distribution pattern, when compared with the State Sector & Provincial Public Sectors. It is to be noticed here that the highest proportion of Semi-Government Sector employees are reported to be having their permanent residence in Colombo district. (percentage being 20.) This is relatively higher than the corresponding percentages reported with respect of State Sector and Provincial Public Sector. Gampaha which can be ranked next to Colombo has 15 percent of the employees. By the proportion of employees having their permanent residence in a given district, Kalutara and Kandy can be ranked next to Gampaha having about 16 percent of the employees in the two districts. The balance 49 percent of the employees are distributed among the remaining 22 districts.

TABLE 13: Employees having both Place of Work and Place of Permanent Residence in the same District, expressed as a Percentage to the Total Number of Employees having their Place of Work in the corresponding District. - 1994

District	State Sector	Provincial Public Sector	Semi-Govt. Sector
Colombo	38.9 (27,991)	77.7 (22,269)	47.6 (42,217)
Gampaha	65.9 (8,325)	93.6 (17,909)	68.7 (12,881)
Kalutara	71.9 (5,267)	92.3 (12,396)	87.9 (6,583)
Kandy	76.6 (11,925)	90.3 (22,058)	80.2 (11,779)
Matale	68.6 (2,464)	88.2 (7,556)	68.6 (2,061)
Nuwara-Eliya	53.5 (2,476)	81.6 (7,004)	73.5 (6,813)
Galle	75.5 (6,538)	92.4 (15,000)	82.2 (6,767)
Matara	77.4 (3,644)	94.1 (14,367)	82.3 (4,674)
Hambantota	68.2 (2,618)	88.4 (9,152)	70.8 (2,280)
Jaffna	83.1 (2,400)	98.9 (9,777)	97.3 (3,101)
Mannar	22.0 (280)	86.1 (391)	68.4 (162)
Vavuniya	28.2 (756)	72.5 (1,625)	41.0 (263)
Mullaitivu	50.7 (177)	82.8 (890)	59.3 (80)
Batticaloa	31.9 (1,831)	96.5 (6,391)	86.4 (2,443)
Ampara	54.5 (5,701)	86.4 (8,062)	65.5 (2,833)
Trincomalee	51.6 (4,632)	81.6 (4,083)	72.9 (2,753)
Kurunegala	82.1 (7,893)	94.6 (27,672)	84.1 (7,586)
Puttalam	53.3 (2,593)	82.9 (7,931)	68.5 (2,685)
Anuradhapura	69.2 (9,263)	83.7 (12,630)	72.9 (4,552)
Polonnaruwa	49.4 (2,983)	76.6 (4,296)	44.5 (1,876)
Badulla	73.4 (6,028)	89.0 (13,462)	84.7 (8,307)
Monaragala	54.0 (1,959)	75.5 (4,965)	55.1 (2,844)
Ratnapura	73.2 (3,848)	86.9 (12,810)	75.6 (7,061)
Kegalle	80.3 (3,140)	91.9 (13,649)	84.8 (4,022)
Killinochchi	58.8 (275)	74.2 (833)	44.5 (175)

N.B. The number appearing within brackets is the number of employees having both place of work and place of permanent residence in the corresponding district.

Table 13 above shows the distribution of employees who are reported to have both place of work and the place of permanent residence in the same district.

It is observed in the above table that over 60 percent of the State Sector employees and over 50 percent of the Semi-Govt. sector employees respectively, who are working in Colombo district, are reported to have their place of permanent residence outside Colombo district. It is to be noted here that nearly 33 percent of the State Sector employees and 40 percent of the Semi-Government Sector employees have their place of work in Colombo district. In most of the other districts however, except for Mannar, Vavuniya and Batticaloa districts, a considerable proportion of the Public Sector employees have their place of permanent residence and place of work in the same district. A relatively high proportion of Provincial Public Sector employees are reported to have their place of work and place of permanent residence in the same district.

10. Indebtness:

The distribution of amount deducted for loans from monthly salary of employees in State Sector, Provincial Public Sector and Semi-Government Sector are shown in table 14.

Table 14: Distribution of Employees who are in Debt by the Amount Deducted for Loans from the Monthly Salary by Sector of Employment. - 1994

Deduction for Loans from Monthly Salary (Rs.)	State Sector		Provincial Public Sector		Semi-Govt Sector	
	No.	%	No.	%	No.	%
Total in Debt	109,865	100.0	119,531	100.0	133,612	100.0
Less Than 100	920	0.8	2,212	1.9	1,386	1.0
100 - 249	16,718	15.2	19,955	16.7	9,748	7.3
250 - 499	34,649	31.5	38,572	32.3	17,814	13.3
500 - 999	35,473	32.3	38,231	32.0	31,662	23.7
1,000 - 2,999	21,203	19.3	20,127	16.8	52,985	39.7
3,000 & Over	902	0.8	434	0.4	20,017	15.0

Of the 221,229 State Sector employees, nearly 50 percent are reported to be in debt. The corresponding proportion for the Provincial Public Sector and the Semi-Government Sector are 41 percent and 59 percent respectively. It is to be noted here that the employees under the status categories namely (i) Casual/ Temporary (ii) those work on contract basis and (iii) other, are not entitled for institutional loans and those who are not entitled for loans are included in the group of employees who have not taken any loan. This amount to 17 percent, 19 percent and 10 percent of the total employment in the State Sector, Provincial Public Sector and Semi-Government Sector respectively. Further analysis of the amount deducted from the salary of these employees shows that nearly 50 percent of the State Sector and Provincial Public Sector employees respectively who are in debt, have deductions up to Rs. 500 from their monthly salary. The corresponding proportion for the Semi-Government Sector is 21 percent. However

around 20 percent of the State and Provincial Public Sector employees in debt are reported to have deduction over Rs.1000, while in the Semi-Government Sector the corresponding proportion is 55 percent.

Table 15: Some Indicators of Indebtness. - 1994

Major Occupational Group	Proportion of Employees in Debt (*)			Proportion of Employees having monthly deduction up to Rs.500 (*)			Proportion of Employees having monthly deduction over Rs.1000 (*)		
	State Sector	Prov. Public Sector	Semi-Govt. Sector	State Sector	Prov. Public Sector	Semi-Govt. Sector	State Sector	Prov. Public Sector	Semi-Govt. Sector
All employees	49.7	41.0	59.0	47.7	50.9	21.2	20.1	17.1	53.5
Senior Officials & Managers	68.0	68.0	52.0	15.6	19.1	10.9	52.5	41.3	73.8
Professionals	40.0	30.0	58.0	42.3	53.3	13.5	25.5	14.3	64.2
Technicians & Associate professionals	68.0	65.0	65.0	44.3	46.2	18.9	24.4	20.3	56.4
Clerks	75.0	75.0	65.0	37.9	41.3	18.5	26.0	22.9	61.5
Services & Sales Workers	27.0	59.0	65.0	64.0	52.5	20.0	13.3	20.7	57.5
Craft & Related Workers	76.0	54.0	65.0	44.7	44.4	23.1	16.3	18.5	47.4
Machine Operators & Related Workers	70.0	63.0	50.0	43.0	50.8	32.0	22.3	18.1	41.0
Elementary Occupations	55.0	60.0	53.0	57.3	51.7	24.5	13.8	15.8	49.2

(*) as a percentage to the total in debt in the given category

Except for Senior Officials and Managers, over 35 percent of the employees in debt in the other respective occupational categories are reported to be in payment of an amount not exceeding Rs.500 per month, both in the State and Provincial Public Sectors. In the Semi-Government Sector however, over 40 percent of the employees in debt are in payment of an amount over Rs.1000, in all occupational categories.

11. Leave Taken

Table 16: Distribution of Employees who are Entitled for Leave (Casual+Vacation+Medical) in 1993

Entitlement	State Sector		Provincial Public Sector		Semi-Govt. Sector	
	No.	%	No.	%	No.	%
Total	221,229	100.0	291,265	100.0	227,023	100.0
Entitled	178,006	80.5	232,018	79.7	197,640	87.1
Not Entitled	43,223	19.5	59,247	20.3	29,383	12.9

Table 17: Percentage Distribution of Employees by Leave Taken (Casual + Vacation + Medical) in 1993 by Employment Sector and Sex.

No. of Days of Leave	State Sector			Prov. Public Sector			Semi-Govt. Sector		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All Employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0 - 4	6.8	7.6	3.6	7.1	10.8	3.7	4.1	4.2	3.4
5 - 19	17.2	17.3	16.8	28.1	30.8	25.8	20.7	20.5	21.6
20 - 29	17.5	16.2	22.9	27.1	22.9	30.9	25.3	24.4	29.6
30 - 39	21.8	20.7	25.8	24.0	23.1	24.9	17.7	17.4	19.6
40 & Over	28.7	29.3	26.3	8.4	7.1	9.5	26.8	28.3	20.1
Unspecified	7.8	8.7	4.6	5.3	5.4	5.2	5.3	5.2	5.8

Leave taken by employees in the State Sector, Provincial Public Sector and Semi-Govt. Sector in 1993 is discussed here based on the Tables 16 and 17 given above.

It should be noted here that the employees in the status categories viz. (i) Temporary/ Casual, (ii) those work on contract basis and (iii) other, are not entitled for leave. Trainee teachers and trainees in other occupations are considered under the status category 'Other'. The number and proportion of employees who are entitled and not entitled for leave in the three sectors respectively are given in table 16 above.

It is seen in table 17 that, of the 178,006 State Sector employees who are entitled for leave, 29 percent have taken more than 40 days Casual, Vacation and Medical leave in 1993.

The corresponding proportion is 8 percent for the Provincial Public Sector and 27 percent for the Semi-Government Sector. It is also observed that 68 percent of the employees have taken more than 20 days leave in the State Sector. Corresponding proportion is nearly 60 percent in the Provincial Public Sector and nearly 70 percent in the Semi-Government Sector. Further, table 17 shows that 75 percent of the female employees and 66 percent of the male employees have taken more than 20 days leave in the State Sector, while in the Provincial Public Sector 53 percent of males and 65 percent of females have taken more than 20 days leave. In the Semi-Govt. Sector however, there is no marked difference between males and females according to above criterion of leave taken.

Table 18: Percentage Distribution of Employees by Leave Taken (No Pay) in 1993 by Employment Sector and Sex.

No. of Days of Leave	State Sector			Prov. Public Sector			Semi-Govt. Sector		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All Employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0 - 4	86.0	84.4	92.2	91.9	90.4	93.3	86.0	84.8	91.5
5 & Over	6.1	6.8	3.2	2.8	4.2	1.5	8.6	10.0	2.7
Unspecified	7.9	8.7	4.7	5.3	5.4	5.2	5.3	5.2	5.8

It is observed in table 18 that only 6 percent of the employees in the State Sector have taken more than 5 or more days no pay leave in 1993. Corresponding proportions for Provincial Public Sector and Semi Government Sector are 3 percent and 9 percent respectively. It can also be seen that, in all three sectors, male employees are more likely to take higher number of no pay leave, as compared for female employees.