

**CENSUS OF PUBLIC AND SEMI-GOVERNMENT
SECTOR EMPLOYMENT
1998**

FINAL REPORT

120

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Preface

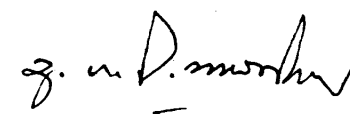
The Census of Public and Semi - Government Sector employment conducted in 1998 is the fifth in the series of censuses undertaken by the Department of Census & Statistics since 1980. This Census is being conducted once in four years. Three censuses administered before 1980 were limited only to Public Sector Employment and was conducted by the Ministry of Public Administration in the years 1968,1972 and 1976.

In the present Census, information was gathered of the employees of State, Provincial Public and Semi - Government Sectors as at 1st July 1998, administering a questionnaire to be completed personally by the employee.

Though the response received from institutions were fairly high, it is unfortunate to note low response rates for certain job categories in several important Ministries.

The institutions in Northern and Eastern Provinces too have shown very low response rate which may be due to the unsettled condition prevailed in these areas.

This publication which provides detail tabulations of the data collected from all employees of the Government and Semi-Government sectors will cater to the data needs of planners, policy makers and researchers.



Department of Census and Statistics,
P.O.Box 563,
Colombo.
20...February 2002.

A. G. W. Nanayakkara.
Director General

Acknowledgement

Many people have contributed to the successful completion of the Census of Public & Semi - Government Sector Employment - 1998. First of all great appreciation is due to all the Coordinating Officers in the Ministries, Provincial Councils and respective Institutions who liaised with the Department during the Census.

The overall planning and execution of the employment Census was done by the Staff of the Demography & Social Statistics Division under the direction of the Deputy Director, Mrs .S .M. Rajapakse supervised by Senior Statisticians Mrs.M.WM.R.K.Jayawardane, Mrs.K.A.S.Kodikara, Mr P.A.N.Muthukumarana, Mrs. B Mathurawathie and Statisticians Mrs.A.R.C Suraweera, Mr.A.L. Hemasiri, Mr. M.D.Weerasinghe and Mrs.Y.C.Padmini.

Necessary guidance was provided by Director, Dr.Gamini de Silva, processing of Census data was completed by the Director, Mrs. S .V. Nanayakkara of Data Processing Division and assisted by Mr.R.M.de.Alwis, Mr.H.O.Chandratilaka, Miss.D.Paranavithana Mr.Wasantha, System Analyst / Programmers. Service of the following officers in the Division who made every effort to collect and release the data in publication from are acknowledged with appreciation.

Statistical Officers

Mrs.H.A.Wimalawathie
Mr.B.Balachandran
Mrs.D.Ratiyala
Mr.D.B.Weeravarna(Presently STN)

Mrs. I.Marriyampillai
Mrs.I.R.Haputhanthri
Mrs.I.C.Premaratna
Mrs.G.M.Y.D.de.Silva
Miss.K.Dhammika

Clerks and Typist

Mrs. M.N.Rajapakse
Miss.T.D.Wijayalath Arrachi
Mrs.M.M.K.de Silva
Miss.S.H.D.A.Sundari

Mrs.H.H.D.Manoranjanie
Mrs.D.I.Silva.
Miss.E.R.S.Dissanayake
Mr.W.Sanath Silva

Coding Clerks / Data Entry Operators

Mr.W.G.Laksaman
Mr.S.K.P.Mallawarachi
Miss.K.S.S. Perera
Miss.W.A.C.Wanniarachi
Miss.R.A.D.A.K.Rajapakse
Mr.R.P.Kalubovila
Miss.G.C.Rathnayaka
Miss.D.N.Pathirage
Miss.H.P.S.Jayalath
Miss.W.S.N.Fernando

Miss.R.A.P.D.Ranawaka
Miss.N.P.Bokalowela
Miss.P.M.Gunarathna
Miss.T.D.Chandrakanthi
Mr.C.K.Jayalathge
Miss.K.P.J.Shamalie
Miss.S.Gunasingha
Miss.M.P.Y.Lasangi
Miss.Shiromi Athukopala
Miss.T.Thillaivathana

Book Binders and Office Assistants.

Mr.K.L.Sumanasena
Mr.P.P.W.Wijesekara

Mr.W.G.Yasaratnabanda
Mr.N.W.Warusuwathana
Mr.J.A.Anandalal

Type setting of the summary report with maps and charts was done by Senior Statistician Mr. W.W.M.A.S. Premakumara. The cover page of the final report was prepared by the Senior Statistician Mr.K.W.S. Saddhananda.

A word of gratitude is due to the Deputy Director Printing Division and his staff for printing the necessary Census documents and the report.

Finally the Public & Semi - Government Sector employees who were the respondents in this Census, are gratefully acknowledged for the co-operation extended for the successful completion of the Census.

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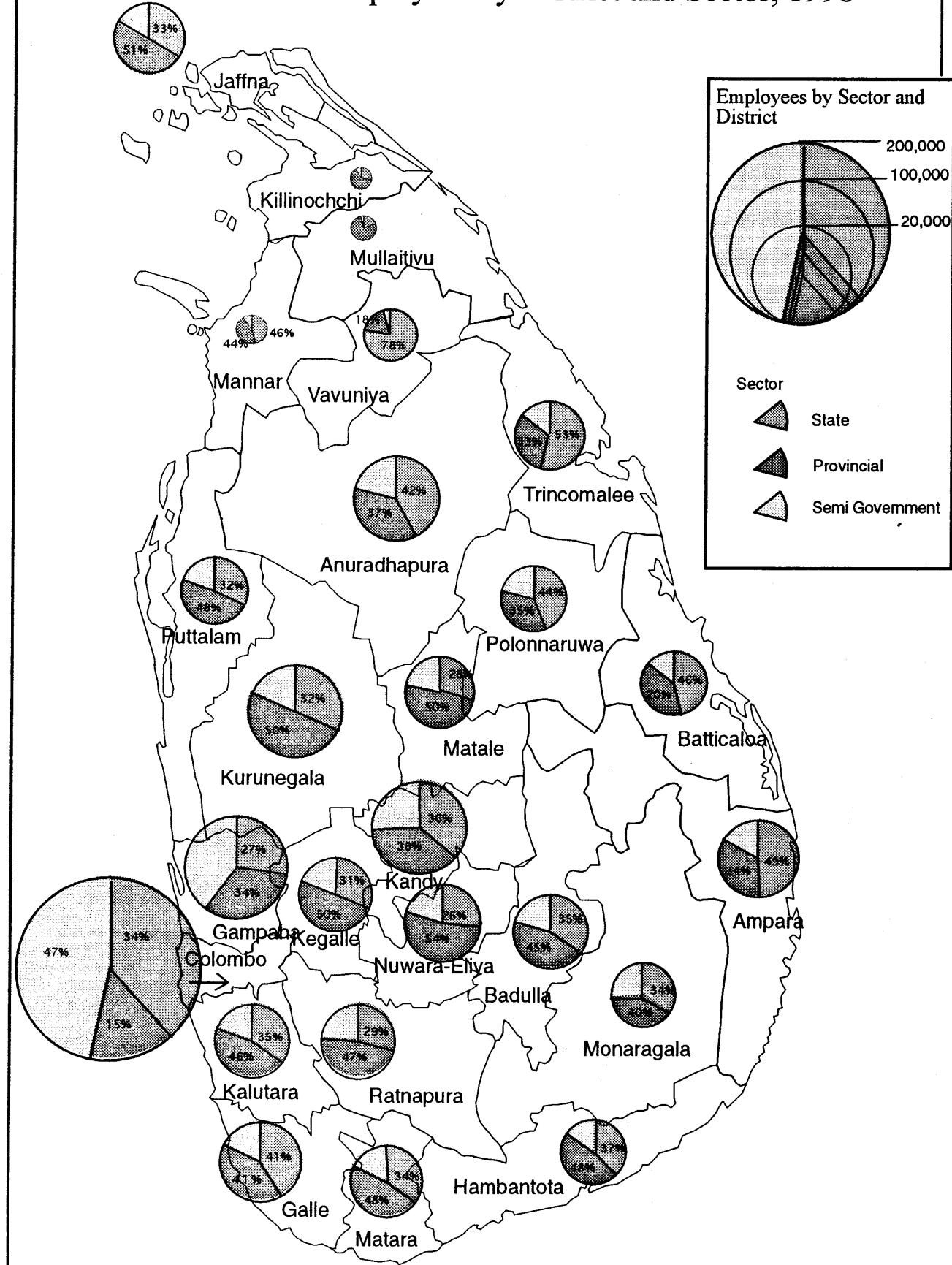
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Distribution of Employees by District and Sector, 1998



Census of Public and Semi-Government Sector Employment - 1998

Background

Conducting the Census of Public Sector Employment from time to time is one of the important exercise under-taken by the Department of Census and Statistics since 1980. The Census of Public and Semi - Government Sector Employment held on 1st July 1998 is the fifth of its series and the previous four Censuses were conducted in 1980,1985,1990 and 1994 respectively. The first Public Sector Employment Census was conducted by the Ministry of Public Administration in 1968 and continued it in 1972 and 1976. These three Censuses had covered only the Public Sector Employment.

The method of canvassing the necessary data from the commencement of the Census in 1980 to year 1998 was through postal enquiry where each employee filled a questionnaire personally.

A section of Public Sector employees who were previously under the Central Government were absorbed into the newly established Provincial Public Service in 1990. Since then the information on Public Sector Employees were collected separately under the two sectors State and Provincial Public. Particulars of employees working under Corporations, Statuary Boards and Public / Private Companies were collected under Semi-Government Sector.

Listing of all the institutions under these three sectors was commenced in January 1998,as an initial step with a view to achieve complete

coverage of all establishments. The estimated number of employees in most of the institutions were enumerated from the pay roll of June 1998 of the respective institutions.

The frame thus prepared consists of 33 Ministry Offices and 237 Departments under State Sector, 205 Corporations, Statuary Boards, and Public-Private companies under Semi - Government Sector and another 243 Institutions under the eight Provincial Councils.

In this Census, an attempt was made to collect information on working ability of employees in Sinhala, Tamil and English languages. This is a new feature introduced in this Census. In addition, some questions of 1994 Census were revised and amended to collect information according to 1997 salary revisions and additional information on deductions for loans taken from other financial institutions in order to assess the total deductions from the salary for loans taken by the employees from the work place as well as from various other financial institutions.

A Co-ordinating Officer was appointed to each of the Ministries under the Central Government and to the Provincial Councils to monitor the Census work and to liase with the Department of Census and Statistics. The responsibility of the Co-ordinating Officer was to distribute the schedules among all the employees, to recall the duly completed schedules and to return them to the Department of Census and Statistics on time.

Coverage

Employees covered in this Census were classified under the following sectors.

- State Sector
- Provincial Public Sector
- Semi-Government Sector

(1) The **State Sector** includes all the Ministries and Departments which comes under the purview of the Central Government.

(2) The **Provincial Public Sector** includes the Ministries and Institutions functioning under the Provincial Councils.

(3) 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)

Table 1: Reported Coverage of Census by Sector - 1998.

Sector	Estimated Number of Employees	Enumerated Number of Employees	Coverage Rate
Total	850,337	774,952	91.1
State	317,105	285,895	90.2
Prov.Pub	297,951	275,268	92.4
Semi-Govt.	235,281	213,789	90.9

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

- Permanent
- Temporary / Casual
- Employees who work on contract basis.

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

- Personnel attached to armed forces (Army, Navy and Air Force) except the civilian staff.
- Field labourers in the State owned estates.

Table 2: Percentage Distribution of Responses by Number of Institutions

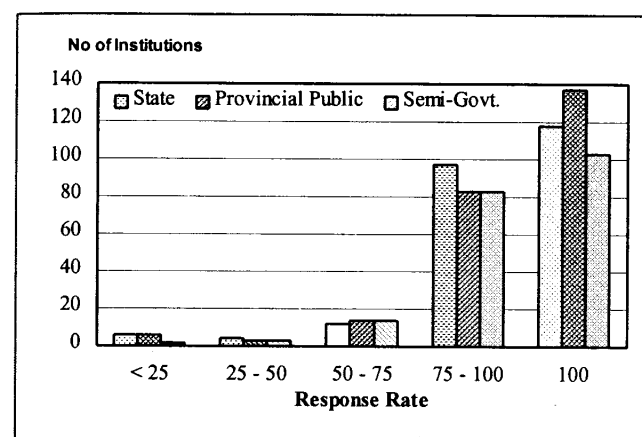
Response Rate	Number of Institutions		
	State Sector	Prov. Pub Sector	Semi Govt Sector
< 25	6	6	2
25 - 49	4	3	3
50 - 74	12	14	14
75 - 99	97	83	83
100	118	137	103
Total	237	243	205

Table 2 shows that in each sector more than 50 percent of the Institutions had 100 percent coverage. Only about 5 percent of the institutions had below 50 percent coverage in each of the sectors. Reason given for low responses by relevant Institutions are summarized as follows.

- Transfer of employees
- Termination of temporary & casual employees.
- Resignations
- Secondment to other Institutions
- Closing down of certain divisions in institutions.
- High non- response among labourers appointed on short term contract basis.

(g) Non receipt of completed forms from most of the Central Government Institutions in North-East Provinces.

Fig 1: Response Rate by Number of Institutions



Response rates of ministries with more than 10,000 employees in State & Semi-Govt. Sector is shown in Table 3. Four Ministries, namely Ministry of Defence, Ministry of Samurdhi, Youth Affairs and Sports, Ministry of Health and Indigenous Medicine and Ministry of Transport and Highways have responded relatively poor with response rates below 90 percent in the Census. Lower response rates of

Table 3: Distribution of Employees by Ministries with more than 10,000 Employees in both State and Semi-Government Sector -1998(Excluding Provincial Public Sector.)

Ministry	Estimated	Enumerated	Percentage Enumerated
Ministry of Defence	97,313	83,545	85.9
Ministry of Finance and Planning	40,630	38,144	93.9
Ministry of Agriculture and Land	30,382	29,741	97.9
Ministry of Education and Higher Education	41,412	38,278	92.4
Ministry of Housing and Urban Development	22,151	20,536	92.7
Ministry of Health and Indigenous Medicine	36,805	30,344	82.4
Ministry of Industrial Development	11,604	11,414	98.4
Ministry of Irrigation and Power	29,766	28,887	97.0
Ministry of Posts, Telecommunications and Media	41,101	37,068	90.2
Ministry of Public Administration, Home Affairs and Plantation Industries	29,678	28,636	96.5
Ministry of Shipping Ports and Rehabilitation	19,481	18,635	95.7
Ministry of Samurdi, Youth Affairs and Sports	25,135	21,215	84.4
Ministry of Transport and Highways	62,665	53,467	85.3

these Ministries were due to the difficulties in obtaining the completed forms from the institutions under them due to a large number of field staff being scattered all over the island.

In spite of having large number of schools, Post Offices and regional branches located all over the island, the Census has achieved a reasonably high response rate from the Ministry of Education and Higher Education (92 percent) and Ministry of Post and Telecommunication.(90 percent)

The lowest response (82.4 percent) has been recorded from the Ministry of Health and Indigenous Medicine in the Census.

The response rates of Ministries 'with less than 10,000 employees in State and Semi-Government Sector is shown in Table 4. Except a very few ministries namely, Ministry of Internal and International Commerce and Food (84 percent) and Ministry of Cultural and Religious Affairs (87 percent), Others had responded well for the Census.

Table 4: Distribution of Employees by Ministry with less than 10,000 Employees in State and Semi-Government Sector – 1998 (Excluding Provincial Public Sector)

Ministry	Estimated	Enumerated	Percentage Enumerated
Institutions not under Ministries	9,072	8,868	97.8
Prime Minister Office	133	133	100.0
Ministry of Buddha Sasana	122	122	100.0
Ministry of Plan Implementation & Parliamentary Affairs	686	619	90.2
Ministry of Mahaweli Development	5,718	5,161	90.3
Ministry of Provincial Councils and Local Government	168	168	100.0
Ministry of Co-operative Development	284	278	97.9
Ministry of Cultural and Religious Affairs	4,532	3,947	87.1
Ministry of Justice, Constitutional Affairs, Ethnic Affairs and National Intergration	5,713	5,472	95.8
Ministry of Fisheries and Aquatic Resources Development	2,842	2,707	95.2
Ministry of Foreign Affairs	929	927	99.8
Ministry of Labour	2,172	2,172	100.0
Ministry of Vocational Training & Rural Industries	3,426	3,081	89.9
Ministry of Livestock Development & Estate Infrastructure	3,359	3,350	99.7
Ministry of Tourism and Civil Aviation	8,300	7,864	94.7
Ministry of Science, Technology and Human Resources Development	2,279	2,234	98.0
Ministry of Internal and International Commerce & Food	9,917	8,366	84.4
Ministry of Social Services	390	367	94.1
Ministry of Women's Affairs	94	78	83.0
Ministry of Forestry & Environment	4,128	3,860	93.5

The low coverage of Ministry of Cultural and Religious Affairs is due to low response received from the Department of Archeology (64 percent). Similarly the low response of Ministry of Internal and

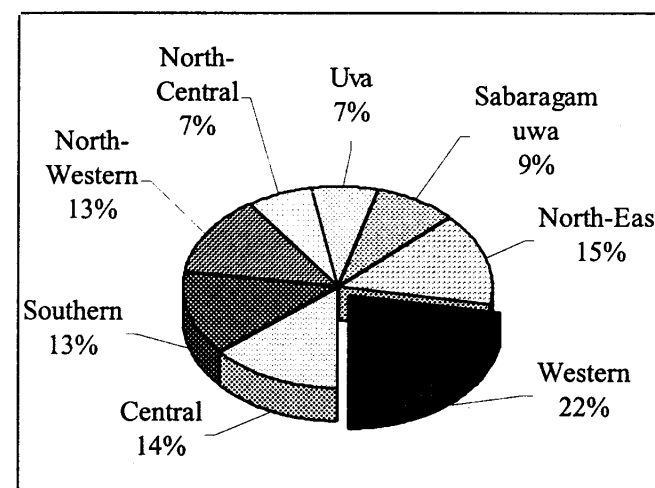
International Commerce and Food is due to the low responses received from the Co-operative Wholesale Establishment (77 percent) and the Kiriya Milk Industries Pvt. Ltd. (62 percent)

Table 5: Distribution of Provincial Public Sector Employees by Provincial Council - 1998

Provincial Council	Estimated		Enumerated No. of Employees	Coverage Rate	
	No. of Employees	%		1994	1998
Total	297,951	100.0	275,268		
Western	66,123	22.2	63,854	83.4	96.6
Central	41,784	14.0	39,437	92.3	94.4
Southern	39,574	13.3	35,810	91.1	90.5
North -Western	38,605	13.0	35,813	91.2	92.8
North - Central	20,581	6.9	18,854	95.4	91.6
Uva	20,273	6.8	19,069	88.6	94.1
Sabaragamuwa	25,735	8.6	25,720	96.4	99.9
North - East	45,276	15.2	36,711	84.2	81.1

Table 5 Shows the distribution of Provincial Public Sector Employees by Provincial Council to which they are attached. Among the Provincial Councils, the Western Provincial Council has the highest number of employees, and its response rate was 97 percent. The highest response rate of 99.9 Percent was recorded by the Sabaragamuwa Provincial Council. Western Provincial Council has showed an improvement in reporting when compared with that of previous Census in 1994 where the response rate was 83 percent. The lowest response rate of 81 percent was recorded by North -East Provincial Council at this Census.

Fig 2: Percentage Distribution of Employees by Provincial Council - 1998



The poor response of North East Provincial Council was mainly due to the poor responses (percentage less than 20) received from the Department of Industries and Regional Office of the Chief Secretary.

Limitations.

The estimated number of employees reported by the individual institutions is much dubious. Most of the institutions provided higher figures for the estimated number of employees instead of the actual number of employees in the

institution. When reporting the number employed on temporary and or casual basis, the figures were mostly over estimated. It should be noted that the estimated number of employees in institutions were collected few months prior to the Census date.

It is important to note that the information in this report are provided according to the structure that was in existence at the time of conducting the Census in 1998.(i.e the name of the Ministries and other institutions appearing in the tabulations are those in existence in 1998).

Employment by Sector

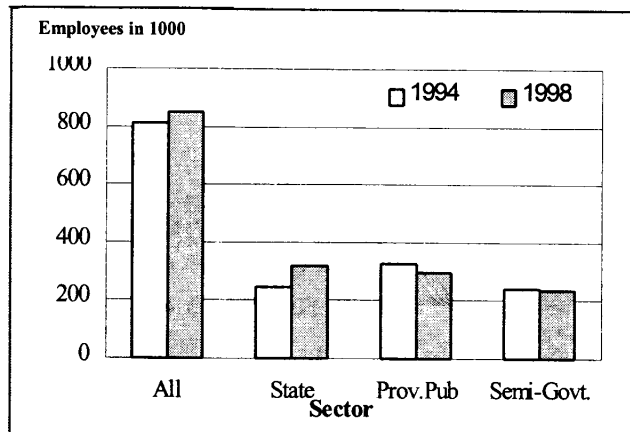
The employed population reported in State, Provincial Public and Semi-Government Sectors of Sri Lanka was 774,952 in 1998. Out of this, 37 percent were in State Sector, 35 percent in the Provincial Councils and 28 percent in the Semi-Government Sector.

Table 6 :Total Number of Employees in 1994 and 1998

Sector	No. of Employees Enumerated in 1994	No. of Employees Enumerated in 1998	Increase / Decrease %
All Employees	739,517	774,952	+5
State	221,229	285,895	+29
Prov. Pub	291,265	275,268	-5
Semi-Govt.	227,023	213,789	-6

During the inter censal period 1994 - 1998, increase in the State sector employment is quite apparent (29 percent). This amounts to an annual increase of 7 percent in employment. But in contrast, employment in the Provincial Public and Semi-Government Sectors recorded decreases of 5 percent and 6 percent respectively during the same inter censal period.

Fig 3: Total Number of Employees in 1994 and 1998.



The substantial increase in the State Sector employment in 1998 over that was in 1994 is partly due to administrative changes that occurred during that period where the State Sector absorbed some of the sections in the Provincial Public Sector. As a result employment in the Provincial Public Sector has decreased. The increase in the State Sector Employment was also due to the creation of new posts namely Goviniyamakas in the Department of Agrarian service and Samurdhinyamakas in the Department of the Commissioner General of Samurdhi.

The number of employees in the Semi-Government Sector has shown a decrease over 1994 mainly due to the privatisation of the State owned estates and closing down of some of the Institutions which were under this Sector.

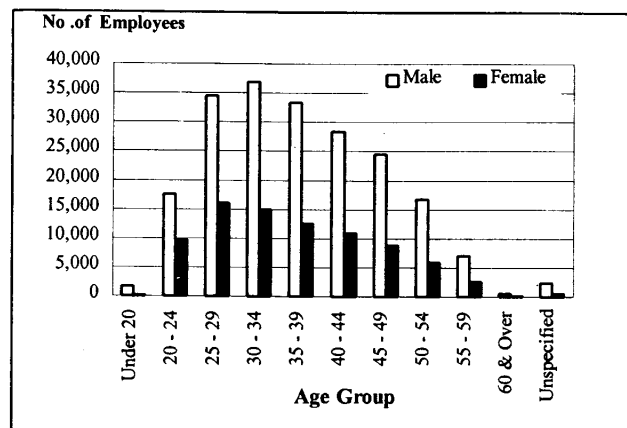
Age and Sex Composition

Distribution of employees by age group and sex in the State, Provincial Public and Semi-Government Sectors is given in Table 7. Employees were asked to report their age in years as at the Census date.

When considering 5 year age groups, the highest percentage of employees are reported to

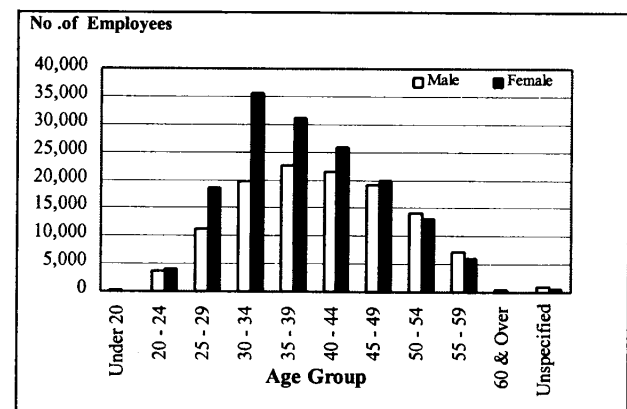
be in (30-34) age group in both, the State Sector and Provincial Public Sector. Whereas the highest percentage of employees in the Semi-Government Sector is in the age group (40-44) years.

Fig 4: Distribution of State Sector Employees by Age and Sex - 1998



Of the total State Sector employees, more than 75 percent are below 45 years of age, in the Provincial Public Sector it is 70 percent while in the Semi-Government Sector it is 65 percent. Percentage of employees who are 55 years and over is 3.6 percent in the State Sector and it is 5 percent in both Provincial Public and Semi-Government Sectors.

Fig 5: Distribution of Provincial Public Sector Employees by Age and Sex - 1998



Males dominate in the State Sector employment with a share of 71 percent. Although the highest percentage of total employees in State Sector belongs to 30-34 age group, the highest percentage of female employees are in the age group 25-29. It is also

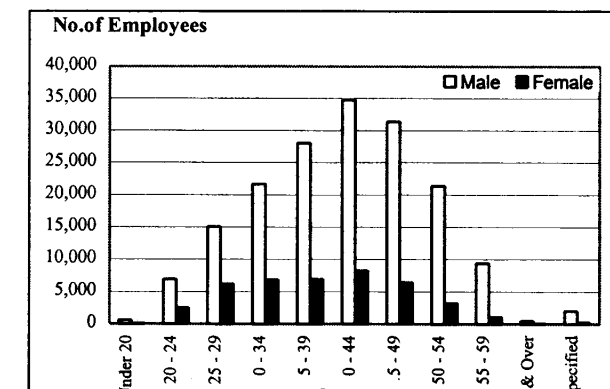
Table 7: Employees by Age, Sex and Sector - 1998

Age Group		Total		State Sector		Prov. Pub. Sector		Semi-Govt. Sector	
		No.	%	No.	%	No.	%	No.	%
All Ages	T	774,952	100.0	285,895	100.0	275,268	100.0	213,789	100.0
	M	495,497	100.0	203,319	100.0	120,448	100.0	171,730	100.0
	F	279,455	100.0	82,576	100.0	154,820	100.0	42,059	100.0
Under 20	T	2,883	0.4	1,870	0.7	310	0.1	703	0.3
	M	2,517	0.5	1,690	0.8	246	0.2	581	0.3
	F	366	0.1	180	0.2	64	0	122	0.3
20 - 24	T	44,341	5.7	27,299	9.5	7538	2.7	9504	4.4
	M	27,966	5.6	17,447	8.6	3,576	3	6,943	4
	F	16,375	5.9	9,852	11.9	3,962	2.6	2,561	6.1
25 - 29	T	101,583	13.1	50,558	17.7	29768	10.8	21257	9.9
	M	60,711	12.3	34,438	16.9	11,251	9.3	15,022	8.7
	F	40,872	14.6	16,120	19.5	18,517	12	6,235	14.8
30 - 34	T	135,496	17.5	51,791	18.1	55163	20	28542	13.4
	M	78,220	15.8	36,833	18.1	19,703	16.4	21,684	12.6
	F	57,276	20.5	14,958	18.1	35,460	22.9	6,858	16.3
35 - 39	T	134,463	17.4	45,841	16	53649	19.5	34973	16.4
	M	83,977	16.9	33,328	16.4	22,621	18.8	28,028	16.3
	F	50,486	18.1	12,513	15.2	31,028	20	6,945	16.5
40 - 44	T	129,651	16.7	39,233	13.7	47381	17.2	43037	20.1
	M	84,591	17.1	28,310	13.9	21,506	17.9	34,775	20.2
	F	45,060	16.1	10,923	13.2	25,875	16.7	8,262	19.6
45 - 49	T	110,298	14.2	33,481	11.7	38978	14.2	37839	17.7
	M	75,038	15.1	24,606	12.1	19,049	15.8	31,383	18.3
	F	35,260	12.6	8,875	10.7	19,929	12.9	6,456	15.3
50 - 54	T	74,465	9.6	22,589	7.9	27264	9.9	24612	11.5
	M	52,210	10.5	16,769	8.2	14,047	11.7	21,394	12.5
	F	22,255	8	5,820	7	13,217	8.5	3,218	7.7
55 - 59	T	33,340	4.3	9,610	3.4	13256	4.8	10474	4.9
	M	23,574	4.8	6,985	3.4	7,198	6	9,391	5.5
	F	9,766	3.5	2,625	3.2	6,058	3.9	1,083	2.6
60 & above	T	1,571	0.2	629	0.2	351	0.1	591	0.3
	M	1,295	0.3	486	0.2	311	0.3	498	0.3
	F	276	0.1	143	0.2	40	0	93	0.2
Unspecified	T	6,861	0.9	2,994	1	1610	0.6	2257	1.1
	M	5,398	1.1	2427	1.2	940	0.8	2031	1.2
	F	1,463	0.5	567	0.7	670	0.4	226	0.5

an important feature to note that 65 percent of females are between age of (20 - 40) Years. Males in the same age group accounts for 60 percent of the total male employees.

Unlike in the other two sectors, majority of employees in Provincial Public Sector are females with a percentage share of 56. This is due to large number of females working as nurses and teachers in the fields of health and

Fig 6: Distribution of Semi-Govt. Sector Employees by Age and Sex - 1998



In Semi-Government Sector, percentage distribution of employees shows that 80 percent are males and 20 percent are females. Sixty two percent of male employees are below 45 years. Since Semi - Government Sector consists mostly industrial oriented occupations, it has higher percentage of male employees.

Ethnicity

Tables 8,9 and 10 give the distribution of State Sector, Provincial Public Sector and Semi-Government Sector Employees by Ethnicity and Sex.

Table 8: Distribution of State Sector Employees By Ethnicity and Sex - 1998

Ethnic Group	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	285,895	100.0	203,319	100.0	82,576	100.0
Sinhalese	260,110	91.0	184,397	90.7	75,713	91.7
S.L Tamils	15,004	5.2	10,391	5.1	4,613	5.6
Indian Tamils	597	0.2	409	0.2	188	0.2
S.L Moors	8,974	3.1	7,172	3.5	1,802	2.2
Others	1,077	0.4	852	0.4	225	0.3
Unspecified	133	0.0	98	0.0	35	0.0

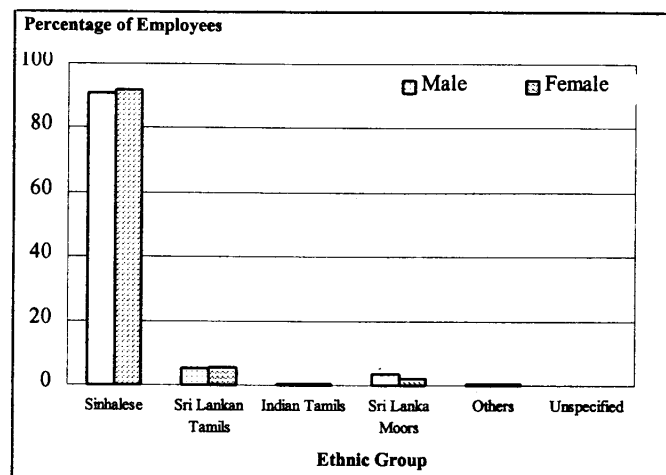
91 percent of the state sector employees are Sinhalese which is on par with the Semi - Government Sector whereas the corresponding share is only 81 percent in the Provincial Public Sector.

State Sector employees consist of 91 percent Sinhalese, 5 percent Sri Lankan Tamils and 3 percent Sri Lankan Moors.

It can be observed that 81 percent of the Provincial Public Sector employees are

Sinhalese and 11.5 percent are Sri Lankan Tamils. This share of Sri Lankan Tamils is slightly lower than the real proportion due to the low response from the North- East Provincial Council in 1998. Of the total employees, Indian

Fig 7: State Sector Employees by Ethnicity and Sex - 1998



Tamils and Moors account for 2 percent and 6 percent respectively. The distribution pattern by ethnic group is slightly different among males and females in this sector.

Table 9: Distribution of Prov.Pub Sector Employees by Ethnicity & Sex - 1998

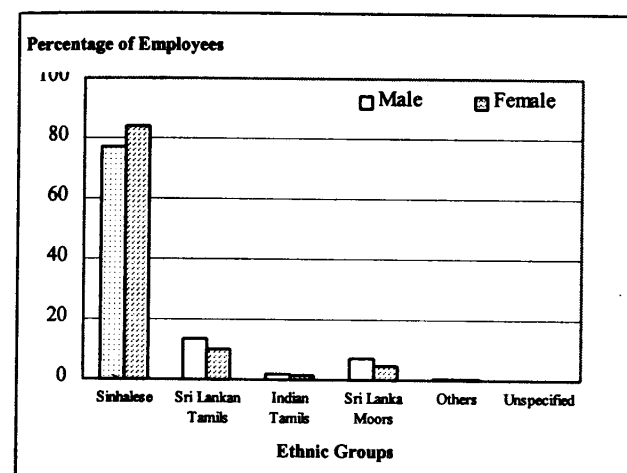
Ethnic Group	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	275,268	100.0	120,448	100.0	154,820	100.0
Sinhalese	222,725	80.9	93,032	77.2	129,693	83.8
S.L Tamils	31,773	11.5	16,482	13.7	15,291	9.9
Indian Tamil	4,462	1.6	2,055	1.7	2,407	1.6
S.L Moors	15,547	5.6	8,387	7.0	7,070	4.6
Others	785	0.3	458	0.4	327	0.2
Unspecified	66	0.0	34	0.0	32	0.0

Proportion of Sinhalese female employees are much higher when compared with that of the Sinhalese male employees in the Provincial Public Sector. Proportions of

sinhalese employees are 84 for females and 77 for males.

Whereas in the case of Sri Lankan Tamils and Moors, proportions of female employees are less as compared with that of males.

Fig 8: Prov.Pub Sector Employees by Ethnicity and Sex -1998



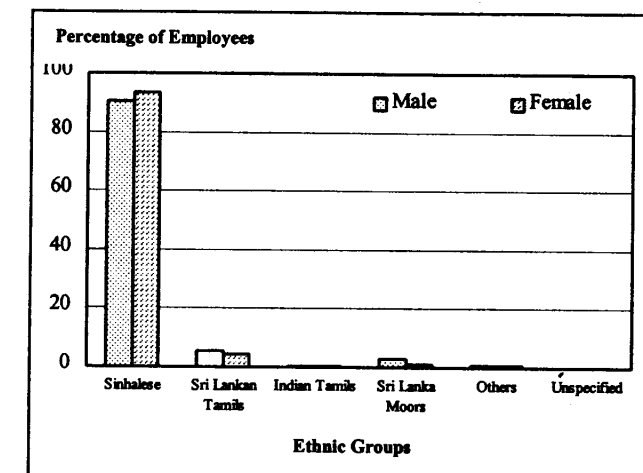
Male Sri Lankan Tamils and Moors constitute 14 percent and 7 percent respectively while females are 10 percent and 5 percent respectively.

Table 10: Distribution of Semi-Govt. Sector Employees by Ethnicity & Sex-1998

Ethnic Group	Total		Male		Female	
	No.	%	No.	%	No.	%
Total	213,789	100.0	171,730	100.0	42,059	100.0
Sinhalese	194,841	91.1	155,577	90.6	39,264	93.4
S.L Tamils	11,225	5.3	9,370	5.5	1,855	4.4
Indian Tamil	463	0.2	359	0.2	104	0.2
S.L Moors	5,872	2.7	5,402	3.1	470	1.1
Others	1,325	0.6	970	0.6	355	0.8
Unspecified	63	0.0	52	0.0	11	0.0

It can be seen from the above table that 91 percent of the employees in the Semi -Govt Sector are Sinhalese while Sri Lankan Tamils and Moors account for 5 percent and 3 percent respectively. The distribution pattern by ethnic group are slightly different in the case of male and female employees working in the Semi Govt. Sector.

Fig 9: Semi -Govt. Sector Employees by Ethnicity & Sex - 1998



When considering the sex difference by Ethnic group, proportions of Sinhalese females are little higher than that of the males. Percentages are 93 for females and 91 for males. In the case of Sri Lankan Tamils and Moors, female employees are slightly less as compared with male employees. Proportions are 6 percent and 3 percent for males and 4 percent and 1 percent for females respectively.

Educational Qualifications

The highest academic qualification attained by the employees at the time of the census was considered as one's educational qualification. Primary and secondary education in school, bachelor degrees, all postgraduate diplomas and degrees except postgraduate examinations in the field of medicine are considered as academic qualifications in this census.

The percentage of employees (86%) who had acquired educational qualification of G.C.E (O/L) or higher qualification was higher in the Provincial Public Sector as compared to that of the other two Sectors.

The percentage of employees who reported to have degree or higher qualification in the Provincial Public Sector (19 percent) is more than twice the corresponding percentages in the State Sector (8 percent) and Semi - Government Sector (8 percent). One fourth of the State Sector employees (25 percent) and more than one third of the Semi-Government Sector employees (34 percent) have reported to have educational level below G.C.E(O/L) whereas the corresponding percentage was only 14 percent for the Provincial Public Sector.

Table 11: Educational Qualifications by Sector and Sex

Educational Qualifications		State Sector		Prov. Pub Sector		Semi - Govt. Sector	
		No	%	No	%	No	%
Total	T	285,895	100.0	275268	100.0	213789	100.0
	M	203,316	100.0	120448	100.0	171730	100.0
	F	82,579	100.0	154820	100.0	42059	100.0
Grades 0 - 4	T	4,110	1.4	4,465	1.6	5,783	2.7
	M	3,432	1.7	3,520	2.9	4,639	2.7
	F	678	0.8	945	0.6	1,144	2.7
Grades 5 - 9	T	68,426	23.9	34,355	12.5	66,962	31.3
	M	64,220	31.6	30,245	25.1	64,008	37.3
	F	4,206	5.1	4,110	2.7	2,954	7
G.C.E (O.L)	T	111,428	39	77,085	28	77,428	36.2
	M	83,787	41.2	32,745	27.2	63,964	37.2
	F	27,641	33.5	44,340	28.6	13,464	32
G.C.E (A.L)	T	77,305	27	107,762	39.1	45,295	21.2
	M	37,790	18.6	32,605	27.1	26,801	15.6
	F	39,515	47.9	75,157	48.5	18,494	44
Bachelors Degree	T	14,788	5.2	24,991	9.1	14,188	6.6
	M	8,714	4.3	10,997	9.1	9,098	5.3
	F	6,074	7.4	13,994	9	5,090	12.1
Higher Qualifications	T	8,204	2.9	26,398	9.6	3,223	1.5
	M	3,869	1.9	10,190	8.5	2,408	1.4
	F	4,335	5.2	16,208	10.5	815	1.9
Unspecified	T	1,634	0.6	212	0.1	910	0.4
	M	1,504	0.7	146	0.1	812	0.5
	F	130	0.2	66	0	98	0.2

Further analyzing the employees in State Sector with educational qualifications below G.C.E. (O/L) shows 85 percent of the employees are in the major occupational group of Services and Sales workers (37 percent) and Elementary Occupations(48 percent).The occupations such as Travel Attendants and Guides, Policemen /Policewomen, HomeGuards (Gramarakshaka) etc are classified under Services and Sales Workers. All kinds of unskilled labourers are included under Elementary Occupations.

In the Semi - Government Sector, among the employees with qualifications below G.C.E. (O/L), 88 percent are skilled and unskilled labourers. Crafts & Related Workers and Machine Operators & related workers are considered here as skilled labourers and those

Table 12: Employees by Educational Qualifications, Major Occupational Group and Sector -1998

Major Occupational Group	Educational Qualifications											
	State Sector				Prov.Pub Sector				Semi-Govt.Sector			
	Total	Below G.C.E (O/L)	G.C.E (o/L) or Above	Unspecified	Total	Below G.C.E (O/L)	G.C.E (o/L) or Above	Unspecified	Total	Below G.C.E (O/L)	G.C.E (o/L) or Above	Unspecified
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Senior officials & Manager	1.3	0.0	1.7	0.3	0.7	0.0	0.8	0.5	5.0	0.0	7.6	4.4
Professionals	13.6	0.0	18.3	1.2	65.5	0.1	76.3	21.7	4.0	0.0	6.1	3.4
Technicians & Associate Professionals	13.0	0.9	17.2	4.0	5.8	0.7	6.7	1.9	11.1	1.2	16.2	9.2
Clerks & Related workers	18.9	1.9	24.9	6.4	6.7	1.3	7.6	6.1	26.1	5.3	37.1	9.8
Services & Sales workers	27.9	37.5	24.3	66.2	0.5	1.2	0.3	0.9	7.8	5.1	9.2	4.8
Crafts & Related workers	3.9	7.2	2.8	2.3	2.8	8.7	1.9	2.8	12.5	19.9	8.6	13.1
Machine Operators & Related workers	2.0	4.7	1.1	1.3	1.5	6.8	0.7	3.3	10.5	20.4	5.3	12.7
Elementary Occupations	19.5	47.7	9.8	18.2	16.4	81.2	5.8	62.7	23.0	48.1	9.9	42.5

under Elementary Occupations as unskilled labourers.

were also included under professional qualifications.

When considering the educational qualifications of the employees by sex, percentage of females who passed G.C.E (O/L) or higher examination is 94 percent in State Sector, 97 percent in Provincial Public Sector and 90 percent in Semi - Government Sector. The corresponding proportions of males are 66 percent, 72 percent and 60 percent respectively.

Professional Qualifications.

A formal training with duration of six months or more is considered as one's professional qualification in the census. Postgraduate degrees and diplomas in medicine

Employees having professional qualifications which are categorized into 6 important groups are highlighted in the table below with the balance employees categorized under 'Other Professional Qualifications'. The employees who have not obtained any professional qualification are grouped under "No Professional Qualification" When considering the three Sectors together, the employees who have not gained any professional qualification accounts to 68 percent of the total employees.

Among the three sectors, the highest percentage(39%) of professionally qualified

Table 13: Employees by Professional Qualification, Sex and Sector - 1998

Professional Qualification		Total		State Sector		Prov. Pub Sector		Semi-Govt Sector	
		No.	%	No.	%	No.	%	No.	%
Total	T	774,952	100.0	285,895	100.0	275,268	100.0	213,789	100.0
	F	495,497	100.0	203,319	100.0	120,448	100.0	171,730	100.0
Medicine	T	23,341	3.0	9,479	3.3	12,980	4.7	882	0.4
	F	4,842	1.0	1,772	0.9	2,782	2.3	288	0.2
Engineering & Architecture	T	18,499	6.6	7,707	9.3	10,198	6.6	594	1.4
	F	32,255	4.2	9,863	3.4	4,147	1.5	18,245	8.5
Accountancy	T	29,067	5.9	8,967	4.4	3,478	2.9	16,622	9.7
	F	3,188	1.1	896	1.1	669	0.4	1,623	0.8
Law	T	5,231	0.7	1,829	0.6	972	0.4	2,430	1.1
	F	3,210	0.6	1,160	0.6	544	0.5	1,506	0.9
Education	T	2,021	0.7	669	0.8	428	0.3	924	0.4
	F	587	0.1	314	0.1	14	0.0	259	0.1
Agriculture	T	349	0.1	235	0.1	10	0.0	104	0.1
	F	238	0.1	79	0.1	4	0.0	155	0.1
Other Professional Qualifications	T	119,976	15.5	12,482	4.4	107,323	39.0	171	0.1
	F	36,450	7.4	4,058	2.0	32,276	26.8	116	0.1
No Professional Qualifications	T	83,526	29.9	8,424	10.2	75,047	48.5	55	0.0
	F	7,386	1.0	3,677	1.3	2,569	0.9	1,140	0.5
No Professional Qualifications	T	5,267	1.1	2,483	1.2	1,755	1.5	1,029	0.6
	F	2,119	0.8	1,194	1.4	814	0.5	111	0.1
No Professional Qualifications	T	58,129	7.5	21,859	7.6	13,749	5.0	22,521	10.5
	F	27,838	5.6	10,903	5.4	5,000	4.2	11,935	6.9
No Professional Qualifications	T	30,291	10.8	10,956	13.3	8,749	5.7	10,586	5.0
	F	528,047	68.1	226,392	79.2	133,514	48.5	168,141	78.6
No Professional Qualifications	T	388,474	78.4	173,741	85.5	74,603	61.9	140,130	81.6
	F	139,573	49.9	52,651	63.8	58,911	38.1	28,011	13.1

Provincial Public Sector. This higher percentage is mainly due to the large number of teachers who are in the Provincial Public Sector who are required to acquire higher professional qualifications in order to go above a certain salary point. It could be observed that out of the employees who have professional qualification in education, 70 percent are females.

In the State Sector too, professionally qualified employees in the education field has the highest percentage. The professionally qualified employees in the fields of Engineering & Architecture and Medicine recorded the next higher percentages. (Percentages are around 3 percent). Professional qualifications in medicine

diplomas in medicine, diploma in para medicine, certificate in Nursing / Midwife and certificate in medical lab technician, pharmacists.....etc. Fellowships, Memberships, Diplomas in Engineering (city guilds, J.T.O, N.D.T.... etc) and engineering related Certificates (N.C.E, Refrigeration & Air-conditioning, Marine Engineeringetc) are considered as professional qualifications in Engineering & Architecture. In the State Sector, professionally qualified female employees in medicine represents 81 percent. Preponderance of females in medicine is clearly due to the higher numbers being employed in nursing. The same trend is observed in the Provincial Public Sector too. It can be observed a reverse pattern in the sex

Engineering & Architecture group in the Semi-Government Sector.

The Semi-Government Sector data shows the employees with professional qualification in Engineering & Architecture have the highest percentage, which is 9 percent. Semi-Government Sector has comparatively higher number of engineers, technicians & engineering related workers because of the large number of construction & manufacturing industries coming under this Sector.

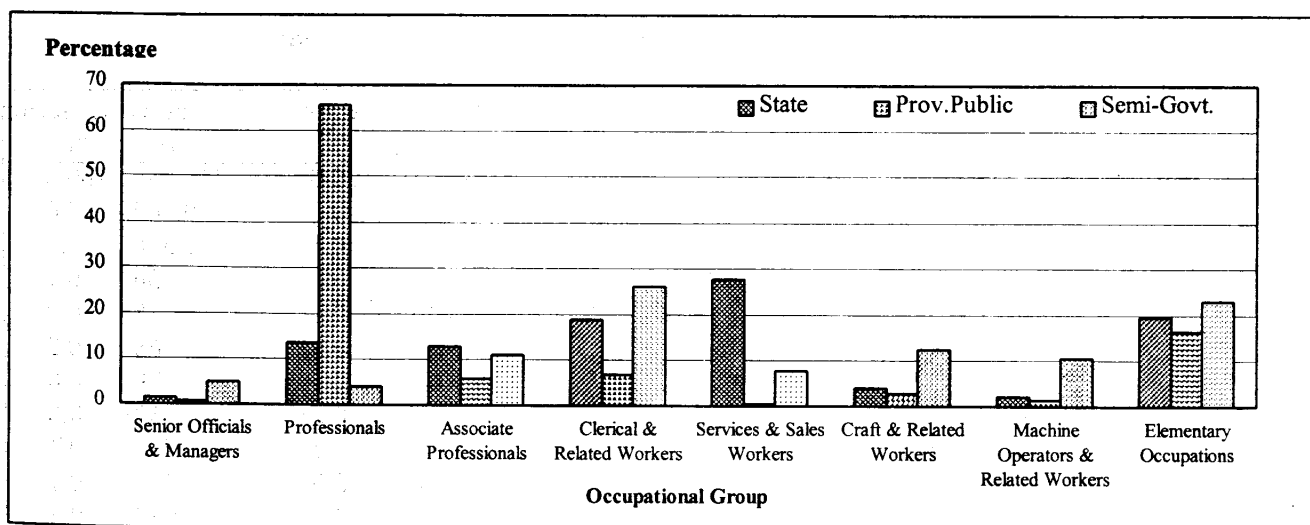
Occupations

Employees enumerated in the Census were categorised into eight major groups of occupations by the nature of the occupation in accordance with the classification of International Labour Organization (ILO). Table 14 shows the distribution of employees in State, Provincial Public and Semi-Government Sector according to major occupational groups.

Table 14: Distribution of Employees by Major Occupational Group and Sector

Occupational Group	Total	State Sector	Prov. Pub Sector	Semi-Govt Sector
Total	No. 774,952 % 100.0	285,895 100.0	275,268 100.0	213,789 100.0
Senior Officials & Manager	No. 16,267 % 2.1	3,594 1.3	1,968 0.7	10,702 5.0
Professionals	No. 227,629 % 29.4	38,836 13.6	180,204 65.5	8,587 4.0
Technicians & Ass. Professionals	No. 76,864 % 9.9	37,200 13.0	16,044 5.8	23,627 11.1
Clerical & Related Worker	No. 128,575 % 16.6	54,152 18.9	18,534 6.7	55,891 26.1
Services & Sales Workers	No. 97,541 % 12.5	79,656 27.9	1,239 0.5	16,646 7.8
Craft and Related Workers	No. 45,538 % 5.9	11,120 3.9	7,774 2.8	26,643 12.5
Machine Operators & Related Workers	No. 32,373 % 4.2	5,707 2.0	4,224 1.5	22,442 10.5
Elementary Occupations	No. 150,165 % 19.4	55,630 19.5	45,281 16.5	49,251 23.0

Fig:10 Percentage of Employees in Public & Semi-Govt. Sector by Major Occupational Group



The highest percentage of employees (28 %) is in Services and Sales Workers in the State Sector. All security personnel comes under this group (Police staff below the rank of

Provincial Public Sector, highest percentage (66%) of the employees are professionals. Large number of school teachers and nurses in this sector has contributed to this effect. In the

employees is in the Clerical and Related Workers group.

The next significant group is the "Elementary Occupations", the percentages being 19.5 in the State Sector, 16.5 in the Provincial Public Sector and 23 in the Semi-Government Sector respectively.

When considering the total number of employees covered in this Census under major occupational groups, "Professionals" share the

Fig 11: Employees in Public & semi-Govt. Sector by Major Occupational Group

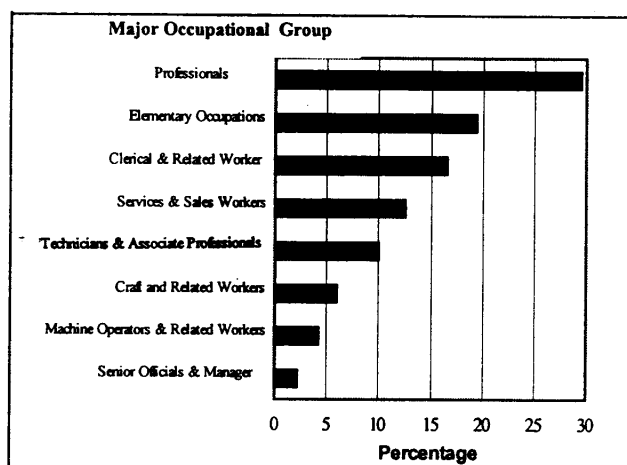


Table 15 : Distribution of Employees by Selected Occupations and Sector – 1998

Selected Occupation	State Sector		Prov. Pub Sector		Semi -Govt. Sector	
	No.	%	No.	%	No.	%
All Occupations	285,895	100.0	275,268	100.0	213,789	100.0
Senior Govt. Officials & Managers	3,594	1.3	1,967	0.7	10,702	5.0
Engineers	374	0.1	302	0.1	2,348	1.1
Doctors	1,599	0.6	1,265	0.5	136	0.1
Dentists	114	0.0	256	0.1	8	0.0
Nurses	6,891	2.4	4,923	1.8	466	0.2
Midwives	629	0.2	5,694	2.1	29	0.0
Surveyors & Cartographers	699	0.2	28	0.0	59	0.0
Draughtsmen	756	0.3	417	0.2	790	0.4
Judges & Lawyers	282	0.1	12	0.0	207	0.1
Accountants	662	0.2	199	0.1	677	0.3
School Principals	539	0.2	8,760	3.2	-	0.0
School Teachers	23,522	8.2	156,033	56.7	6	0.0
Technicians	4,958	1.7	5,477	2.0	10,150	4.7
Clerks & Related Workers	21,322	7.5	16,129	5.9	48,817	22.8
Stenographers & Typists	5,255	1.8	2,404	0.9	7,031	3.3
Office Drivers	3,448	1.2	3,768	1.4	15,815	7.4
Skilled Workers	13,379	4.7	8,230	3.0	33,270	15.6

highest percentage (29 percent) followed by "Elementary Occupations" (19 percent) and "Clerical & Related Group" (17 percent). This is highlighted in the chart (Fig 11).

Selected Occupations

Some Occupations of interest have been selected in Table 15. As the coverage was not 100 percent, the number in each occupation so selected may not give the exact number of employees in that particular occupational group. It is seen here that the selected occupations have covered 43 percent of the employees in the State Sector, 91 percent in the Provincial Public Sector and 70 percent in the Semi-Government Sector.

According to the proportions employed in different professions, the significant groups in the State Sector are "Office Peons and Labourers" (12 percent), "School Teachers" (8 percent) and "Clerks and Related Workers" (8 percent). In the Provincial Public Sector, the

proportion of "School Teachers" contribute 57 percent of the total strength of employment in that sector. "Office Peons and Labourers" (13 percent) ranked next to this group, In the Semi-Government Sector, "Clerks and Related Workers" (23 percent) and "Skilled Workers" (16 percent) are the two occupations in which large number of employees are engaged among the selected employment categories.

Salary Structure

Recommendation of the Salary Anomalies Committee - 1997 has formulated Salary "T" codes to identify the salaries of the employees in the Public Sector. In this Census information was collected regarding salaries of the employees as at 30th June 1998 and their Salary "T" Group to which they belong. According to this information employees are grouped into four categories. Staff, Subordinate, Minor and Other. (Semi-Government Sector employees salaries are not categorised under this Salary "T" Groups). Employment category by sector is shown in Table 16.

Table 16: Employment Categories by Sector

Employment Categories	State Sector		Prov. Pub Sector	
	No	%	No	%
Total	285,895	100.0	275,268	100.0
Staff Grade	13,344	4.7	9,435	3.4
Subordinate Grade	123,464	43.2	187,487	68.1
Minor Grade	51,720	18.1	42,636	15.5
Other Grade	97,367	34.0	35,710	13.0

Majority of employees belongs to the Subordinate Grade in State Sector and Provincial Public Sector; percentages being 43 and 68 respectively. This category includes Teachers, Clerks, Nurses, etc. where the numbers are

significantly large. Subordinate Grade comprises employees in the following salary groups.

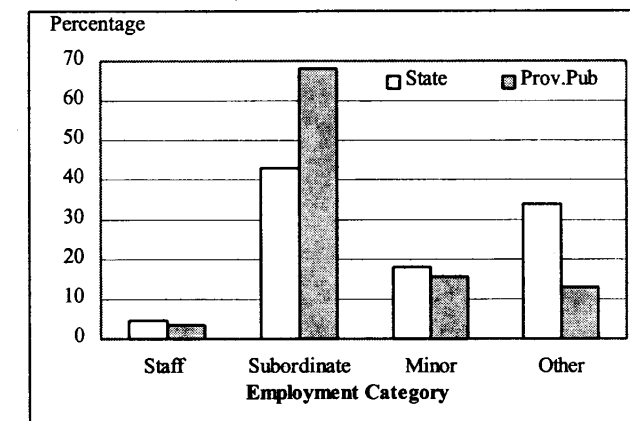
- T 2-1 to T 2-5-1 T 15-1
- T 3-1 to T 3-7-7 T 16-1 to T 16-5
- T 11-1 to T 11-6-2 T 17-1 to T 17-2

The second highest category is "Other Grade" (34 percent) in State Sector and "Minor Grade" (16 percent) in Provincial Public Sector, "Other Grade" comprises of employees who are not entitled to draw salaries under "T" Groups. Employees working on temporary, casual and on contract basis, Samurdhi Niyamakas, Govi Niyamakas, and Gramarakshakas are also included in this category. Minor grade employees are in T-1-1 to T-1-4-1 salary groups and a small number of those who are in their maximum salary scale are included in T-2-1 and T-2-2 salary groups.

The "Staff Grade" which is the smallest group among all, is only 4.7 percent in State Sector and 3.4 percent in Provincial Public Sector. This category includes the employees in the following salary groups.

- T. 3-8 to T. 3-10-1 T. 9-1
- T. 5-1 to T. 5-9 T. 10-1 to T. 10-4
- T. 6-1 to T. 6-4 T. 12-1 to T. 12-10
- T. 7-1 to T. 7-10 T. 16-6
- T. 8-1 to T. 8-1-1

Fig 12: Employment Categories in the Public Sector by Salary Group



Monthly Gross Salary

The total salary considered in the Census is the pay (excluding deductions, over time, subsistence and advances etc.) received in June 1998.

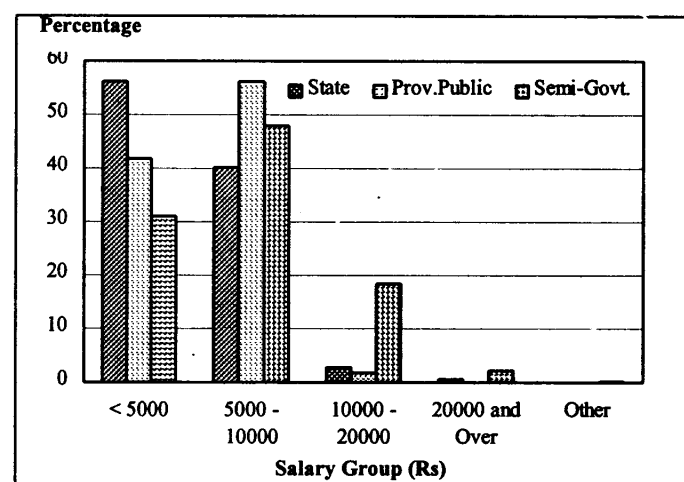
Slightly more than half (56 percent) of the State Sector employees earn a salary less than Rs.5000 per month while another 40 percent of the employees earn a monthly salary between Rs. 5000 and 9999. Whereas the highest percentage of employees (56 percent) in the Provincial Public Sector and 48 percent in the Semi-Government Sector drew an emolument between Rs. 5000 – 9999. Those employees who drew more than Rs.10,000 monthly in State and Provincial Public Sectors are very low when compared to employees in the Semi - Government Sector, percentages being 3, 2 and 21 respectively. It is evident that employees in the Semi- Government Sector enjoy significantly higher salaries than the employees in the State and Provincial Public Sectors. "Other" category includes employees who are interdicted, on no pay leave and unspecified group.

Table 17: Employees by Monthly Gross Salary , Sector & Sex

Salary Group(Rs)		State Sector		Prov Pub Sector		Semi-Govt Sector	
		No.	%	No.	%	No.	%
Total	T	285,895	100.0	275,268	100.0	213,789	100.0
	M	203,319	100.0	120,448	100.0	171,730	100.0
	F	82,576	100.0	154,820	100.0	42,059	100.0
< 5000	T	160,684	56.2	115,054	41.8	66,345	31.0
	M	116,122	57.1	61,109	50.7	56,834	33.9
	F	44,562	33.9	53,945	34.8	9,511	22.6
5000 - 9999	T	115,091	40.3	154,628	56.2	102,934	48.1
	M	79,181	38.9	55,583	46.1	82,888	70.9
	F	35,910	43.5	99,045	63.9	20,046	47.7
10,000 -19,999	T	8,410	2.9	5,176	1.9	39,588	18.5
	M	6,771	3.3	3,505	2.9	28,168	16.4
	F	1,639	2.0	1,671	1.1	11,420	27.2
20,000 & over	T	1,303	0.5	264	0.1	4,599	2.2
	M	897	0.4	191	0.2	3,552	2.1
	F	406	0.5	73	0.1	1,047	2.5
Other	T	407	0.1	146	0.1	323	0.2
	M	348	0.2	60	0.1	288	0.2
	F	59	0.1	86	0.1	35	0.1

Out of the female employees who responded in this Census, 43 percent in the State Sector, 64 percent in the Provincial Public Sector and 48 percent in the Semi - Government Sector drew a gross monthly salary between Rs. 5,000 – 9,999. Out of the male employees 57 percent in the State Sector and 51 percent in the Provincial Public Sector drew a monthly gross salary of less than Rs.5,000, While 71 percent of the male employees in Semi - Government Sector falls into the Rs.5,000 – 9,999 salary group.

Fig 13 : Percentage of Employees by Monthly Gross Salary and Sector



Further, it has been noticed that some employees of the lower occupational groups in the State Sector drew higher salaries which may not be true for such occupational categories within the country. It revealed that the earnings of employees who work in Sri Lanka foreign missions have attributed to this factor.

Table 18: Distribution of Employees, by Number of Years Remaining in the Service by Sector

Number of Years Remaining	State Sector		Prov. Pub Sector		Semi- Govt. Sector	
	No.	%	No.	%	No.	%
Total	285,895	100.0	275,268	100.0	213,789	100.0
< 5	19,251	6.7	24,513	8.9	20,964	9.8
5 – 9	32,536	11.4	37,261	13.5	36,178	16.9
10 – 14	37,576	13.1	45,517	16.5	42,342	19.8
15 – 19	44,874	15.7	52,508	19.1	37,586	17.6
20 – 24	49,638	17.4	56,069	20.4	28,783	13.5
25 – 29	53,389	18.7	36,377	13.2	24,023	11.2
30 Over	38,113	13.3	11,768	4.3	13,391	6.3
Other	10,518	3.7	11,255	4.1	10,522	4.9

Number of Years Remaining to be in Service.

Employees in the State Provincial Public and Semi-Government Sectors are grouped according to the number of years remaining to be in service till their retirement at the age of 55 years. In less than 10 years from 1998, nearly 18 percent of employees in the State Sector, 22 percent in the Provincial Public Sector and 27 percent in the Semi-Government Sector will reach their retirement age. Also about 47 percent, 58 percent and 64 percent of the employees of the above three sectors respectively, will reach their retirement age in less than 20 years from 1998. Nearly 13 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 are only 4 percent and 6 percent respectively.

Place of Work

Employees according to the district of place of work by sector are given in Table 19.

It could be seen from Table 19, that the highest proportion of employees in each of three sectors are confined to Colombo district. These proportions are 26 percent for State Sector, 11 percent for Provincial Public Sector and 42 percent for Semi-Government Sector.

Out of the total number of employees (285,895) enumerated in the State Sector, the next highest number of employees are reported

Table 19: Distribution of Employees by District of Place of Work and Sector- 1998

District of Place of work	Sector					
	State		Prov.Pub		Semi-Govt.	
	No	%	No	%	No	%
Sri Lanka	285,895	100.0	275,268	100.0	213,789	100.0
Colombo	74,012	25.9	29,327	10.7	89,941	42.1
Gampaha	16,171	5.7	20,518	7.5	23,534	11.0
Kalutara	10,547	3.7	14,025	5.1	5,895	2.8
Kandy	20,979	7.3	22,089	8.0	14,895	7.0
Matale	4,681	1.6	8,347	3.0	3,632	1.7
Nuwara- Eliya	4,430	1.5	9,001	3.3	3,403	1.6
Galle	14,274	5.0	14,325	5.2	6,223	2.9
Matara	8,627	3.0	12,421	4.5	4,591	2.1
Hambantota	6,876	2.4	9,064	3.3	2,883	1.3
Jaffna	5,586	2.0	8,440	3.1	2,755	1.3
Killinochchi	728	0.3	1,680	0.6	253	0.1
Mannar	1,505	0.5	1,456	0.5	330	0.2
Vavuniya	10,032	3.5	2,311	0.8	527	0.2
Mullaitivu	377	0.1	1,542	0.6	76	0.0
Batticaloa	7,195	2.5	6,124	2.2	2,273	1.1
Ampara	12,667	4.4	8,773	3.2	4,296	2.0
Trincomalee	10,243	3.6	6,369	2.3	2,806	1.3
Kurunegala	16,641	5.8	26,559	9.6	9,276	4.3
Puttalam	6,135	2.1	9,254	3.4	3,739	1.7
Anuradhapura	15,366	5.4	13,531	4.9	7,729	3.6
Polonnaruwa	6,773	2.4	5,323	1.9	3,248	1.5
Badulla	10,281	3.6	12,962	4.7	5,973	2.8
Monaragala	5,345	1.9	6,107	2.2	4,084	1.9
Ratnapura	8,457	3.0	13,799	5.0	6,948	3.2
Kegalle	7,348	2.6	11,921	4.3	4,475	2.1
Out of Sri Lanka	619	0.2	0	0.0	4	0.0

Place of Permanent Residence

The distribution of employees according to their district of permanent residence by sectors is shown in the Table 20.

The table below reveals that highest proportion of State Sector and Semi - Government Sector employees permanently reside in Colombo District. The proportions being 11 percent and 20 percent respectively. Whereas the highest proportion of Provincial Public Sector employees permanently reside in Kurunegala district, percentage being 10.

to be in Kandy district according to their place of work. Kurunegala and Gampaha rank third and fourth places respectively.

Out of total (275,268) employees in the Provincial Sector, Kurunegala has the next highest number of employees (9.6 percent) working in the district followed by Kandy(8 percent). In case of the Semi-Government Sector, Gampaha District has the 2nd largest number of employees followed by Kandy District.

Table 20. Distribution of Public and Semi-Government Sector employees by District of Permanent Residence -- 1998

District of Permanent Residence	Sector					
	State		Prov.Pub		Semi-Govt.	
	No	%	No	%	No	%
Sri Lanka	285,895	100.0	275,268	100.0	213,789	100.0
Colombo	31,672	11.1	25,534	9.3	42,565	19.9
Gampaha	31,275	10.9	24,455	8.9	37,036	17.3
Kalutara	17,953	6.3	15,746	5.7	16,230	7.6
Kandy	23,540	8.2	22,813	8.3	18,268	8.6
Matale	6,828	2.4	8,044	2.9	4,151	1.9
Nuwara- Eliya	5,245	1.8	8,042	2.9	3,252	1.5
Galle	18,629	6.5	15,127	5.5	9,731	4.6
Matara	13,672	4.8	13,745	5.0	8,572	4.0
Hambantota	9,111	3.2	8,635	3.1	4,051	1.9
Jaffna	4,676	1.6	10,929	4.0	3,739	1.8
Killinochchi	507	0.2	1,317	0.5	174	0.1
Mannar	665	0.2	1,426	0.5	248	0.1
Vavuniya	2,426	0.8	1569	0.6	292	0.1
Mullaitivu	402	0.1	1,109	0.4	54	0.0
Batticaloa	4,239	1.5	6,302	2.3	2,427	1.1
Ampara	9,901	3.5	8,211	3.0	5,046	2.4
Trincomalee	7,114	2.5	5,535	2.0	2,146	1.0
Kurunegala	25,092	8.8	27,982	10.2	13,007	6.1
Puttalam	6,236	2.2	7,842	2.8	4,105	1.9
Anuradhapura	16,112	5.6	11,861	4.3	7,126	3.3
Polonnaruwa	5,840	2.0	3,992	1.5	2,544	1.2
Badulla	12,245	4.3	13,122	4.8	6,511	3.1
Monaragala	5,483	1.9	5,161	1.9	2,787	1.3
Ratnapura	10,316	3.6	12,512	4.5	7,473	3.5
Kegalle	14,078	4.9	13,199	4.8	9,494	4.4
Out of Sri Lanka	321	0.1	0	0.0	5	0.0
Unspecified	2317	0.8	1,058	0.4	2,755	1.3

The second highest percentage of the permanent residence is in Gampaha District in the State Sector. This percentage(11) is slightly lower than that of Colombo District.

When comparing the district of permanent residence of the employees sector wise a relatively higher percentage of employees can be seen in the Colombo district (20%) and Gampaha district (17%) in the Semi-Government Sector than in the other two Sectors.

Further it is noted that 52 percent of State Sector, 48 percent of Provincial Public Sector and 64 percent of Semi-Government Sector employees having their permanent residence distributed among six districts namely Colombo, Gampaha, Kalutara, Kandy, Galle and Kurunegala.

Table 21, shows the distribution of employees who were reported to have been working in their respective districts of permanent residence in the State, Provincial

Table 21 : Employees reporting place of work and the place of residence in the same district by Sector - 1998

District	State Sector			Prov.Pub Sector			Semi-Govt. Sector		
	No.by	No.residing	%	No.by	No.residing	%	No.by	No.residing	%
	Place of work	in the District of place of work		Place of work	in the District of place of work		Place of work	in the District of place of work	
Colombo	74,012	28,777	38.9	29,327	23,243	79.3	89,941	38,224	42.5
Gampaha	16,171	12,281	75.9	20,518	19,417	94.6	23,534	16,325	69.4
Kalutara	10,547	8,041	76.2	14,025	13,037	93.0	5,895	4,952	84.0
Kandy	20,979	16,113	76.8	22,089	20,349	92.1	14,895	12,041	80.8
Matale	4,681	3,784	80.8	8,347	7,392	88.6	3,632	2,608	71.8
Nuwara- Eliya	4,430	2,794	63.1	9,001	7,460	82.9	3,403	1,807	53.1
Galle	14,274	11,718	82.1	14,325	13,355	93.2	6,223	4,996	80.3
Matara	8,627	7,726	89.6	12,421	11,706	94.2	4,591	3,731	81.3
Hambantota	6,876	5,572	81.0	9,064	7,800	86.1	2,883	1,964	68.1
Jaffna	5,586	3,444	61.7	8,440	8,387	99.4	2,755	2,690	97.6
Killinochchi	728	386	53.0	1,680	1,154	68.7	253	111	43.9
Mannar	1,505	462	30.7	1,456	1,230	84.5	330	187	56.7
Vavuniya	10,032	2,104	21.0	2,311	1,485	64.3	527	207	39.3
Mullaitivu	377	245	65.0	1,542	1,002	65.0	76	29	38.2
Batticaloa	7,195	3,575	49.7	6,124	5,917	96.6	2,273	2,085	91.7
Ampara	12,667	7,912	62.5	8,773	7,838	89.3	4,296	3,319	77.3
Trincomalee	10,243	6,194	60.5	6,369	5,373	84.4	2,806	1,946	69.4
Kurunegala	16,641	14,500	87.1	26,559	25,062	94.4	9,276	7,676	82.8
Puttalam	6,135	4,110	67.0	9,254	7,314	79.0	3,739	2,612	69.9
Anuradhapura	15,366	11,734	76.4	13,531	11,444	84.6	7,729	5,957	77.1
Polonnaruwa	6,773	4,386	64.8	5,323	3,797	71.3	3,248	2,091	64.4
Badulla	10,281	8,254	80.3	12,962	12,068	93.1	5,973	4,877	81.7
Monaragala	5,345	3,758	70.3	6,107	4,808	78.7	4,084	2,244	54.9
Ratnapura	8,457	6,916	81.8	13,799	11,891	86.2	6,948	5,009	72.1
Kegalle	7,348	6,405	87.2	11,921	10,885	91.3	4,475	3,657	81.2

Public and Semi-Government Sectors according to the Census 1998.

It is observed about 61 percent of the State Sector employees and about 58 percent of Semi-Government Sector employees working in Colombo district reported to be having their permanent residence outside the Colombo district, whereas the corresponding percentage was only 21 for the Provincial Public sector.

In the case of State Sector, 39 percent of the employees who are working in Colombo are reported to be having their permanent residence also in Colombo District and another 21 percent

and 10 percent of those who are working in Colombo are from the neighbouring districts, Gampaha and Kalutara respectively. Thus 70 percent of those working in Colombo District in the State Sector are reported to be having their districts of permanent residence either in Colombo, Gampaha or Kalutara (Table 26.1 in appendix). On the other hand, 91 percent of the State Sector employees who are reported to be having their permanent residence in Colombo are working in Colombo District.

As expected, it can be observed that when compared with the State Sector and Semi-

Table 22 : Distribution of Employees by monthly Deductions for loans by Sector- 1998

Monthly Deductions (Rs)	State		Sector Prov. Pub		Semi-Govt.	
	No.	%	No.	%	No.	%
	Total in Debt.	156,580	100.0	186,023	100.0	134,283
Less than 250	5,185	3.3	10,929	5.9	4,383	3.3
250 - 499	21,903	14.0	20,554	11.0	6,468	4.8
500 - 999	50,131	32.0	34,940	18.8	17,821	13.3
1000 - 2999	60,781	38.8	99,618	53.6	50,600	37.7
3000 & above	9,212	5.9	11,538	6.2	46,710	34.8
Unspecified	9,368	6.0	8,444	4.5	8,301	6.2

Government Sector higher proportions of employees of the Provincial Public Sector, are reported to be working in their respective districts of permanent residence. The proportions are 63 percent for State Sector, 61 percent for the Semi-Government Sector and 88 percent for the Provincial Public Sector.

Indebtness

Distribution of employees by the amount paid for loans in each sector, are shown in Table 22. It is to be noted that amounts Deducted for loan repayments includes not only the deductions for loans taken from their work places but also for loans taken from other financial institutions.

Table 23: Indebtness of the Employees - 1998

Major Occupational Group	Percentage in Debt			Percentage of Employees with Monthly Deductions					
	Sector			State		Prov.Pub		Semi-Govt.	
	State	Prov.Pub	Semi-Govt.	<500 (Rs)	>1000 (Rs)	<500 (Rs)	>1000 (Rs)	<500 (Rs)	>1000 (Rs)
	All Employees	54.8	67.6	62.8	17.3	44.7	16.9	59.8	8.1
Senior Officers & Manager	79.9	78.6	84.0	2.3	83.7	2.5	82.2	1.7	92.6
Professionals	62.0	63.9	59.9	9.5	66.1	15.4	68.2	3.3	83.5
Technicians & Associate Professionals	72.7	64.0	64.0	12.8	52.9	14.4	52.6	5.5	78.0
Clerks & Related Workers	46.6	88.5	65.5	14.9	45.8	9.9	54.3	7.2	76.8
Services & Sales workers	31.9	70.8	66.8	22.4	34.8	31.4	34.2	7.6	69.5
Craft & Related Workers	86.1	74.5	68.8	12.1	42.4	16.0	48.7	8.6	71.2
Machine Operators & Related Workers	85.0	75.2	52.4	14.3	39.6	18.8	41.4	9.4	65.1
Elementary Occupations	67.5	69.8	55.2	26.5	29.2	27.4	37.9	13.0	60.1

It is seen that about 55 percent of the employees in the State Sector 68 percent in the Provincial Public Sector and 63 percent in the Semi – Government Sector have obtained loans from different sources. Out of the loan recipients about 71 percent in the State Sector employees are liable to pay back installments monthly ranging from Rs 500 – Rs 2999 out of their monthly income. The corresponding proportions for the Provincial Public Sector employees is about 72 percent and it is 51 percent for the Semi-Government Sector employees. These indicators show the gravity of the indebtedness of the Public and Corporation Sector employees.

Table 23 indicates the proportions of employees whose monthly payments are less than Rs.500 and above Rs.1000 out of their monthly income by Sector and occupational groups.

It is seen that about 45 percent of State Sector employees reported that their monthly payments on the loans obtained are more than Rs1000. The corresponding proportions for the Provincial Public Sector and Semi- Government Sector employees are 60 percent and 73 percent respectively.

Leave Taken

The information collected on leave taken by employees in the State Sector, Provincial Public Sector and Semi-Government Sector in 1997, (Casual, Vacation and Medical leave) are tabulated and summarized tables are shown below.

The employees in the status categories viz(i) permanent and (ii) Employees who work on Contract Basis, are **entitled** for leave.

Employees in the status categories viz(i) Temporary/Casual and (ii) Others are **not entitled** for leave.

The number and proportion of employees who are entitled and not entitled for leave in the three sectors are shown in Table 24.

Table 24: Distribution of Employees who are entitled for Leave by Sector

Entitlement	State Sector		Prov. Pub Sector		Semi-Govt. Sector	
	No.	%	No.	%	No.	%
Total	285,895	100.0	275,268	100.0	213,789	100.0
Entitled	199,174	69.6	241,953	87.9	173,869	81.3
Not Entitled	72,903	25.5	25,443	9.2	26,912	12.6
Unspecified	13,818	4.8	7,872	2.9	13,008	6.1

It is seen from Table 24, that out of the 285,895 State sector employees, 26 percent are not entitled for leave. The corresponding proportions are 9 percent for the Provincial Public Sector and 13 percent, for the Semi-Government Sector. A high proportion of employees who are reported to be not entitled for leave in the State Sector is due to the high percentage of Temporary/ Casual employees in the Sector (percentage being 21). Out of the total employees in the State Sector, 199,174 employees are entitled for leave (percentage being 70).

Out of the employees who are entitled for leave in the State Sector, 22 percent have taken (Casual or Vacation or Medical) leave more than 40 days in 1997. The corresponding proportion is 14 percent for the Provincial Public Sector and 26 percent for the Semi-Government Sector.

Table 25 : Percentage Distribution of Employees by Leave Taken, in Employment Sector and Sex

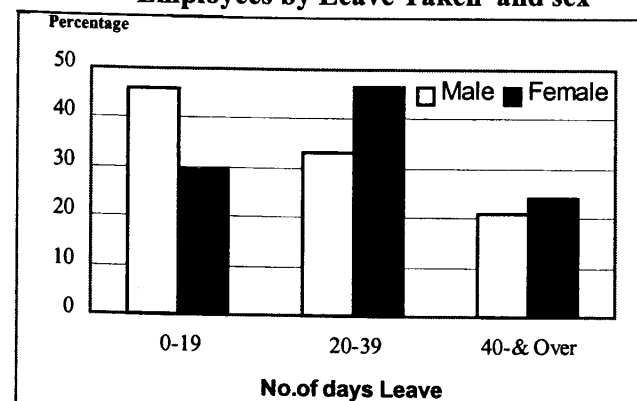
No of days of leave	State Sector			Prov. Pub Sector			Semi- Govt. Sector		
	T	M	F	T	M	F	T	M	F
All Employees	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0 - 4	16.2	19.4	7.7	5.2	7.8	3.3	6.7	7.1	5.3
5 - 19	25.1	26.4	21.6	25.6	28.2	23.8	23.5	23.0	25.7
20 - 29	20.9	19.5	24.6	28.5	24.4	31.5	27.1	25.8	32.6
30 - 39	16.0	13.7	21.9	26.4	22.5	29.1	16.8	16.2	18.9
40 & Over	21.8	21.0	24.2	14.3	17.1	12.3	25.8	27.8	17.6

It is also observed that 59 percent of the employees in the State Sector have taken more than 20 days leave in 1997. Corresponding proportion is 69 percent for the Provincial Public Sector and 70 percent for the Semi-Government Sector.

Analysing further by sex, 54 percent of the male employees and 70 percent of the female employees have taken more than 20 days leave in the State Sector, while in the Provincial Public Sector 64 percent of males and 73 percent of females have taken more than 20 days leave.

It is to be noted that, out of the State Sector employees, 41 percent, have taken less than 20 days leave. The corresponding proportions are 31 percent and 30 percent for the

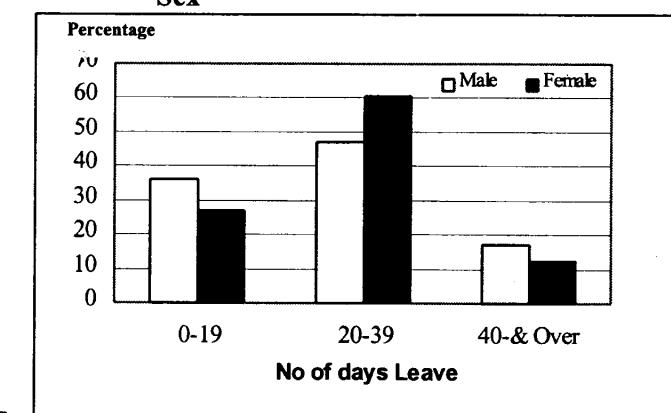
Fig 14: Percentage Distribution of State Sector Employees by Leave Taken and sex



Provincial Public Sector and Semi- Government Sector respectively.

Further, Table 25 shows that, 46 percent of the male employees and 29 percent of the female employees have taken less than 20 days leave in the State Sector, while in the Provincial Public Sector, 36 percent of males and 27 percent of females have taken less than 20 days leave.

Fig 15: Percentage Distribution of Prov. Pub Sector Employees by Leave Taken and Sex



However there is no significant difference between the number of days leave taken by males and females in the semi-Government Sector. It can be concluded that, except in the Semi-Government Sector, female employees in the other two Sectors are likely to take more leave than their male counterparts.

Fig 16: Percentage Distribution of Semi -Govt. Sector Employees by Leave Taken and Sex

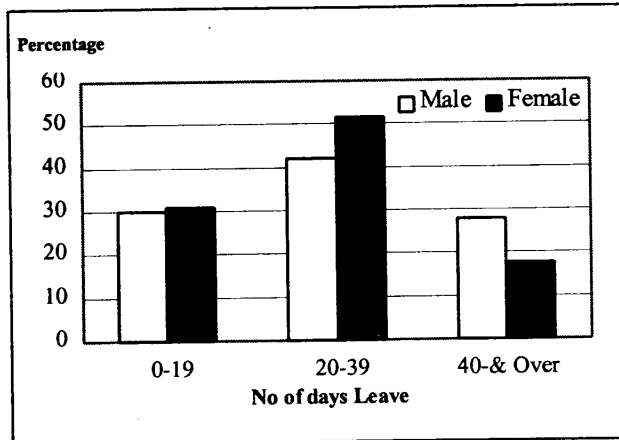


Table 26: Percentage Distribution of Employees by Leave Taken (No Pay) in 1997 by Sector and Sex

No of Days of Leave	Sector								
	State			Prov. Pub			Semi_Govt.		
	T	M	F	T	M	F	T	M	F
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0-4	96.1	95.2	98.5	98.2	97.1	99.0	94.4	93.4	98.4
5 & Over	3.9	4.8	1.5	1.8	2.9	1.0	5.6	6.6	1.6

It is observed from the above table that only 4 percent of the employees in the State Sector have taken more than 5 or more days no pay leave in 1997. Corresponding proportions for Provincial Public Sector and Semi-Government Sector are 2 percent and 6 percent respectively. It can also be seen that, in all three Sectors, male employees have taken higher number of no pay leave, as compared to female employees.

TABLES