

A group of diverse people, including men and women in various professional and academic attire, standing in a line. The image is semi-transparent and serves as a background for the title text.

Sri Lanka Labour Demand Survey 2017

Department of Census and Statistics

Ministry of National Policies and Economic Affairs

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2017

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Preface

Department of Census and Statistics (DCS) has conducted the first ever survey on the labour demand in the country in 2017. The importance of this survey is multi-faceted. The labour market is influenced by the new technological developments and therefore the skills of the employees demanded by the employers changed from time to time. In order to assess the labour demand and its characteristics the Department of Census and Statistics conducted an enterprise survey with the support of International Labour Organization.

The questionnaire used was designed with the consultation of different stakeholders related to the sector and the data collection was done by the DCS staff from a sample of 3500 selected enterprises covering entire country. The International Standard Classification of Occupations (ISCO)-2008 was used to classify the jobs for data analysis. The results of the survey is useful to capture the gaps in the output of the education system of the country as well as the demanded skills and to facilitate the workforce becoming eligible higher quality jobs and more relevant job opportunities.

I hope the survey is a tool for identifying the demand for employment requiring different skills and formulate appropriate policies related to education and vocational training in the country.



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31/12/2017

Acknowledgement

Many institutions and individuals contributed in many ways to conduct this survey successfully. All such contributions are respectfully acknowledged. A few of such contributions are mentioned here. The International Labour Organizations partly funded the expenses incurred in the survey. The contributions of the ILO to conduct the National Statistical system is very much appreciated.

- The Director General of DCS, Dr. A.J. Satharasinghe for overall responsibility and necessary guidance
- Additional Director General (1) of DCS, Ms. I.R. Bandara for necessary guidance and continuous monitoring of the progress of the survey.
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- Director of the Industry, Trade and Services Division, Ms. U. Maheshwaran was responsible for planning the survey and providing technical guidance.
- Senior Statistician, Mr. J.S.N.P Dharmawardena was responsible for the sample selection, managing the dataset, data analysis and preparation of the report with the assistance of Statistician, Mr. R.A.T.S. Rathnayaka and Statistical Officer, Mr. N.C. Weerasinghe.
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- All District Statisticians and their teams for data collection within a limited time period
- The staff in each rank of Industry Trade and Services division for their support in data editing, cleaning and data entry and data dissemination.

Executive Summary

Labour Demand Survey was conducted in 2017 by the Department of Census and Statistics for the first time with the view of full filling the existing data gap with respect to the labour demand in Sri Lanka. The main objective of this survey was to identify the highly demand occupations in country and estimate the demand in numbers. Apart from the particulars of current employment profile, challenges of working with newly hired employees and estimate the number of vacancies and expected number of vacancies to be filled with the next twelve months period were also collected from the Survey.

A sample of 3,500 establishments / enterprises covering entire country was selected using the sampling frame prepared at the listing stage of the Economic Census conducted in 2013. Target population of the survey was establishments / enterprises in the private sector consisting of more than 3 persons engaged. Public sector was not covered as most of their particulars could be found using administrative data.

This survey reveals the quality and quantity of the labour currently engaged in the private sector and the labour demand of this sector by skills needed for job categories.

According to the findings of the survey total labour demand is 497,302 and highest demand has been reported for sewing machine operators with 770,189 in numbers which is followed by security guards numbering around 57,008. The demand for manufacturing labourers is 39,397 and which is in the third when ranking the demand from the highest.

Differences in the labour demand by province is a good indicator of this survey. The highest labour demand is reported in western province (350,160) of which the highest demand is reported for jobs in the services sector (147,000). Among the professional categories Mechanical Engineering Technicians, Assistant Accounting professionals and Nursing professionals have reported high demands numbering 4048, 3642 and 3142 respectively.

In the plantation sector the total demand for labour is 3033 and the highest is for Tea Pluckers (2,474). In the construction sector a number of 20,193 positions are to be hired and the highest demand is for building construction laborers (4,358).

The tourism sector was covered by the accommodation and food services activities the highest demand is reported for waiters (1,451)

According to the employers of private sector the jobs; sewing machine operators, security guards and commercial and sales representatives are reported to be hard to fill. Reason for this is scarcity for human resources interested in this jobs.

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Chapter

1

Introduction

- ✓ **Background**
- ✓ **Objective**
- ✓ **Coverage**

1.1 Background

Labour force supply in a country should be in consistent with labour demand for the achievement of rapid economic growth. The labour market like other markets can be described in terms of supply and demand components. The supply side primarily refers to the number of potential workers and their characteristics whereas the demand side refers to employers' staffing requirements as casual, contract and regular employees.

The Department of Census & Statistics (DCS) has been conducting Quarterly Labour Force Survey since 1990 to identify the labour supply of the country. It was a long felt necessity to identify the labour demand side information of the country quantitatively. This is the first ever survey on Labour Demand conducted by DCS to fulfill that requirement. This survey was partially funded by the ILO.

1.2 Objective

The main objective of Labour Demand Survey (LDS) was to identify the highly demanded occupations in Sri Lanka and estimate the number, in demand. Other objectives of the survey were:

- Identify the current employment profile and the trends of it during last 3 years
- Identify the employer's view on female employees
- Identify the constraints of recruiting employees to fill the vacancies
- Estimate the number of recruitments, expected to be hired during the next twelve months

1.3 Coverage

A sample of 3,500 establishments / enterprises covering entire country was selected using the sampling frame of the Economic Census - listing stage conducted in 2013. Target population of the survey was establishments / enterprises in the private sector consisting of more than 3 persons engaged. Public sector was not covered as most of their particulars could be found using administrative data. It includes firms belong to the Industry, Trade and Services sectors. Also Tourism field under Services sector was specially highlighted in LDS – 2017 in order to identify the potentiality of employment in that field. Under Tourism accommodation and food services activities were covered.

Due to increasing demand of labour in plantation sector, all the plantation companies were included to the sample to get a reasonable representation for the survey.

Chapter

2

Methodology

- ✓ **Survey Material**
- ✓ **Sample Design**
- ✓ **Sample Allocation**
- ✓ **Data Collection**

2.1 Survey Questionnaire

The questionnaire used for the survey was designed based on the guidelines given by the ILO.

The questionnaire was consisted of four sectors.

- Employee profile
- Recruitment and it's difficulties
- Future hiring
- Skill gaps and workforce training

The International Standard Classification of Occupations (ISCO)-2008 was used to classify the occupation for data analysis purpose.

2.2 Sample Design

The size of the establishments / enterprises was not considered for designing the sample as this survey does not concern the production details. Whether the firm is a large or a small, the most important fact for LDS was to identify the demanded occupations. Therefore LDS – 2017 was designed based on sample enumeration.

Statistical Unit: Statistical unit of LDS was the establishment which is defined as a unit engaged in single or related activities of Industry, Trade and Services in one location under a single ownership or control. However, industrial enterprises, which are engaged in production of more than one related activity in one location or one activity in several locations, were treated as one unit of enumeration whenever no separate records are available

The design was as follows.

- Target Population: All establishments / enterprises with more than 3 no. of person engaged
- Sample Size: 3,500 establishments / enterprises
- Sample Frame: Economic Census 2013 – Listing stage data base
- Sampling Technique: Stratified Random Sampling

Considered strata

- Province - All the 9 provinces
- *Section - Industry, Construction, Trade, Services, Tourism (Sub-sector under Services sector)
- No. of Persons engaged category - Below 25, 26 to 99, 100 and above

*All the plantation companies were included to the sample to cover the Agriculture sector

Drawing Statistical Units to the sample: After sorting the frame by Province by SLSIC 5 digit code and by No. of persons engaged in ascending order, units were selected to the sample using systematic sampling technique.

Estimation Procedure

The estimated value of a variable is given by,

$$\hat{Y} = \sum_{i=1}^{n_1} \sum_{j=1}^{n_2} \sum_{k=1}^{n_3} \frac{N_{ijk}}{n_{ijk}} Y_{ijk}$$

Where, $i = 1, 2, 3, \dots, n_1$

$j = 1, 2, 3, \dots, n_2$

$k = 1, 2, 3, \dots, n_3$

n_1 = Number of Districts

n_2 = Number of industry classes under ISIC

n_3 = Number of size classes of persons engaged

n_{ijk} = Responded number in i^{th} district, j^{th} ISIC class and k^{th} size classes of persons engaged

N_{ijk} = Total number of establishments (population size) in i^{th} district, j^{th} ISIC group and k^{th} size classes of persons engaged

Y_{ijk} = sample value of considered variable in i^{th} district, j^{th} ISIC group and k^{th} size classes of persons engaged

\hat{Y} = National estimate for the considered variable

2.3 Sample Allocation

Using Neyman Allocation, sample was distributed among sectors.

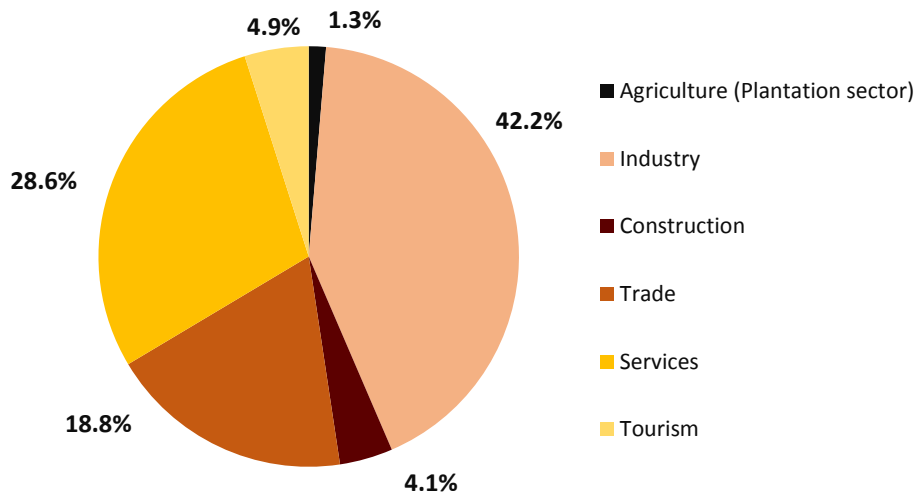
Table 1.1: Share of Establishments by sector in the sample

Sector	%
Agriculture (Plantation sector)	1.3
Industry	42.2
Construction	4.1
Trade	18.8
Services	28.6
Tourism*	4.9
Total	100.0

*Tourism is a sub-sector, which comes under Services sector

Table 3.1 illustrates the distribution of establishments/enterprises (statistical units) in the sample. Since industry sector has a relatively more heterogeneous nature with respect to the categories of jobs within it compare to the rest, highest amount of statistical units were selected from that sector. Agricultural sector was represented only by Plantation companies in LDS – 2017. Therefore lowest share of sample from that sector.

Figure 1.3: Share of Establishments by sector



According to the figure 3.1, largest amount of firms in the sample represented from Industry sector. Services and Trade sectors became the second and third respectively.

2.4 Data Collection

Data was collected using face-to-face interviewing method. Data collection was made by DCS Officers attached to each DS divisions under the supervision of Senior Statisticians / Statisticians headed by each District. Since comparatively large number of establishments / enterprises were selected for Colombo and Gampaha Districts selected DCS staff attached to head office were appointed for data collection in those Districts additionally to the District staff.

Chapter

3

Employment Profile



This chapter covers the particulars on current enterprises and employees by type of occupation, age group, gender and average salary.

HIGHLIGHTS

Largest share of occupation group by gender - 2017

Total	Service and sale workers	29%
Female	Elementary occupations	25%
Male	Service and sale workers	33%

- ✓ Overview of Enterprises
- ✓ Distribution of Employments
- ✓ Female Recruitment

3.1 Overview of Enterprises

This section covers the particulars on current enterprises/establishments.

Table 3.1: Share of Establishments by Ownership

Ownership	%
Sri Lankan	98.2
Foreign	1.2
Both Sri Lankan & foreign	0.6
Total	100.0

Table 3.1 illustrates that the majority of enterprises/establishments owned by Sri Lankans. The share was estimated as 98.2 percent. Less than 1 percent of firms were owned by both Sri Lankan and foreigners. (0.7%)

Table 3.2: Share of Sector by Ownership

Sector / Sub-sector	Ownership			Total
	Sri Lankan (%)	Foreign (%)	Both Sri Lankan & foreign (%)	
Agriculture (Plantation sector)	97.0	0.0	3.0	100.0
Industry	97.1	2.1	0.8	100.0
Construction	98.7	1.3	0.0	100.0
Trade	99.2	0.5	0.3	100.0
Services	98.6	0.7	0.7	100.0
Tourism	93.6	3.3	3.1	100.0
Total	98.2	1.2	0.6	100.0

*Tourism is a sub-sector, which comes under Services sector

According to the table 3.2, the ownership of most of the firms except Tourism is Sri Lankans. The percentage of which is more than 97 percent. Tourism is the sector for which largest share (3.3%) of foreign ownership was reported followed by Industry sector. (2.1%) The largest dual ownership (3.1%) was also reported from the tourism sector.

3.2 Distribution of Employments

This section describes the details on current employments by type of occupation, age group, gender and average salary by occupation group. Those Groups were described in the box 1 as follows.

Box 1: Illustrations of the occupation groups

1 Managers

This category includes chief executives; general and corporate managers managing director; administrative, finance, production, service and sale manager; and regional and branch manager who plan, direct and coordinate the policies and activities of business and other organization

2 Professionals

Professionals increase the existing of knowledge, apply scientific or artistic concepts and theories, or teach in a systematic manner. Most occupations in this category such as engineers, lawyers, economists, computing professionals, teachers and health professional require skills at graduate and postgraduate education

3 Technicians and associate professionals

This category performs mostly technical and related tasks connect with research and application of scientific, artistic, or operational methods. These occupations, which typically require skills at upper secondary education, include industrial robot controllers, photographers and medical assistants

4 Clerical support workers

This category performs clerical duties with associated with mon-handling operations, travel arrangements, requests for information and arrangement. Most of these jobs, such as secretaries, cashiers, or transport clerks, require skills at least lower secondary educations

5 Service and sale workers

This category provides personal services related to travel housekeeping, catering, personal care, or protection, or they demonstrate and sell goods. Most occupations require skills at least lower secondary education

6 Skilled agricultural, forestry and fishery workers

This group includes occupations that require skills at least secondary education or equivalent critical skills and knowledge such as crop growers, gardeners And dairy and livestock producers

7 Craft and related trades workers

This group applies their skills in the fields of mining and construction, making or repairing machinery, printing, processed food, textiles, or articles including handicrafts goods which involve the performance of complex physical duties that normally involve initiative, manual dexterity and other practical skills. Most of these occupations, such as builders, bricklayers, plumbers, or electronic mechanics require a substantial period of training

8 Plant and machine operators and assemblers

This group operates and monitors industrial and agricultural machinery and equipment, drives and operates motor vehicles and mobile machinery, or assembles products. Most occupations have not a particular standard of education but will usually have formal experience related training

9 Elementary occupations

This group consists of simple and routine tasks that mainly require the use of hand tools plus physical effort. Most occupations in this group, such as cleaners, building caretakers, doorkeepers or labourers do not require formal education qualification

Table 3.3: Distribution of the number of employments by occupation group and sector – 2017

Occupation Group	Sector / Sub-sector												Total	
	Agriculture (Plantation)		Industry		Construction		Trade		Services		Tourism (Sub-sector)			
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
1. Managers	714	0.9	60,668	4.2	6,216	5.5	99,717	9.9	212,168	9.5	16,491	9.9	395,974	7.8
2. Professionals	24	0.0	59,966	4.1	9,569	8.4	72,007	7.2	275,121	12.3	17,687	10.6	434,374	8.6
3. Associate professionals	111	0.1	52,102	3.6	13,661	12.0	81,731	8.1	152,456	6.8	15,190	9.1	315,251	6.2
4. Service and sale workers	269	0.3	73,629	5.0	4,286	3.8	408,958	40.7	922,897	41.4	44,002	26.4	1,454,041	28.8
5. Clerical support workers	2,869	3.4	108,513	7.4	11,248	9.9	124,946	12.4	256,674	11.5	27,155	16.3	531,405	10.5
6. Skilled agricultural, forestry and fishery workers	14,047	16.8	13,845	0.9	0	0.0	11,642	1.2	2,298	0.1	3,613	2.2	45,445	0.9
7. Craft and related trades workers	486	0.6	181,343	12.4	15,207	13.4	26,917	2.7	46,326	2.1	13,985	8.4	284,264	5.6
8. Plant and machine operators and assemblers	528	0.6	577,803	39.6	20,344	17.9	70,506	7.0	62,539	2.8	8,483	5.1	740,203	14.6
9. Elementary occupations	64,706	77.3	331,571	22.7	33,328	29.3	107,378	10.7	299,174	13.4	20,002	12.0	856,159	16.9
Total	83,754	100.0	1,459,440	100.0	113,859	100.0	1,003,802	100.0	2,229,653	100.0	166,608	100.0	5,057,116	100.0

According to the table 3.3, highest number of employment were in Industry sector. Among the occupation group, highest number of employments was recorded in “Service and sale workers” in 2017.

Table 3.4: Status of Employment, Salary and wage profile of current employees by occupation group - 2017

Occupation Group	Percentages of employees				Working hours usually worked per day	Days usually worked per week	Average hourly wage (Rs.)	Average wage & salary (Rs. per month)
	Permanent	Temporary	With written contracts	Total				
1. Managers	89.1	1.7	9.2	100.0	6	4	-	49,737
2. Professionals	80.6	5.3	14.1	100.0	6	4	-	42,616
3. Associate professionals	82.3	7.1	10.7	100.0	7	5	-	30,130
4. Service and sale workers	85.4	4.9	9.8	100.0	7	5	-	24,995
5. Clerical support workers	68.9	15.0	16.1	100.0	7	5	-	24,504
6. Skilled agricultural, forestry and fishery workers	82.7	0.4	16.9	100.0	7	3	800	27,202
7. Craft and related trades workers	77.0	14.0	9.0	100.0	7	5	-	27,471
8. Plant and machine operators and assemblers	91.2	5.6	3.2	100.0	8	5	-	23,798
9. Elementary occupations	65.5	24.3	10.1	100.0	7	5	600	19,654

The highest proportion (91.2%) of permanent employees are reported from the occupation group “Plant Machine Operators and Assemblers”. This is followed by managers (89.1%) category. The majority of employees recruited on casual basis belong to elementary occupations. (24.3%) Further the table reveals that average highest wage salary is paid for the category of Managers (Rs.49,737) and least paid category is elementary occupations (Rs. 19,654)

Table 3.5: Percentage distribution of current employees by age group and occupation group - 2017

Occupation Group	Less than 25 years of age	25 to less than 45	45 to less than 60	60 and over	Total
1. Managers	4.3	63.1	27.6	5.0	100.0
2. Professionals	16.2	65.6	15.9	2.3	100.0
3. Associate professionals	17.7	63.7	17.8	0.8	100.0
4. Service and sale workers	26.3	61.4	11.5	0.8	100.0
5. Clerical support workers	26.3	56.8	15.5	1.4	100.0
6. Skilled agricultural, forestry and fishery workers	21.0	52.5	24.7	1.8	100.0
7. Craft and related trades workers	24.2	57.9	16.7	1.1	100.0
8. Plant and machine operators and assemblers	29.9	56.6	13.0	0.6	100.0
9. Elementary occupations	14.3	57.5	25.8	2.4	100.0
Total	21.2	59.3	17.8	1.7	100.0

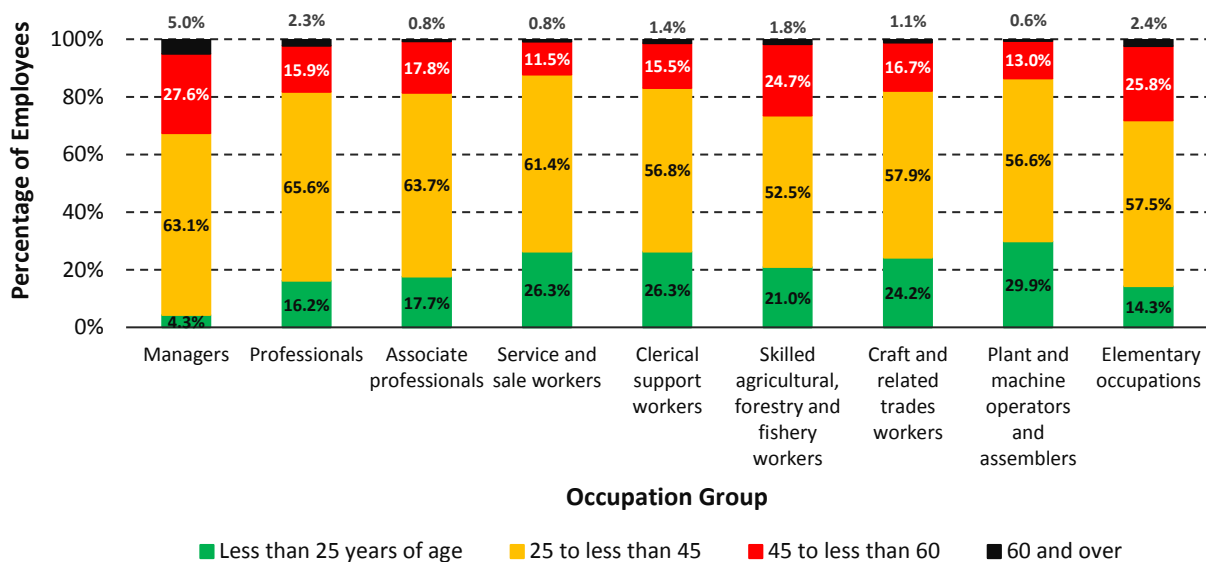
Figure 3.1: Percentage distribution of current employees by age group and occupation group - 2017

Figure 3.1 depicts the age profile of current employees with respect to their occupation group. Majority of employees of the age group 25 to 45 years. The proportion of Managers less than 25 years were very low compared to other groups. Comparatively larger percentages of employees of age 60 years and over are recorded in Manager and Elementary occupations groups.

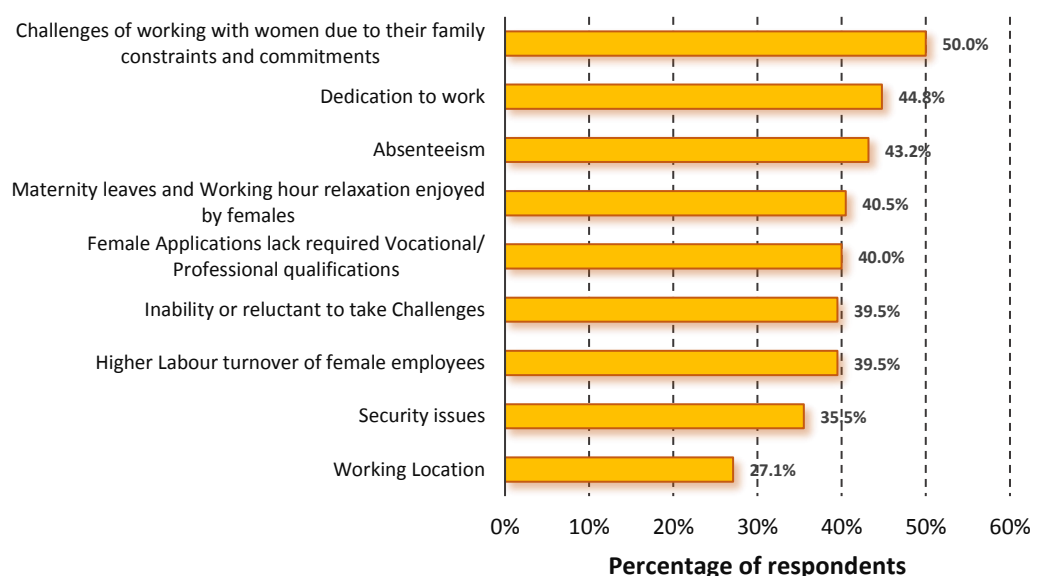
3.3 Female Recruitment

Table 3.6: Percentage distribution of the factors influencing the recruitment of female employees

Reason	No Effect (%)	Certain Extent (%)	Great Extent (%)	Not Applicable (%)
Female Applicants lack required Vocational/ Professional qualifications	26.9	27.5	12.5	23.2
Challenges of working with women due to their family constraints and commitments	20.9	37.9	12.1	19.2
Security issues	33.3	21.4	14.1	20.5
Working Location	38.0	18.5	8.6	23.3
Maternity leaves and Working hour relaxation enjoyed by females	27.6	30.0	10.5	21.0
Higher Labour turnover of female employees	27.5	25.7	13.8	21.7
Absenteeism	25.9	26.4	16.8	19.5
Dedication to work	26.4	21.3	23.5	18.0
Inability or reluctant to take Challenges	26.9	27.4	12.1	22.4

Aggregating the percentages of “Certain Extent” and “Great Extent” of influencing factors on female employment included in table 3.7, figure 3.2 was constructed.

Figure 3.2: Percentage distribution of the factors influencing the recruitment of female employees



According to the figure 3.2, management of the firms were highly concerned when recruiting female employees due to challenges of working with women due to their family constraints and commitments, dedication to work and absenteeism.

Chapter 4

Recruitment & its Difficulties



This chapter includes job hiring and its difficulties, exists and Openings

HIGHLIGHTS

Highly demanded Occupations

- 1 Sewing Machine Operators
- 2 Security Guards
- 3 Other Manufacturing Labourers
- 4 Shop Sales Assistants
- 5 Advertising and Marketing Professionals
- 6 Commercial and Sales Representatives
- 7 Cleaners and Helpers in Offices, Hotels and Other Establishments
- 8 Manufacturing Supervisors
- 9 General Office Clerks
- 10 Stall and Market Salespersons

- ✓ **Recruitments**
- ✓ **Resignations**
- ✓ **Labour demand**
- ✓ **Hard to fill Vacancies**

4.1 Recruitments

Table 4.1: Recruitments of main 20 occupations within 2015 to June 2017 and recruitment trends of employees (Main 20 occupations were included)

S.No.	Occupation	Total			Female			Male			Foreigner		
		2015	2016	2017*	2015	2016	2017*	2015	2016	2017*	2015	2016	2017*
1	Sewing Machine Operators	297,627	240,688	188,117	182,852	200,659	142,401	114,775	40,029	45,716	0	2,160	8,979
2	Security Guards	179,137	170,899	114,237	16,923	16,712	10,881	162,214	154,187	103,356	0	0	0
3	Other Manufacturing Labourers	100,282	107,594	84,629	55,082	63,623	43,562	45,199	43,971	41,067	15	0	410
4	Commercial and Sales Representatives	78,634	79,348	51,975	6,371	5,361	2,715	72,263	73,986	49,260	6,006	2,922	206
5	Shop Sales Assistants	33,798	45,157	30,205	9,330	12,339	10,184	24,469	32,818	20,021	0	310	472
6	Cleaners and Helpers in Offices, Hotels and Other Establishments	24,783	26,008	28,024	12,486	13,578	15,470	12,297	12,429	12,555	0	0	0
7	Manufacturing Supervisors	29,185	32,861	26,073	15,744	18,867	12,510	13,440	13,994	13,563	370	44	50
8	General Office Clerks	19,549	22,366	19,600	8,082	10,008	7,843	11,466	12,359	11,757	93	641	409
9	Tailors, Dressmakers, Furriers and Hatters	19,276	22,528	16,617	15,080	17,980	12,005	4,196	4,548	4,612	0	0	460
10	Stall and Market Salespersons	11,217	16,378	13,857	3,637	4,485	4,505	7,580	11,894	9,351	0	12	15
11	Hand Packers	14,706	14,317	12,893	8,370	7,611	6,822	6,336	6,706	6,071	0	0	15
12	Mechanical Engineering Technicians	16,933	14,267	9,646	665	763	806	16,268	13,503	8,839	0	247	18
13	Stock Clerks	9,756	10,390	8,902	1,820	2,124	2,090	7,937	8,266	6,812	0	23	0
14	Secondary Education Teachers	6,542	8,730	8,556	4,563	5,253	5,566	1,979	3,477	2,990	162	162	103
15	Sewers, Embroiders and Related Workers	12,269	13,768	8,249	10,994	11,974	7,027	1,275	1,794	1,223	0	0	0
16	Information and Communication Technology Operations Technicians	8,661	9,403	8,126	5,889	5,410	5,072	2,771	3,993	3,054	0	15	0
17	Textile, Leather and Related Pattern-Makers and Cutters	12,422	10,502	8,039	9,652	7,079	4,675	2,770	3,423	3,365	86	103	49
18	Sales Workers NEC	6,601	10,437	7,848	2,485	2,976	3,324	4,115	7,461	4,524	0	0	24
19	Accounting and Book Keeping Clerks	12,644	13,035	7,796	5,236	5,140	3,775	7,408	7,895	4,021	0	21	0
20	Civil Engineering Labourers	13408	11026	7005	2871	2107	871	10537	8919	6133	0	0	0

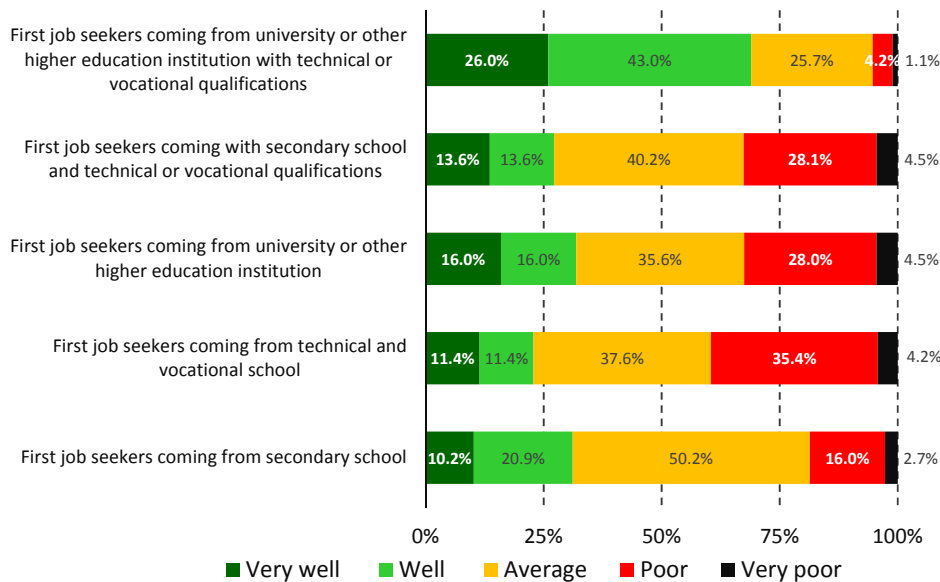
*In 2017 data was collected for the period of January to June

Table 4.2: Preparedness of first time job seekers by the Academic background

Academic Background	Preparedness					Total (%)
	Very well (%)	Well (%)	Average (%)	Poor (%)	Very poor (%)	
First job seekers coming from secondary school	10.2	20.9	50.2	16.0	2.7	100.0
First job seekers coming from technical and vocational school	11.4	11.4	37.6	35.4	4.2	100.0
First job seekers coming from university or other higher education institution	16.0	16.0	35.6	28.0	4.5	100.0
First job seekers coming with secondary school and technical or vocational qualifications	13.6	13.6	40.2	28.1	4.5	100.0
First job seekers coming from university or other higher education institution with technical or vocational qualifications	26.0	43.0	25.7	4.2	1.1	100.0

Figure 4.1 illustrates the nature of the recruited first time job-seekers’ preparedness by their academic background

Figure 4.1: Preparedness of first time job seekers by the Academic background



According to the figure 4.2, 26 percent and 43 percent of management of the firms ranked “Very well” and “Well” regarding the preparedness of the first job seekers coming from university or other higher education institution with technical or vocational qualifications. But the first time job seekers coming from technical and vocational school were reported to be poor in performing on recruitment.

Table 4.3: Reasons for poor preparedness of the newly hired employees

Reason	Respondent's percentage (%)				
	Secondary school	Technical and vocational school	First job seekers coming from university or other higher education institution	Secondary school and technical or vocational qualifications	University or other higher education institution with technical or vocational qualifications
Lack of job specific required skills or competencies (e.g. technical or job specific skills, IT skills, problem solving skills, team working skills)	44.1	15.7	26.9	29.8	7.3
Limited basic education (literacy & numeracy)	1.4	12.9	3.9	0.8	0.3
Poor attitude / personality or lack of motivation (e.g. poor work ethic, punctuality, appearance, manners)	0.8	1.6	17.1	0.5	0.1
Lack of work /life experience or maturity (including general knowledge & common sense)	0.5	0.9	1.0	20.6	0.0
Other	0.0	0.1	0.3	0.2	5.0

According to the table 4.3, around 44 percent of firms mentioned that lack of job specific required skills or competencies as a reasons of showing poor preparedness by employees with only secondary school educational background and which is the highest percentage. First job seekers coming from university or other higher education institution have been reported having poor attitude / personality or lack of motivation by 17.1 percent of firms.

4.2 Resignations

Table 4.4: Number of employees quitted from the job within 2015 to June 2017 (Main 20 occupations were included)

S.No.	Occupation	Total			Female			Male			Foreigner		
		2015	2016	2017*	2015	2016	2017*	2015	2016	2017*	2015	2016	2017*
1	Sewing Machine Operators	54,403	48,083	31,695	39,091	39,394	23,886	15,312	8,689	7,809	0	71	19
2	Other Manufacturing Labourers	14,417	17,210	10,709	8,546	10,987	6,713	5,871	6,223	3,996	17	85	32
3	Security Guards	10,544	9,033	6,120	389	384	406	10,155	8,649	5,714	0	0	0
4	Cleaners and Helpers in Offices, Hotels and Other Establishments	2,027	7,393	1,501	1,059	999	666	968	6,394	835	0	0	0
5	Manufacturing Supervisors	5,682	6,646	4,107	3,376	3,940	2,373	2,306	2,706	1,734	75	14	7
6	Tea Pluckers	5,175	4,367	2,277	2,131	1,650	1,073	3,044	2,717	1,204	213	109	0
7	Tailors, Dressmakers, Furriers and Hatters	4,615	4,656	2,865	4,210	4,150	2,567	405	506	298	0	0	0
8	Commercial and Sales Representatives	3,335	4,056	1,735	2,142	2,315	542	1,193	1,741	1,193	5	0	0
9	Hand Packers	3,508	3,128	2,187	2,074	1,827	1,110	1,434	1,301	1,077	0	0	0
10	Sewers, Embroiders and Related Workers	2,157	2,297	1,651	1,898	1,949	1,444	259	348	207	0	0	14
11	Weaving and Knitting Machine Operators	1,904	1,723	961	803	837	437	1,101	886	524	10	8	5
12	Textile, Leather and Related Pattern-Makers and Cutters	1,565	1,399	1,030	851	730	527	714	669	503	21	16	15
13	Shop Sales Assistants	1,425	1,111	719	640	253	202	785	858	517	0	0	3
14	General Office Clerks	1,236	1,363	1,040	507	569	502	729	794	538	12	51	20
15	Motor Vehicle Mechanics and Repairers	440	870	415	6	10	1	434	860	414	0	0	0
16	Stall and Market Salespersons	829	789	629	219	228	201	610	561	428	15	0	0
17	Accounting and Book Keeping Clerks	752	821	426	303	343	189	449	478	237	0	0	0
18	Bleaching, Dying and Fabric Cleaning Machine Operators	756	673	299	121	84	51	635	589	248	0	0	0
19	Building Construction Labourers	750	257	289	0	0	0	750	257	289	0	0	0
20	Heavy Truck and Lorry Drivers	626	617	290	30	26	34	596	591	256	0	0	0

*In 2017 data was collected for the period of January to June

According to the table, it can be seen that each year most of the job leavers were females.

4.3 Labour Demand

This sub-section includes the number of vacancies for each occupation, which were prioritized by the firms. These demanded occupations were categorized as formal and informal establishments and tables were constructed by sectors.

Table 4.5: Number of vacancies by sector / sub-sector

Sector / Subsector	No. of Vacancies	%
Services	177,813	35.8
Industry	175,250	35.2
Trade	110,770	22.3
Construction	20,224	4.1
Tourism	10,207	2.1
Agriculture (Plantation)	3,033	0.6
Total	497,302	100.0

Table 4.5 describes that the largest number of labor demand was reported from services sector followed by Industry sector. The relevant estimates are 177,813n and 175,250 respectively.

Figure 4.2: Number of vacancies by sector / sub-sector

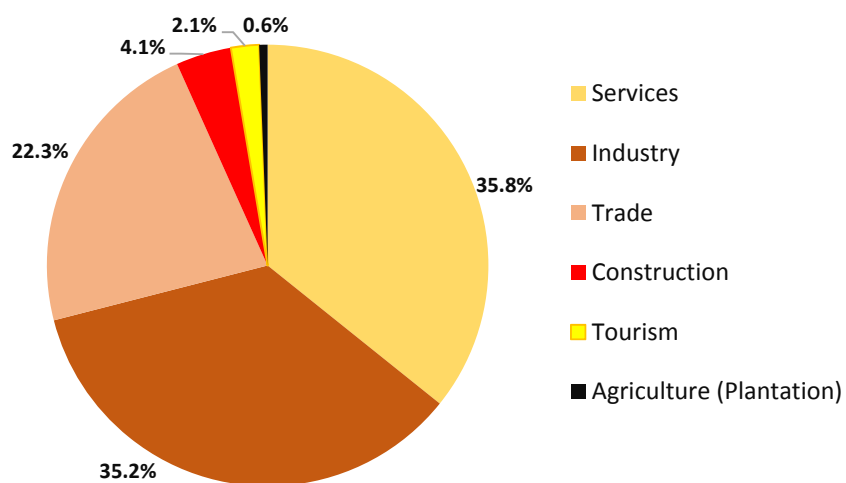


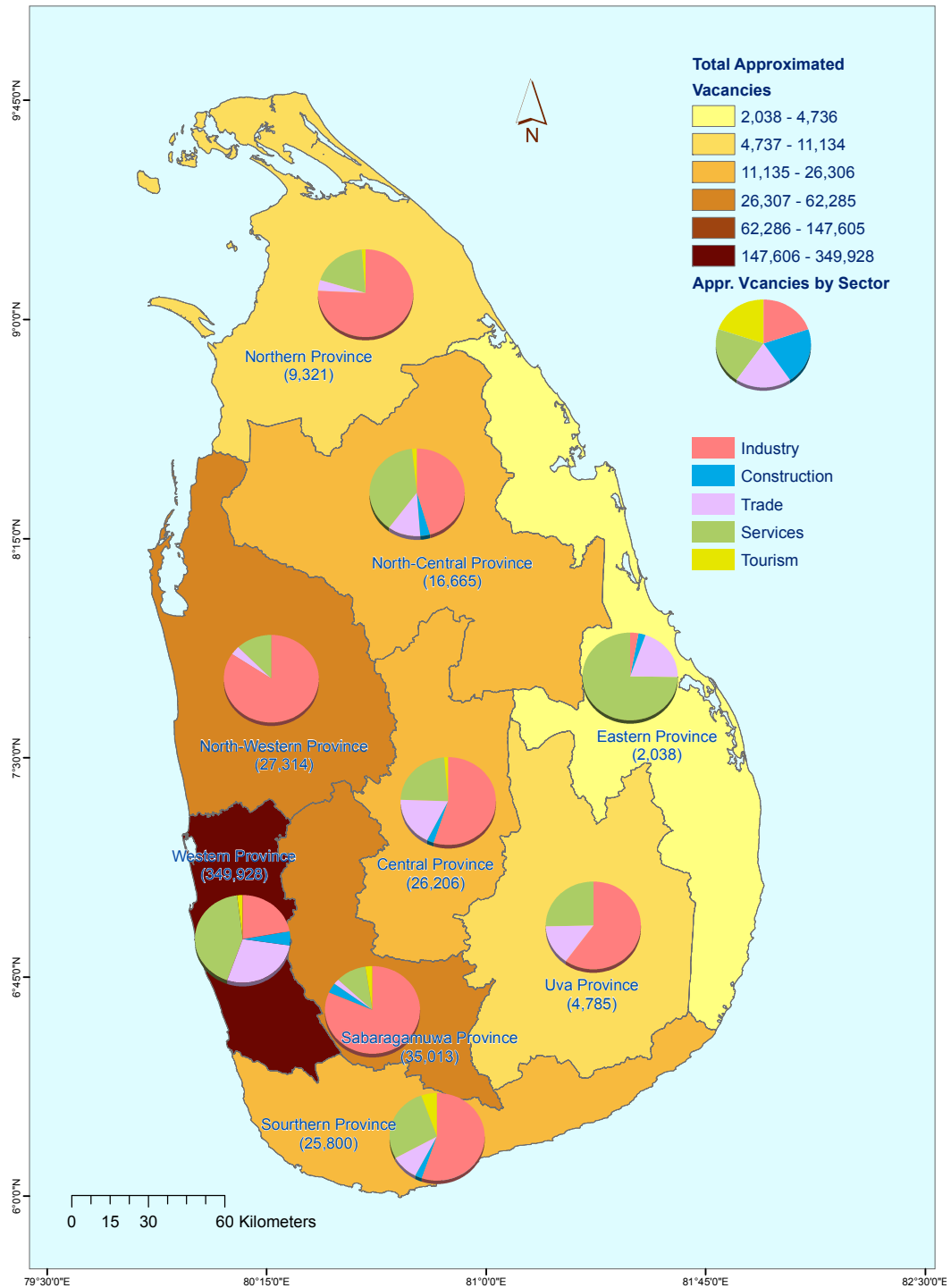
Table 4.6: Main occupations which are highly demanded in Sri Lanka – 2017

(Main 30 occupations were included)

	Occupation	No. of Vacancies	%
1	Sewing Machine Operators	77,189	15.5
2	Security Guards	57,008	11.5
3	Other Manufacturing Labourers	39,397	7.9
4	Shop Sales Assistants	28,180	5.7
5	Advertising and Marketing Professionals	21,067	4.2
6	Commercial and Sales Representatives	19,775	4.0
7	Cleaners and Helpers in Offices, Hotels and Other Establishments	18,614	3.7
8	Manufacturing Supervisors	8,921	1.8
9	General Office Clerks	8,732	1.8
10	Stall and Market Salespersons	8,273	1.7
11	Cashiers and Ticket Clerks	8,011	1.6
12	Tailors, Dressmakers, Furriers and Hatters	7,772	1.6
13	Hand Packers	7,398	1.5
14	Carpenters and Joiners	5,253	1.1
15	Building Construction Labourers	5,174	1.0
16	Waiters	4,967	1.0
17	Customer Relations Officer	4,843	1.0
18	Sewers, Embroiders and Related Workers	4,572	0.9
19	Mechanical Engineering Technicians	4,407	0.9
20	Hairdressers	4,358	0.9
21	Motor Vehicle Mechanics and Repairers	4,048	0.8
22	Beauticians and Related Workers	3,896	0.8
23	Insurance Representatives	3,835	0.8
24	Tea Pluckers	3,827	0.8
25	Accounting Associate Professionals	3,642	0.7
26	Creative and Performing Artists NEC	3,347	0.7
27	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	3,268	0.7
28	Stock Clerks	3,242	0.7
29	Nursing Professionals	3,230	0.6
30	Heavy Truck and Lorry Drivers	3,142	0.6

NEC – Not elsewhere classified

Map 4.1: Distribution of Labour demand by province and by Sector



Western province has the highest number of labour demand and Eastern province has the lowest. Among the sectors, highest percentage of labour demand for Industry sector was recorded and by province the highest demand from North-Western. More details of labor demand by province can be obtained from the appendices.

4.3.1 Labour demand by sector: Agriculture (Plantation) Sector

Since the agriculture sector was covered gathering information from plantation companies, it represents formal sector.

Figure 4.3: Highly demanded occupations in Agriculture (Plantation Sector)

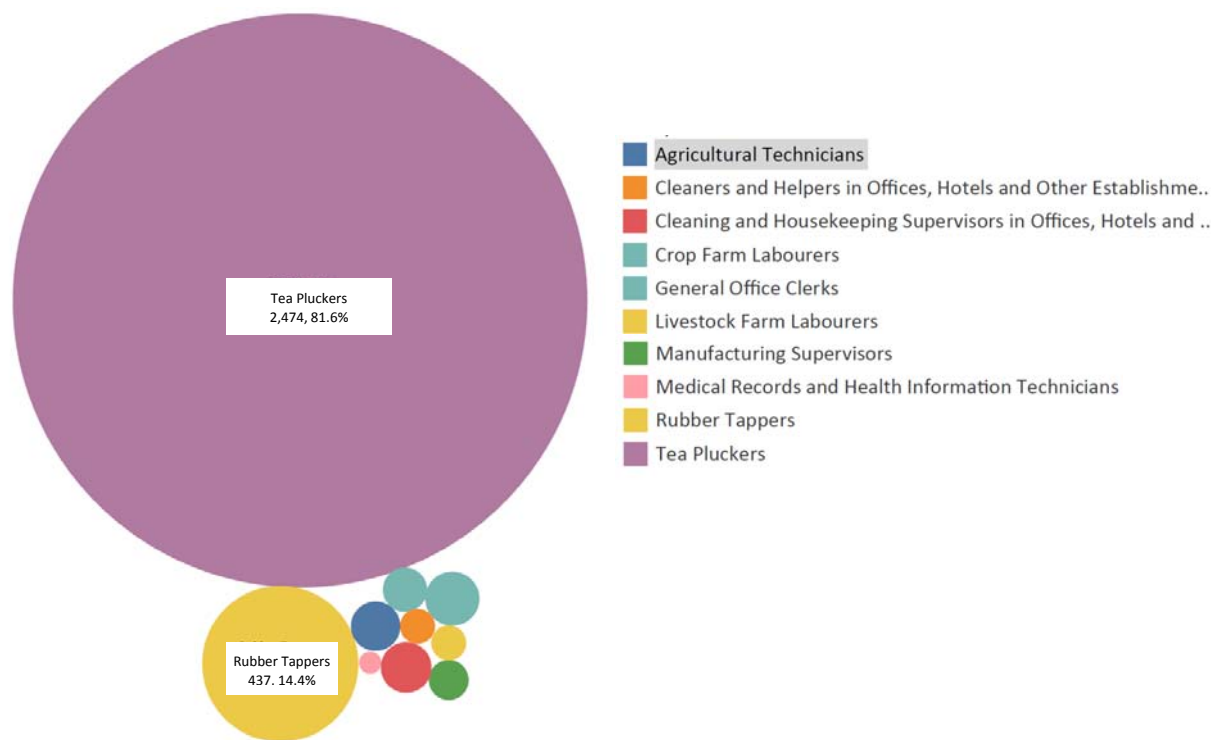


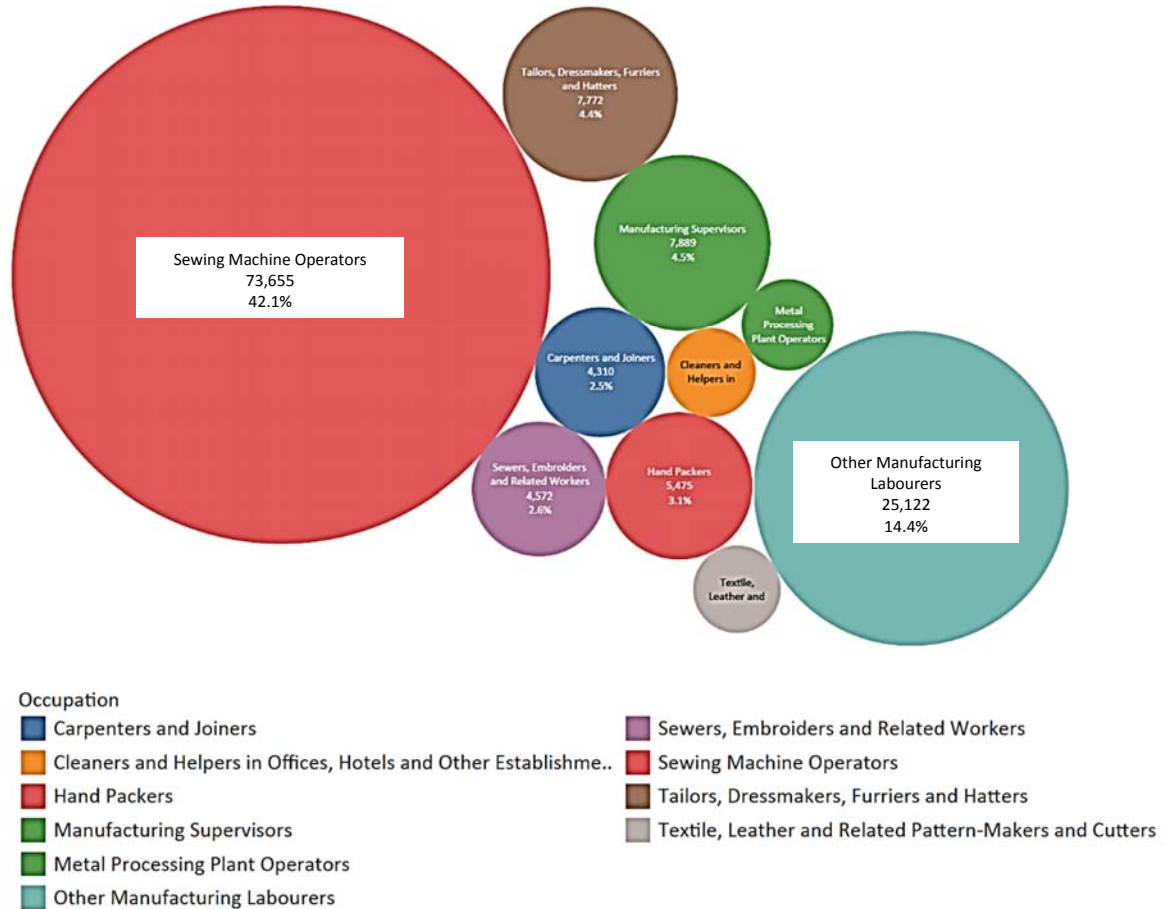
Figure 4.3 explains that the Tea Plucker is the highly demanded occupation in this sector. (81.6%)

Table 4.7: Highest No. of Vacancies in Formal – Agriculture (Plantation) Sector

	Occupation	No. of Vacancies	%
1	Tea Pluckers	2,474	81.6
2	Rubber Tappers	437	14.4
3	General Office Clerks	23	0.8
4	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	21	0.7
5	Agricultural Technicians	20	0.7
6	Crop Farm Labourers	16	0.5
7	Manufacturing Supervisors	13	0.4
8	Cleaners and Helpers in Offices, Hotels and Other Establishments	10	0.3
9	Livestock Farm Labourers	10	0.3
10	Medical Records and Health Information Technicians	4	0.1

4.3.2 Labour demand by sector: Industry Sector

Figure 4.4: Highly demanded occupations in Industry sector



According to the figure 4.3, the occupation, Sewing Machine Operator represents more than 40 percent of total demands and it was the highly demanded occupation in Industry sector. Second highest demanded occupation was Other Manufacturing Labours. (14.4%)

Other Manufacturing Labours includes the following categories.

Workshop Helper, Manufacturing Industry Helper, Factory Labourer, Garment Industry Labourer, Manufacturing Industry Labourer, Saw Mill Labourer, Workshop Labourer, Garment Industry Helper, Line Attendant, Manufacturing Labourer, Stores Helper, Carpenter helper

Table 4.8 and 4.9 consist of the main ten demanded occupations for formal and informal sector respectively.

Table 4.8: Highest No. of Vacancies in Formal – Industry Sector

	Occupation	No. of Vacancies	%
1	Sewing Machine Operators	59,659	44.5
2	Other Manufacturing Labourers	17,859	13.3
3	Manufacturing Supervisors	7,874	5.9
4	Tailors, Dressmakers, Furriers and Hatters	7,061	5.3
5	Hand Packers	5,412	4.0
6	Sewers, Embroiders and Related Workers	3,542	2.6
7	Cleaners and Helpers in Offices, Hotels and Other Establishments	1,726	1.3
8	Textile, Leather and Related Pattern-Makers and Cutters	1,573	1.2
9	Weaving and Knitting Machine Operators	1,451	1.1
10	Motor Vehicle Mechanics and Repairers	1,274	0.9

Table 4.9: Highest No. of Vacancies in Informal – Industry Sector

	Occupation	No. of Vacancies	%
1	Sewing Machine Operators	13,858	33.9
2	Other Manufacturing Labourers	7,181	17.5
3	Carpenters and Joiners	4,213	10.3
4	Cement, Stone and Other Mineral Products Machine Operators	1,545	3.8
5	Handicraft Workers in Wood, Cane and Related Materials	1,311	3.2
6	Metal Processing Plant Operators	1,197	2.9
7	Stone Masons, Stone Cutters, Stone Splitters and Stone Carvers	1,059	2.6
8	Sewers, Embroiders and Related Workers	1,030	2.5
9	Shoemakers and Related Workers	983	2.4
10	Heavy Truck and Lorry Drivers	863	2.1

4.3.3 Labour demand by sector: Construction Sector

Figure 4.4: Highly demanded occupations in Construction sector

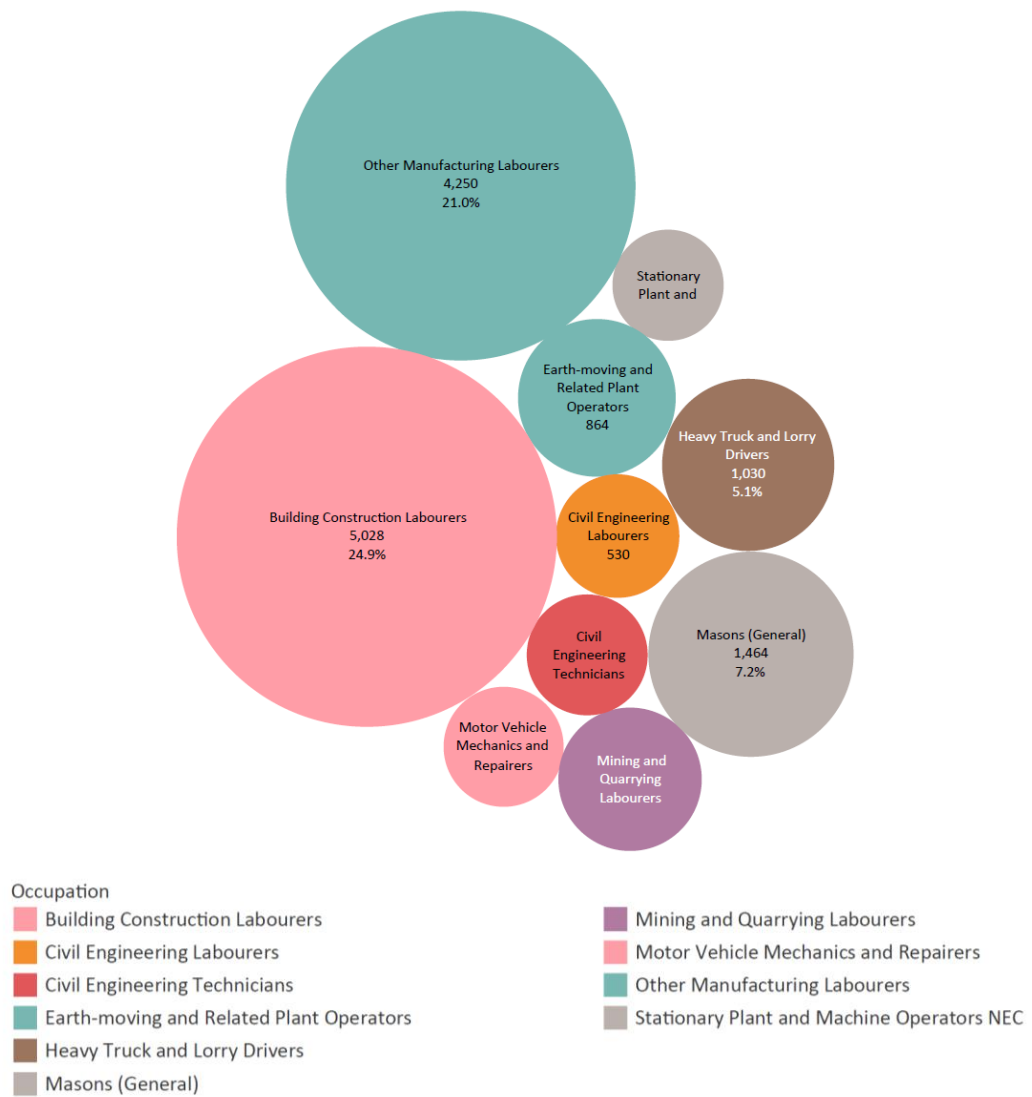


Figure 4.4 depicts that Building Construction Labourers and Other Manufacturing Labourers have more demand than others. Each of those occupations contributed by 21 percent and 24.9 percent to the total labour demand in the sector.

Following two tables consist of the main ten demanded occupations for construction sector under formal and informal sector respectively.

Table 4.10: Highest No. of Vacancies in Formal – Construction Sector

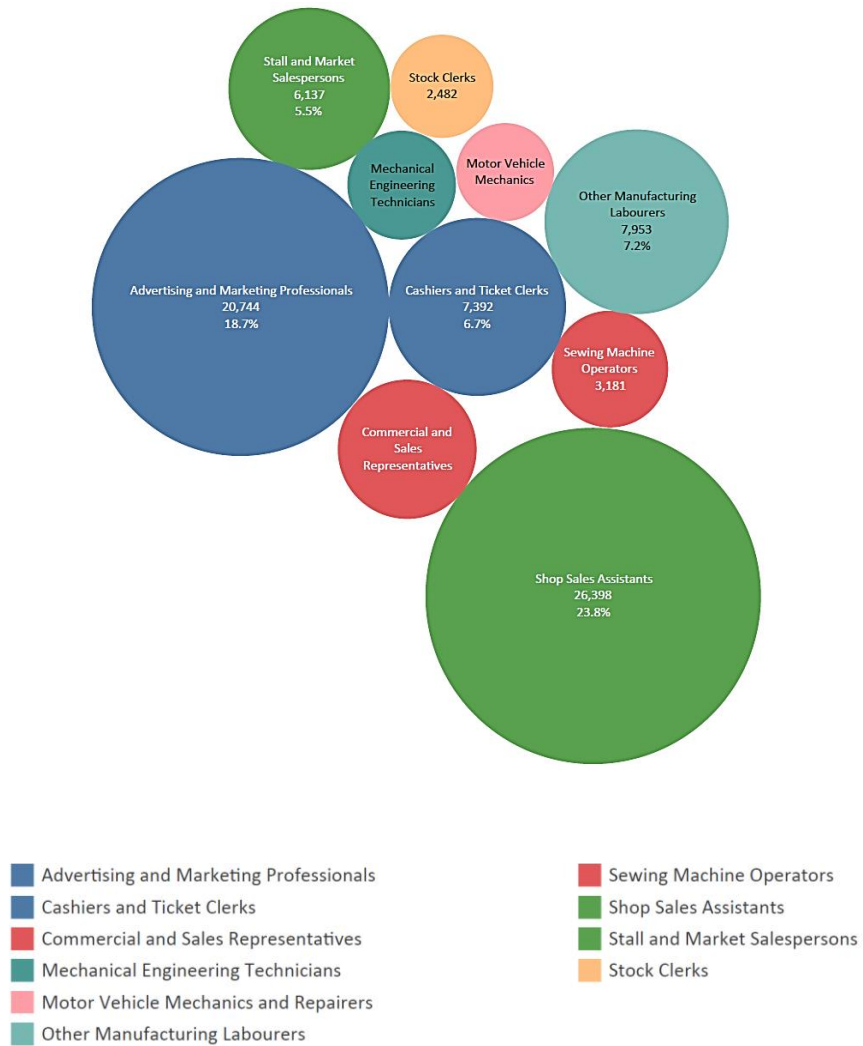
	Occupation	No. of Vacancies	%
1	Building Construction Labourers	4,358	24.5
2	Other Manufacturing Labourers	4,250	23.9
3	Heavy Truck and Lorry Drivers	1,030	5.8
4	Earth-moving and Related Plant Operators	864	4.9
5	Masons (General)	818	4.6
6	Mining and Quarrying Labourers	714	4.0
7	Civil Engineering Technicians	508	2.8
8	Motor Vehicle Mechanics and Repairers	500	2.8
9	Stationary Plant and Machine Operators NEC	429	2.4
10	Riggers and Cable Splicers	400	2.2

Table 4.11: Highest No. of Vacancies in Informal – Construction Sector

	Occupation	No. of Vacancies	%
1	Building Construction Labourers	671	28.2
2	Masons (General)	647	27.2
3	Civil Engineering Labourers	380	16.0
4	Carpenters and Joiners	302	12.7
5	Roofers	302	12.7
6	Construction Supervisors	74	3.1

4.3.4 Labour demand by sector: Trade Sector

Figure 4.5: Highly demanded occupations in Trade sector



According to the Figure 4.5, demand for Shop Sales Assistants and Advertising and Marketing Professionals were remarkably high. Relevant values are 23.8 percent and 18.7 percent respectively.

Following two tables consist of the main ten demanded occupations for Trade sector under formal and informal sector respectively.

Table 4.12: Highest No. of Vacancies in Formal – Trade Sector

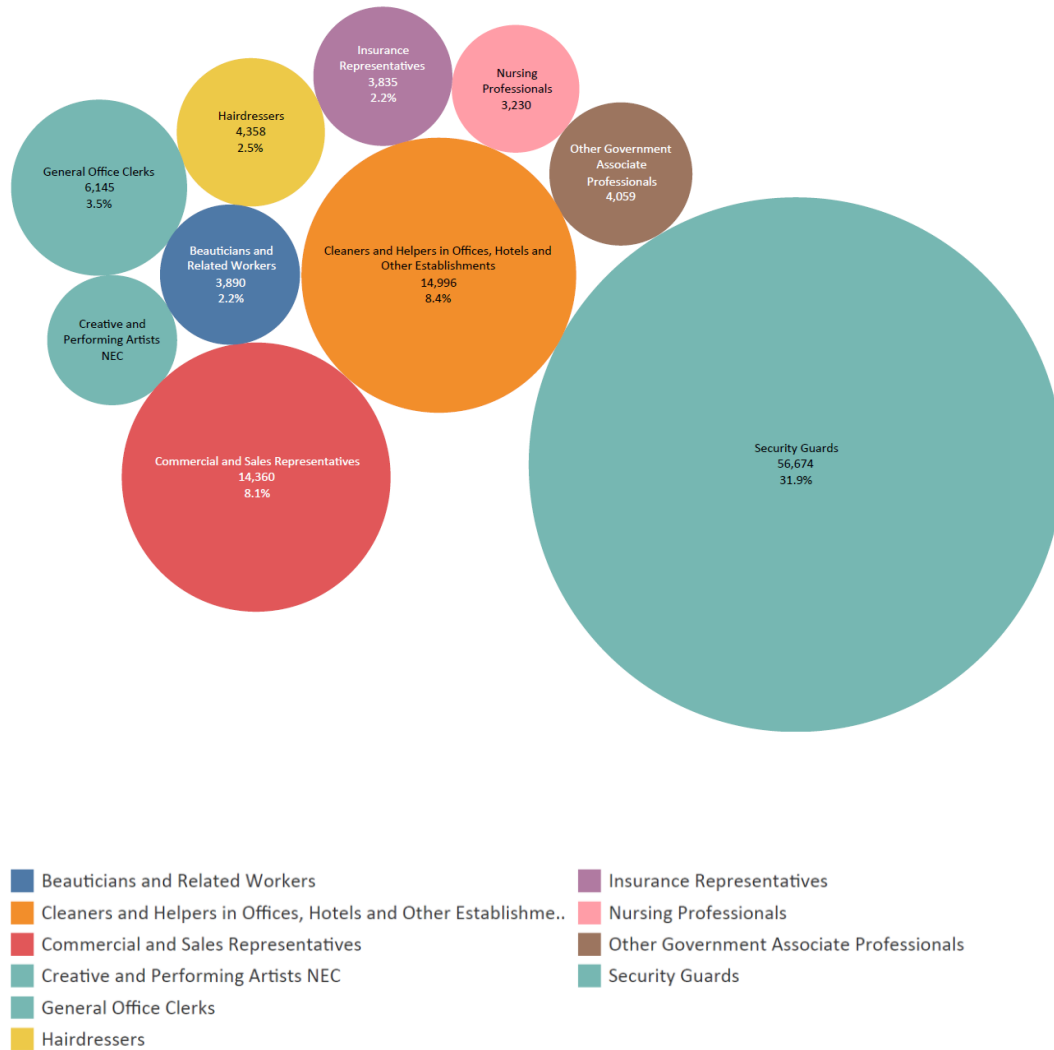
	Occupation	No. of Vacancies	%
1	Shop Sales Assistants	22,255	26.4
2	Advertising and Marketing Professionals	20,744	24.6
3	Cashiers and Ticket Clerks	6,808	8.1
4	Stall and Market Salespersons	4,623	5.5
5	Commercial and Sales Representatives	3,650	4.3
6	Stock Clerks	2,482	2.9
7	Packing, Bottling and Labelling Machine Operators	2,184	2.6
8	Hand Packers	1,660	2.0
9	Accounting Associate Professionals	1,045	1.2
10	Motor Vehicle Mechanics and Repairers	919	1.1
Total No. of Vacancies		84,238	100.0

Table 4.13: Highest No. of Vacancies in Informal – Trade Sector

	Occupation	No. of Vacancies	%
1	Shop Sales Assistants	4,143	15.7
2	Waiters	1,730	6.6
3	Stall and Market Salespersons	1,514	5.7
4	Sales Workers	1,487	5.6
5	Door to Door Salespersons	1,460	5.5
6	Motor Vehicle Mechanics and Repairers	1,318	5.0
7	Vehicle Cleaners	1,168	4.4
8	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	1,038	3.9
9	Commercial and Sales Representatives	876	3.3
10	General Office Clerks	610	2.3
Total No. of Vacancies		26,401	100.0

4.3.5 Labour demand by sector: Services Sector

Figure 4.6: Highly demanded occupations in Services sector



According to the figure 4.6, significantly high demand was recorded for Security Guards under services sector. (31.9%)

Table 4.14 and 4.15 consist of the main ten demanded occupations for Services sector under formal and informal sector respectively.

Table 4.14: Highest No. of Vacancies in Formal – Service Sector

	Occupation	No. of Vacancies	%
1	Security Guards	56,674	38.9
2	Commercial and Sales Representatives	14,360	9.9
3	Cleaners and Helpers in Offices, Hotels and Other Establishments	13,712	9.4
4	General Office Clerks	4,514	3.1
5	Nursing Professionals	3,021	2.1
6	Financial Analysts	2,358	1.6
7	Insurance Representatives	1,847	1.3
8	Child Care Workers	1,828	1.3
9	Information and Communication Technology Operations Technicians	1,815	1.2
10	Credit and Loans Officers	1,766	1.2
Total No. of Vacancies		145,555	100.0

Table 4.15: Highest No. of Vacancies in Informal – Service Sector

	Occupation	No. of Vacancies	%
1	Hairdressers	4,182	14.2
2	Beauticians and Related Workers	3,624	12.3
3	Creative and Performing Artists NEC	3,347	11.4
4	Insurance Representatives	1,988	6.7
5	General Office Clerks	1,629	5.5
6	Secondary Education Teachers	1,555	5.3
7	Waiters	1,394	4.7
8	Cleaners and Helpers in Offices, Hotels and Other Establishments	1,279	4.3
9	Cooks	1,272	4.3
10	Bakers, Pastry-cooks and Confectionery Makers	954	3.2
Total No. of Vacancies		29,470	100.0

4.3.6 Labour demand by sector: Tourism Sub Sector

Figure 4.7: Highly demanded occupations in Tourism Sub Sector

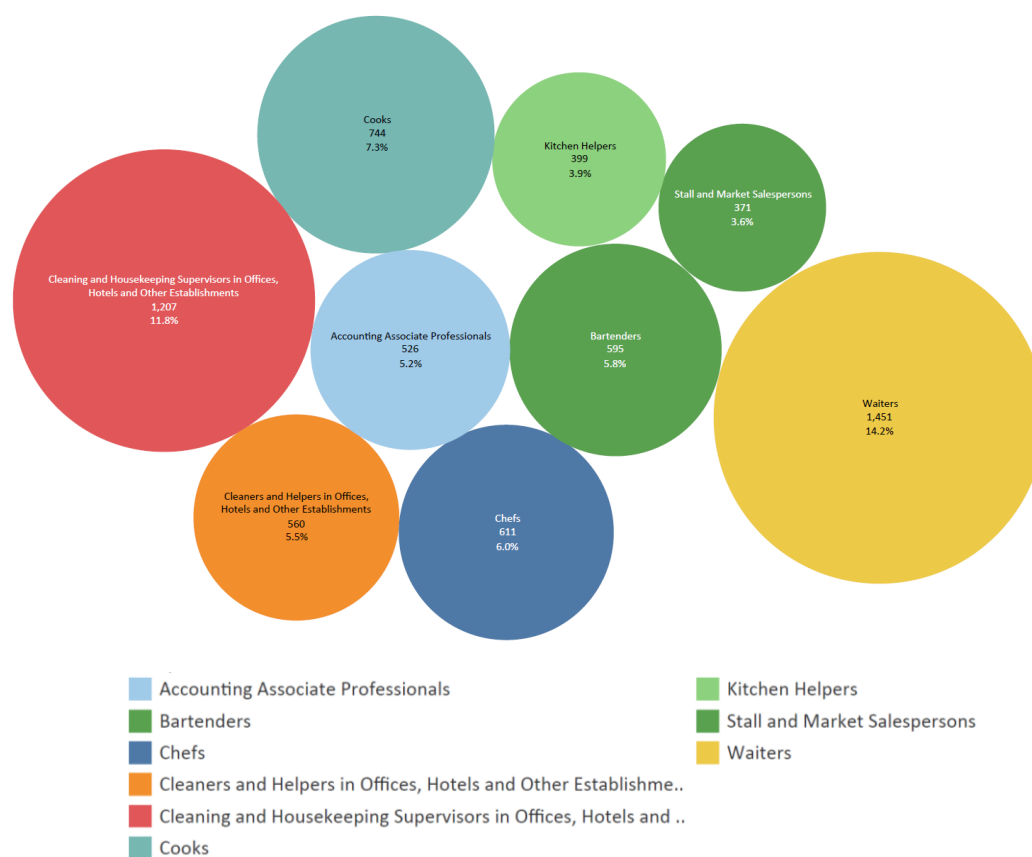


Table 4.16: Highest No. of Vacancies in Tourism Sub Sector

	Occupation	No. of Vacancies	%
1	Waiters	1451	14.2
2	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	1207	11.8
3	Cooks	744	7.3
4	Chefs	611	6.0
5	Bartenders	595	5.8
6	Cleaners and Helpers in Offices, Hotels and Other Establishments	560	5.5
7	Accounting Associate Professionals	526	5.2
8	Kitchen Helpers	399	3.9
9	Stall and Market Salespersons	371	3.6
10	Car, Taxi and Van Drivers	293	2.9

4.3 Hard to fill Vacancies

This section describes the numbers of vacancies which are difficult to fill.

Table 4.17: Occupations which are difficult to fill in Formal Sector (Main 40 occupations were listed)

	Occupation	No. of Vacancies	%
1	Sewing Machine Operators	46,576	19.2
2	Security Guards	45,316	18.7
3	Commercial and Sales Representatives	31,277	12.9
4	Other Manufacturing Labourers	17,568	7.2
5	Cleaners and Helpers in Offices, Hotels and Other Establishments	7,814	3.2
6	Shop Sales Assistants	6,305	2.6
7	Administrative and Executive Secretaries	4,437	1.8
8	Tailors, Dressmakers, Furriers and Hatters	3,849	1.6
9	Stall and Market Salespersons	3,689	1.5
10	Manufacturing Supervisors	3,431	1.4
11	Hand Packers	2,773	1.1
12	Nursing Professionals	2,724	1.1
13	General Office Clerks	2,720	1.1
14	Sewers, Embroiders and Related Workers	2,610	1.1
15	Motor Vehicle Mechanics and Repairers	1,851	0.8
16	Mining and Quarrying Labourers	1,588	0.7
17	Packing, Bottling and Labelling Machine Operators	1,521	0.6
18	Electrical Mechanics and Fitters	1,511	0.6
19	Insurance Representatives	1,405	0.6
20	Child Care Workers	1,385	0.6
21	Waiters	1,362	0.6
22	Cooks	1,310	0.5
23	Masons (General)	1,252	0.5
24	Mechanical Engineering Technicians	1,225	0.5
25	Weaving and Knitting Machine Operators	1,212	0.5
26	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	1,184	0.5
27	Cashiers and Ticket Clerks	1,176	0.5
28	Information and Communication Technology Operations Technicians	1,103	0.5
29	Welders and Flame Cutters	1,041	0.4
30	Car, Taxi and Van Drivers	990	0.4
31	Stationary Plant and Machine Operators NEC	943	0.4
32	Metal Processing Plant Operators	923	0.4
33	Messengers, Package Deliverers and Luggage Porters	873	0.4
34	Stock Clerks	795	0.3
35	Laundry Machine Operators	743	0.3
36	Generalist Medical Practitioners	737	0.3
37	Mail Carriers and Sorting Clerks	737	0.3
38	Textile, Leather and Related Pattern-Makers and Cutters	716	0.3
39	Elementary Service Workers NEC	714	0.3
40	Financial Analysts	693	0.3

Table 4.18: Occupations which are difficult to fill in Informal Sector (Main 40 occupations were listed)

	Occupation	No. of Vacancies	%
1	Sewing Machine Operators	14,667	22.8
2	Other Manufacturing Labourers	7,800	12.1
3	Creative and Performing Artists NEC	3,347	5.2
4	Carpenters and Joiners	3,229	5.0
5	Waiters	2,957	4.6
6	Shop Sales Assistants	2,098	3.3
7	Beauticians and Related Workers	1,952	3.0
8	Door to Door Salespersons	1,460	2.3
9	Secondary Education Teachers	1,444	2.2
10	Hairdressers	1,394	2.2
11	Motor Vehicle Mechanics and Repairers	1,318	2.1
12	General Office Clerks	1,311	2.0
13	Mechanical Engineering Technicians	1,204	1.9
14	Vehicle Cleaners	1,168	1.8
15	Kitchen Helpers	1,115	1.7
16	Stone Masons, Stone Cutters, Stone Splitters and Stone Carvers	1,059	1.6
17	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	1,038	1.6
18	Precision-instrument Makers & Repairers	983	1.5
19	Shoemakers and Related Workers	983	1.5
20	Stationary Plant and Machine Operators NEC	941	1.5
21	Wood Processing Plant Operators	913	1.4
22	Elementary Service Workers NEC	894	1.4
23	Commercial and Sales Representatives	876	1.4
24	Air Conditioning and Refrigeration Mechanics	836	1.3
25	Building Construction Labourers	671	1.0
26	Undertakers and Embalmers	656	1.0
27	Tailors, Dressmakers, Furriers and Hatters	656	1.0
28	Bakers, Pastry-cooks and Confectionery Makers	622	1.0
29	Cabinet-makers and Related Workers	598	0.9
30	Sales Workers NEC	574	0.9
31	Cooks	547	0.9
32	Pre-Press Technicians	530	0.8
33	Stall and Market Salespersons	513	0.8
34	Cleaners and Helpers in Offices, Hotels and Other Establishments	432	0.7
35	Masons (General)	404	0.6
36	Civil Engineering Labourers	380	0.6
37	Metal Finishing, Plating and Coating Machine Operators	346	0.5
38	Textile, Leather and Related Pattern-Makers and Cutters	328	0.5
39	Crop Farm Labourers	292	0.5
40	Health Care Assistants	279	0.4

Table 4.19: Percentage distribution of the reason for hard-to-fill vacancies

Reason	%
Not enough people interested in doing this type of job	25.4
Too much competition from other employers	21.3
Salaries/payments demanded for this occupation are too high	13.5
Low number of applicants qualified for the job	13.5
Poor terms and conditions (e.g. pay) offered for post	9.5
Job entails shift work / unsociable hours	5.2
Remote location / Poor no. of transport	5.1
Seasonal or timely limited work	3.4
Other	3.7

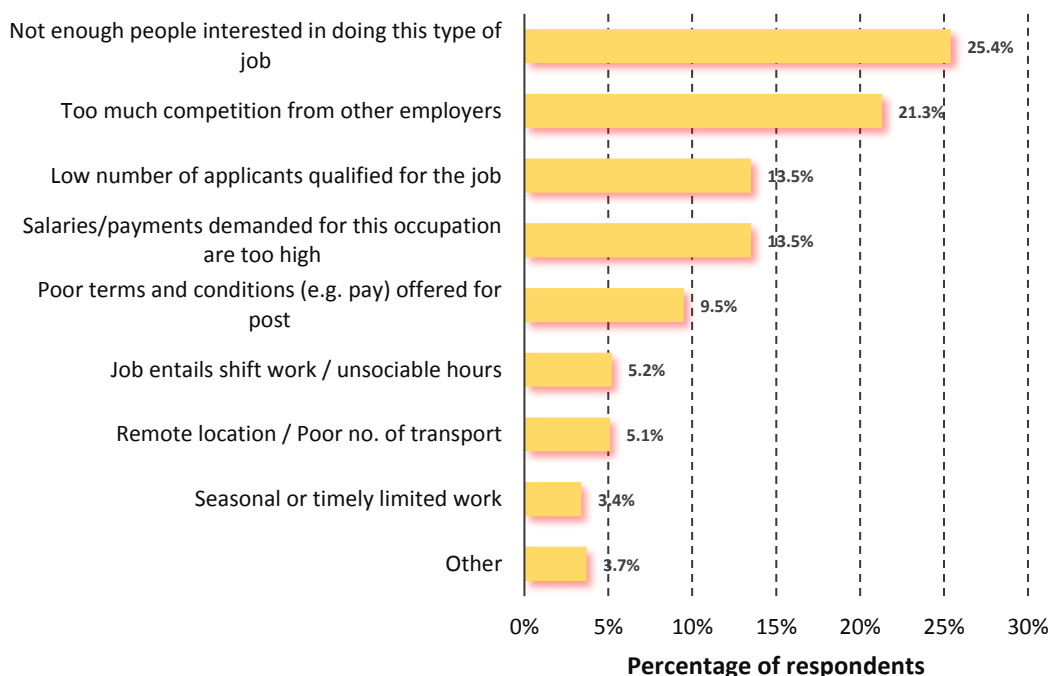
Figure 4.8: Percentage distribution of the reason for hard-to-fill vacancies

Figure 4.8, depicts that in filling vacancies the reasons; not enough people interested in doing this type of job, too much competition from other employers, salaries/payments demanded for this occupation are too high, low number of applicants qualified for the job and poor terms and conditions (e.g. pay) offered for the post were the main reasons for difficulty of filling the vacancies.

Chapter

5

Future Hiring & Required Skills



This chapter includes the future hiring and required skills

HIGHLIGHTS

Main future Hirings

- 1 Tailors, Dressmakers, Furriers and Hatters
- 2 Commercial and Sales Representatives
- 3 Sewing Machine Operators
- 4 Accounting Associate Professionals
- 5 Other Manufacturing Labourers
- 6 Cleaners and Helpers in Offices, Hotels and Other Establishments
- 7 Security Guards
- 8 Shop Sales Assistants
- 9 Sewers, Embroiders and Related Workers
- 10 General Office Clerks

✓ **Future Hiring**

✓ **Skill Needs**

5.1 Future Hiring

This section covers the vacancies that enterprises / establishments are willing to fill within next 12 months.

Table 5.1: Occupations, expected to be hired in the next 12 months in formal sector

	Occupation	No. of Vacancies	%
1	Tailors, Dressmakers, Furriers and Hatters	74,079	13.3
2	Commercial and Sales Representatives	69,865	12.5
3	Sewing Machine Operators	63,341	11.4
4	Accounting Associate Professionals	61,742	11.1
5	Other Manufacturing Labourers	39,284	7.0
6	Cleaners and Helpers in Offices, Hotels and Other Establishments	33,021	5.9
7	Security Guards	30,242	5.4
8	Shop Sales Assistants	11,855	2.1
9	Sewers, Embroiders and Related Workers	10,712	1.9
10	General Office Clerks	8,535	1.5
11	Photographers	8,121	1.5
12	Manufacturing Supervisors	7,958	1.4
13	Cashiers and Ticket Clerks	6,068	1.1
14	Stall and Market Salespersons	5,978	1.1
15	Customer Relations Officer	5,958	1.1
16	Hand Packers	5,639	1.0
17	Administrative and Executive Secretaries	5,169	0.9
18	Building Construction Labourers	4,213	0.8
19	Nursing Professionals	3,869	0.7
20	Information and Communication Technology Operations Technicians	3,568	0.6
21	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	3,025	0.5
22	Packing, Bottling and Labelling Machine Operators	2,767	0.5
23	Bank Tellers and Related Clerks	2,678	0.5
24	Credit and Loans Officers	2,539	0.5
25	Electrical Mechanics and Fitters	2,386	0.4
26	Data Entry Clerks	2,350	0.4
27	Insurance Representatives	2,087	0.4
28	Heavy Truck and Lorry Drivers	2,070	0.4
29	Child Care Workers	2,063	0.4
30	Garbage Collectors	2,047	0.4
31	Secondary Education Teachers	1,906	0.3
32	Weaving and Knitting Machine Operators	1,689	0.3
33	Textile, Leather and Related Pattern-Makers and Cutters	1,676	0.3
34	Food and Related Products Machine Operators	1,667	0.3
35	Coir Industry Workers	1,636	0.3
36	Motor Vehicle Mechanics and Repairers	1,501	0.3
37	Accounting and Book Keeping Clerks	1,479	0.3
38	Sweepers and Related Labourers	1,402	0.3
39	Masons (General)	1,399	0.3
40	Software Developers	1,377	0.2

Table 5.2: Occupations, expected to be hired in the next 12 months in informal sector

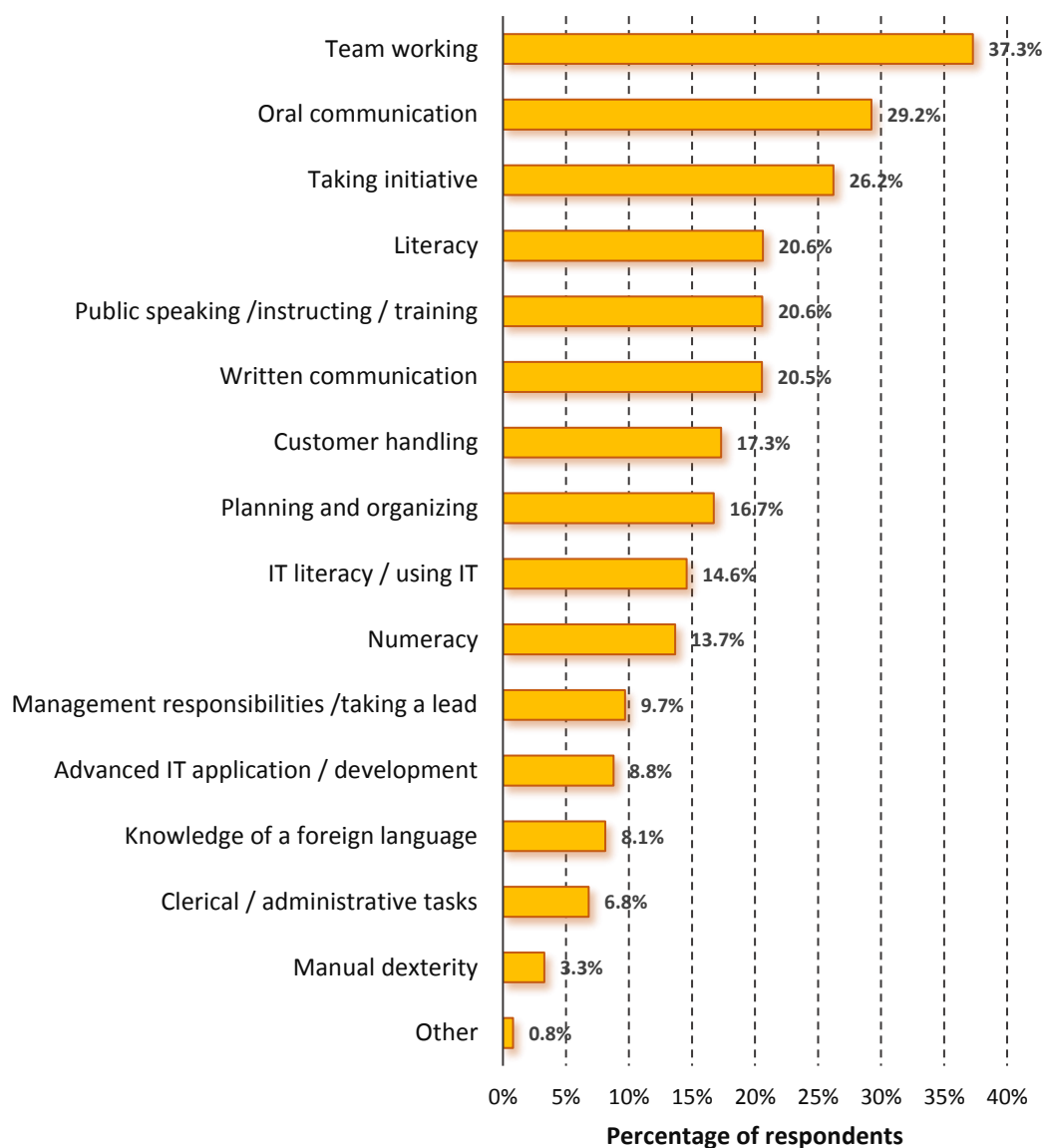
	Occupation	No. of Vacancies	%
1	Building Construction Labourers	22,400	16.1
2	Air Conditioning and Refrigeration Mechanics	12,987	9.3
3	Transport Clerks	6,262	4.5
4	Print Finishing and Binding Workers	3,486	2.5
5	Business Services Agents NEC	3,224	2.3
6	Broadcasting and Audio-visual Technicians	2,999	2.1
7	Cooks	2,957	2.1
8	Shoemakers and Related Machine Operators	2,342	1.7
9	Production Clerks	1,904	1.4
10	Chefs	1,779	1.3
11	Door to Door Salespersons	1,757	1.3
12	Structural-metal Preparers and Erectors	1,673	1.2
13	Agricultural Farm Supervisors	1,660	1.2
14	Steam Engine and Boiler Operators	1,656	1.2
15	Telecommunication Engineers	1,545	1.1
16	Mechanical Engineers	1,490	1.1
17	Mechanical Machinery Assemblers	1,343	1.0
18	Car, Taxi and Van Drivers	1,333	1.0
19	Livestock Farm Labourers	1,324	0.9
20	Pharmacists	1,115	0.8
21	Accountants	1,044	0.7
22	Home-based Personal Care Workers	975	0.7
23	Senior Officials of Special-interest Organizations	941	0.7
24	Musical Instrument Makers and Tuners	913	0.7
25	Creative and Performing Artists NEC	877	0.6
26	Telephone Switchboard Operators	876	0.6
27	Textile, Fur and Leather Products Machine Operators NEC	716	0.5
28	Kitchen Helpers	656	0.5
29	Plumbers and Pipe Fitters	656	0.5
30	Mechanical Engineering Technicians	611	0.4
31	Managing Directors and Chief Executives	598	0.4
32	Product and Garment Designers	598	0.4
33	Shop Sales Assistants	584	0.4
34	Handicraft Workers in Textile, Leather and Related Materials	558	0.4
35	Restaurant Managers	530	0.4
36	Information and Communications Technology Service Managers	516	0.4
37	Employment Agents and Contractors	515	0.4
38	Debt Collectors and Related Workers	454	0.3
39	Nursing Professionals	366	0.3
40	Hairdressers	359	0.3

5.2 Skill Needs

Section 5.2 covers the Percentage of the responses on the skills needed to be improved for the employees do not perform at required level

Table 5.3: Percentage of the responses on the skills needed to be improved

Skills	%
Team working	37.3
Oral communication	29.2
Taking initiative	26.2
Literacy	20.6
Public speaking /instructing / training	20.6
Written communication	20.5
Customer handling	17.3
Planning and organizing	16.7
Planning and organizing	16.7
IT literacy / using IT	14.6
Numeracy	13.7
Management responsibilities /taking a lead	9.7
Advanced IT application / development	8.8
Knowledge of a foreign language	8.1
Clerical / administrative tasks	6.8
Manual dexterity	3.3
Other	0.8

Figure 5.1: Percentage of the responses on the skills needed to be improved

According to the figure 5.1, more than one third of the firms mentioned that the ability of team working is needed for the employees, who were not performing up to the standard. Oral communication, taking initiative were the next highly important skills highlighted by the management of the firms which have to be improved among poorly performing employees.

6. Statistical Appendices

Table 6.1: List of vacancies in Western Province - 2017

	Occupation	No. of Vacancies
1	Security Guards	56,201
2	Sewing Machine Operators	32,879
3	Shop Sales Assistants	26,044
4	Other Manufacturing Labourers	24,321
5	Advertising and Marketing Professionals	20,895
6	Commercial and Sales Representatives	18,611
7	Cleaners and Helpers in Offices, Hotels and Other Establishments	14,794
8	Cashiers and Ticket Clerks	7,773
9	Manufacturing Supervisors	6,730
10	General Office Clerks	6,478
11	Stall and Market Salespersons	5,632
12	Customer Relations Officer	4,501
13	Hand Packers	4,495
14	Hairdressers	4,329
15	Mechanical Engineering Technicians	4,270
16	Building Construction Labourers	4,142
17	Beauticians and Related Workers	3,890
18	Stock Clerks	3,151
19	Information and Communication Technology Operations Technicians	3,001
20	Carpenters and Joiners	2,894
21	Accounting Associate Professionals	2,717
22	Tea Pluckers	2,710
23	Motor Vehicle Mechanics and Repairers	2,426
24	Packing, Bottling and Labelling Machine Operators	2,396
25	Financial Analysts	2,358
26	Waiters	2,199
27	Vehicle Cleaners	2,100
28	Sales Workers NEC	1,967
29	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	1,950
30	Heavy Truck and Lorry Drivers	1,885
31	Nursing Professionals	1,863
32	Health Care Assistants	1,863
33	Elementary Service Workers NEC	1,857
34	Door to Door Salespersons	1,789
35	Credit and Loans Officers	1,724
36	Cooks	1,600
37	Software Developers	1,532
38	Civil Engineering Technicians	1,475
39	Welders and Flame Cutters	1,448
40	Electrical Mechanics and Fitters	1,358

Table 6.1: List of vacancies in Western Province - 2017 Cont.

	Occupation	No. of Vacancies
41	Handicraft Workers in Wood, Cane and Related Materials	1,311
42	Kitchen Helpers	1,310
43	Masons (General)	1,206
44	Stationary Plant and Machine Operators NEC	1,184
45	Metal Processing Plant Operators	1,178
46	Secondary Education Teachers	1,115
47	Bleaching, Dying and Fabric Cleaning Machine Operators	1,054
48	Laundry Machine Operators	1,044
49	Car, Taxi and Van Drivers	1,033
50	Tailors, Dressmakers, Furriers and Hatters	1,022
51	Shoemakers and Related Workers	1,002
52	Weaving and Knitting Machine Operators	952
53	Insurance Representatives	943
54	Painters and Related Workers	884
55	Accounting and Book Keeping Clerks	875
56	Earth-moving and Related Plant Operators	864
57	Systems Analysts	855
58	Textile, Leather and Related Pattern-Makers and Cutters	851
59	Air Conditioning and Refrigeration Mechanics	840
60	Sales and Marketing Managers	776
61	Bank Tellers and Related Clerks	766
62	Chemical and Physical Science Technicians	764
63	Mining and Quarrying Labourers	753
64	Generalist Medical Practitioners	737
65	Mail Carriers and Sorting Clerks	737
66	Food and Related Products Machine Operators	677
67	Undertakers and Embalmers	670
68	Printers	662
69	Hand Launderers and Pressers	631
70	Messengers, Package Deliverers and Luggage Porters	627
71	Photographers	604
72	Industrial and Production Engineers	578
73	Receptionists (General)	558
74	Civil Engineers	556
75	Data Entry Clerks	555
76	Mechanical Machinery Assemblers	509
77	Sewers, Embroiders and Related Workers	504
78	Floor Layers and Tile Setters	503
79	Construction Supervisors	467
80	Concrete Placers, Concrete Finishers and Related Workers	442

Table 6.1: List of vacancies in Western Province - 2017 Cont.

	Occupation	No. of Vacancies
81	Clerical Services Related Workers NEC	426
82	Office Supervisors	420
83	Medical Imaging and Therapeutic Equipment Technicians	410
84	Engineering Professionals NEC	399
85	Shop Managers	393
86	Electrical Engineering Technicians	379
87	Telecommunication Engineering Technicians	370
88	Plastic Products Machine Operators	367
89	Rubber Products Machine Operators	360
90	Domestic Cleaners and Helpers	355
91	Cartographers and Surveyors	355
92	Web and Multimedia Developers	354
93	Administrative and Executive Secretaries	346
94	Mechanical Engineers	346
95	Crop Farm Labourers	335
96	Nursing Associate Professionals	310
97	Roofers	302
98	Building and Related Electricians	302
99	Electronics Mechanics and Servicers	299
100	Street Vendors	292
101	Research and Development Managers	290
102	Incinerator and Water Treatment Plant Operators	286
103	Electronics Engineering Technician	285
104	Metal Finishing, Plating and Coating Machine Operators	277
105	Shoemakers and Related Machine Operators	272
106	Metal Molders and Core makers	270
107	Health Professionals NEC	265
108	Pharmacists	248
109	Draughts persons	243
110	Senior Officials of Special-interest Organizations	243
111	Flight Attendants and Travel Stewards	231
112	Transport Conductors	231
113	Financial and Investment Advisors	221
114	Service Station Attendants	218
115	Jewelry and Precious-metal Workers	217
116	Rubber Tappers	200
117	Teaching Professionals NEC	199
118	Print Finishing and Binding Workers	198
119	Manufacturing Managers	191
120	Agricultural and Industrial Machinery Mechanics and Repairers	185

Table 6.1: List of vacancies in Western Province - 2017 Cont.

	Occupation	No. of Vacancies
121	Forestry and Related Workers (Market -oriented)	179
122	Supply, Distribution and Related Managers	147
123	Vocational Education Teachers	147
124	Government Social Benefits Officials	147
125	Home-based Personal Care Workers	147
126	Upholsterers and Related Workers	145
127	Crane, Hoist and Related Plant Operators	144
128	Accountants	142
129	Structural-metal Preparers and Erectors	142
130	Visual Artists	140
131	Finance Managers	136
132	University and Higher Education Teachers	133
133	Paper Products Machine Operators	132
134	Transport Clerks	131
135	Interior Designers and Decorators	130
136	Bartenders	124
137	Secretaries (General)	122
138	Applications Programmers	118
139	Computer Network Professionals	118
140	Bakers, Pastry-cooks and Confectionery Makers	107
141	Chefs	103
142	Hotel Receptionists	100
143	Physical and Engineering Science Technicians NEC	96
144	Graphic and Multimedia Designers	96
145	Cooperate Managers	95
146	Metal, Rubber and Plastic Products Assemblers	93
147	Metal Working Machine Tool Setters and Operators	93
148	Poultry Producers (Market -oriented)	75
149	Handicraft Workers in Textile, Leather and Related Materials	75
150	Managing Directors and Chief Executives	74
151	Civil Engineering Labourers	71
152	Chemical Products Plant and Machine Operators	67
153	Journalists	66
154	Drivers of Animal-drawn Vehicles and Machinery	66
155	Services Managers NEC	65
156	Textile, Fur and Leather Products Machine Operators NEC	60
157	Child Care Workers	59
158	Photographic Products Machine Operators	59
159	Cement, Stone and Other Mineral Products Machine Operators	59
160	Human Resource Managers	58

Table 6.1: List of vacancies in Western Province - 2017 Cont.

	Occupation	No. of Vacancies
161	Primary School Teachers	57
162	Electrical Equipment Assemblers	56
163	System Administrators	56
164	Blacksmiths, Hammersmith and Forging Press Workers	54
165	Lifting Truck Operators	53
166	Business Services and Administration Managers NEC	52
167	Broadcasting and Audio-visual Technicians	52
168	Pre-Press Technicians	49
169	Librarians and Related Information Professionals	44
170	Typists and Word Processing Operators	44
171	Ships' Deck, Crews and Related Workers	44
172	Transport Labourers	44
173	Electronic Engineers	42
174	Food Service Counter Attendants	42
175	Bus Drivers	42
176	Telecommunication Engineers	37
177	Plumbers and Pipe Fitters	36
178	Wood Processing Plant Operators	34
179	Other Professional Services Managers	33
180	Production Clerks	30
181	Hotel Managers	30
182	Tobacco Preparers and Tobacco Products Makers	30
183	Fibre Preparing, Spinning and Winding Machine Operators	30
184	Education Methods Specialists	29
185	Air Traffic Safety Electronic Technicians	29
186	Physiotherapists	29
187	Financial and Insurance Services Branch Managers	28
188	Environmental Protection Professionals	28
189	Early Childhood Educators	28
190	Ships' Deck Officers and Pilots	28
191	Mineral Ore and Stone Processing Plant Operators	26
192	Mining Engineers, Metallurgists and Related Professionals	22
193	Information and Communications Technology Sales Professionals	22
194	Agricultural Technicians	20
195	Spray Painters and Varnishers	19
196	Coir Industry Workers	19
197	Other Handicraft Workers	19
198	Woodworking-machine Tool Setters and Operators	19
199	Electronic Equipment Assemblers	19
200	Hand and Pedal Vehicle Drivers	19
	Total	350,160

NEC – Not elsewhere classified

Table 6.2: List of vacancies in Central Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	6,468
2	Other Manufacturing Labourers	2,407
3	Waiters	1,910
4	Secondary Education Teachers	1,255
5	Stone Masons, Stone Cutters, Stone Splitters and Stone Carvers	1,226
6	General Office Clerks	1,131
7	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	1,050
8	Stall and Market Salespersons	830
9	Cleaners and Helpers in Offices, Hotels and Other Establishments	824
10	Manufacturing Supervisors	824
11	Traditional and Complementary Medicine Professionals	815
12	Sewers, Embroiders and Related Workers	692
13	Hand Packers	559
14	Pre-Press Technicians	530
15	Civil Engineering Labourers	458
16	Insurance Representatives	425
17	Security Guards	425
18	Weaving and Knitting Machine Operators	375
19	Agricultural and Industrial Machinery Mechanics and Repairers	363
20	Metal Finishing, Plating and Coating Machine Operators	346
21	Nursing Professionals	331
22	Heavy Truck and Lorry Drivers	276
23	Shop Sales Assistants	239
24	Fur and Leather Preparing Machine Operators	230
25	Cooks	219
26	Other Handicraft Workers	173
27	Crop Farm Labourers	115
28	Chefs	99
29	Commercial and Sales Representatives	83
30	Customer Relations Officer	83
31	Building Caretakers	76
32	Mining and Quarrying Labourers	76
33	Packing, Bottling and Labelling Machine Operators	75
34	Mechanical Engineering Technicians	72
35	Building Construction Labourers	67
36	Debt Collectors and Related Workers	64
37	Carpenters and Joiners	61
38	Receptionists (General)	60
39	Motor Vehicle Mechanics and Repairers	59
40	Masons (General)	58

Table 6.2: List of vacancies in Central Province - 2017 Cont.

	Occupation	No. of Vacancies
41	Textile, Leather and Related Pattern-Makers and Cutters	58
42	Accounting and Book Keeping Clerks	53
43	Metal Processing Plant Operators	46
44	Welders and Flame Cutters	44
45	Food and Related Products Machine Operators	44
46	Credit and Loans Officers	42
47	Government Social Benefits Officials	42
48	Hand Launderers and Pressers	42
49	Steam Engine and Boiler Operators	41
50	Cement, Stone and Other Mineral Products Machine Operators	40
51	Bartenders	35
52	Information and Communications Technology Servicers and Installers	34
53	Shelf Fillers	23
54	Bank Tellers and Related Clerks	21
55	Cashiers and Ticket Clerks	21
56	Bus Drivers	21
57	Vehicle Cleaners	21
58	Hotel Receptionists	18
59	Information and Communication Technology Operations Technicians	17
60	Systems Analysts	17
61	Painters and Related Workers	16
62	Human Resource Managers	12
63	Health Care Assistants	12
64	Data Entry Clerks	12
65	Electrical Mechanics and Fitters	12
	:	
	Total	25,800

NEC – Not elsewhere classified

Table 6.3: List of vacancies in Southern Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	3,350
2	Tailors, Dressmakers, Furriers and Hatters	2,702
3	Insurance Representatives	2,012
4	Other Manufacturing Labourers	1,877
5	Carpenters and Joiners	1,473
6	Cleaners and Helpers in Offices, Hotels and Other Establishments	1,433
7	Tea Pluckers	1,007
8	Motor Vehicle Mechanics and Repairers	964
9	Manufacturing Supervisors	883
10	Nursing Professionals	757
11	Shop Sales Assistants	561
12	Chefs	524
13	Bartenders	496
14	Hand Packers	446
15	Messengers, Package Deliverers and Luggage Porters	406
16	Wood Processing Plant Operators	398
17	Services Managers NEC	385
18	Sales Demonstrators	382
19	House Builders	340
20	Physiotherapy Technicians and Assistants	308
21	Specialist Medical Practitioners	280
22	Receptionists (General)	268
23	Masons (General)	221
24	Cashiers and Ticket Clerks	217
25	Secondary Education Teachers	196
26	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	186
27	Waiters	180
28	Chemical Products Plant and Machine Operators	180
29	Weaving and Knitting Machine Operators	170
30	Customer Relations Officer	165
31	Accounting and Book Keeping Clerks	161
32	Nursing Associate Professionals	140
33	Elementary Service Workers NEC	140
34	Survey and Market Research Interviewers	140
35	Cooks	136
36	Electrical Mechanics and Fitters	133
37	Special Needs Teachers	133
38	Sweepers and Related Labourers	132
39	Heavy Truck and Lorry Drivers	122
40	Textile, Leather and Related Pattern-Makers and Cutters	105

Table 6.3: List of vacancies in Southern Province – 2017 Cont.

	Occupation	No. of Vacancies
41	Rubber Products Machine Operators	102
42	General Office Clerks	98
43	Bus Drivers	84
44	Shop Keepers	82
45	Security Guards	81
46	Construction Supervisors	74
47	Rubber Tappers	72
48	Laundry Machine Operators	62
49	Statistical, Finance and Insurance Clerks	57
50	Midwifery Associate Professionals	56
51	Stall and Market Salespersons	49
52	Business Services and Administration Managers NEC	48
53	Glass Makers, Cutters, Grinders and Finishers	48
54	Bleaching, Dying and Fabric Cleaning Machine Operators	48
55	Textile, Fur and Leather Products Machine Operators NEC	48
56	Printers	43
57	Financial and Insurance Services Branch Managers	41
58	Transport Clerks	38
59	Agricultural and Industrial Machinery Mechanics and Repairers	36
60	Sewers, Embroiders and Related Workers	36
61	Welders and Flame Cutters	34
62	Debt Collectors and Related Workers	25
63	Metal Finishing, Plating and Coating Machine Operators	17
64	Office Supervisors	12
65	Hotel Receptionists	12
66	Hand Launderers and Pressers	12
67	Stock Clerks	10
68	Craft and Related Workers NEC	10
	:	
	Total	26,206

NEC – Not elsewhere classified

Table 6.4: List of vacancies in Northern Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	5,700
2	Hand Packers	570
3	Library Clerks	428
4	Secondary Education Teachers	333
5	Insurance Representatives	291
6	Services Managers NEC	285
7	Cleaners and Helpers in Offices, Hotels and Other Establishments	258
8	Stationary Plant and Machine Operators NEC	222
9	Shop Sales Assistants	187
10	Early Childhood Educators	160
11	Commercial and Sales Representatives	137
12	Waiters	119
13	Receptionists (General)	111
14	Elementary Service Workers NEC	111
15	Cooks	95
16	Financial and Insurance Services Branch Managers	73
17	General Office Clerks	69
18	Shop Managers	39
19	Motor Vehicle Mechanics and Repairers	38
20	Accounting and Book Keeping Clerks	36
21	Chefs	32
22	Heavy Truck and Lorry Drivers	10
	:	
	Total	9,321

NEC – Not elsewhere classified

Table 6.5: List of vacancies in Eastern Province - 2017

	Occupation	No. of Vacancies
1	Cleaners and Helpers in Offices, Hotels and Other Establishments	607
2	Shop Sales Assistants	368
3	Information and Communications Technology Service Managers	224
4	Advertising and Marketing Professionals	172
5	Car, Taxi and Van Drivers	161
6	Civil Engineers	81
7	Customer Relations Officer	65
8	Tea Pluckers	61
9	Accounting and Book Keeping Clerks	56
10	Nursing Professionals	54
11	Statistical, Finance and Insurance Clerks	43
12	Crop Farm Labourers	32
13	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	21
14	Masons (General)	21
15	Clerical Services Related Workers NEC	15
16	Fruit, Vegetable and Related Preservers	11
17	Managing Directors and Chief Executives	11
18	Accountants	11
19	Security Guards	11
20	Insulation Workers	11
	:	
	Total	2,038

NEC – Not elsewhere classified

Table 6.6: List of vacancies in North-Western Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	7,028
2	Other Manufacturing Labourers	6,119
3	Tailors, Dressmakers, Furriers and Hatters	3,264
4	Metal Processing Plant Operators	1,337
5	Coir Industry Workers	1,183
6	Hand Packers	1,019
7	Heavy Truck and Lorry Drivers	686
8	Textile, Leather and Related Pattern-Makers and Cutters	626
9	Cabinet-makers and Related Workers	598
10	Motor Vehicle Mechanics and Repairers	527
11	General Office Clerks	388
12	Cleaners and Helpers in Offices, Hotels and Other Establishments	368
13	Food and Related Products Machine Operators	365
14	Government Social Benefits Officials	332
15	Bakers, Pastry-cooks and Confectionery Makers	332
16	Accounting and Book Keeping Clerks	329
17	Plastic Products Machine Operators	187
18	Agricultural and Industrial Machinery Mechanics and Repairers	178
19	Stationary Plant and Machine Operators NEC	152
20	Companions and Valets	148
21	Metal Finishing, Plating and Coating Machine Operators	131
22	Sales Workers NEC	121
23	Tobacco Preparers and Tobacco Products Makers	117
24	Building Construction Labourers	110
25	Nursing Professionals	109
26	Mechanical Machinery Assemblers	105
27	Electronics Mechanics and Servicers	103
28	Electrical Engineering Technicians	98
29	Welders and Flame Cutters	94
30	Information and Communication Technology Operations Technicians	92
31	Rubber Products Machine Operators	63
32	Commercial and Sales Representatives	63
33	Stock Clerks	62
34	Electrical Mechanics and Fitters	60
35	Steam Engine and Boiler Operators	59
36	Masons (General)	50
37	Accounting Associate Professionals	48
38	Shop Sales Assistants	47
39	Hand Launderers and Pressers	42
40	Livestock Farm Labourers	35

Table 6.6: List of vacancies in North-Western Province - 2017 Cont.

	Occupation	No. of Vacancies
41	Electronics Engineering Technician	33
42	Carpenters and Joiners	30
43	Mechanical Engineering Technicians	28
44	Other Professional Services Managers	27
45	Real Estate Agents and Property Managers	27
46	Other Government Associate Professionals	27
47	Data Entry Clerks	27
48	Cooks	24
49	Manufacturing Supervisors	23
50	Agricultural Farm Supervisors	23
51	Library Clerks	23
52	Secondary Education Teachers	20
53	Power Production Plant Operators	19
54	Printers	16
55	Waiters	15
56	Bank Tellers and Related Clerks	14
57	Fruit, Vegetable and Related Preservers	14
58	Crop Farm Labourers	14
59	Financial and Insurance Services Branch Managers	13
60	Construction Supervisors	13
61	Sales and Marketing Managers	12
	:	
	Total	27,314

NEC – Not elsewhere classified

Table 6.7: List of vacancies in North-Central Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	4,507
2	Creative and Performing Artists NEC	3,347
3	Accounting Associate Professionals	837
4	Stall and Market Salespersons	761
5	Stationary Plant and Machine Operators NEC	718
6	Other Manufacturing Labourers	663
7	Tailors, Dressmakers, Furriers and Hatters	588
8	Commercial and Sales Representatives	512
9	Mechanical Machinery Assemblers	427
10	Accounting and Book Keeping Clerks	381
11	Data Entry Clerks	359
12	Bakers, Pastry-cooks and Confectionery Makers	335
13	Cooks	261
14	Chefs	247
15	Painters and Related Workers	242
16	Building Construction Labourers	235
17	Sheet-metal Workers	227
18	Waiters	219
19	Hotel Receptionists	175
20	Masons (General)	175
21	Textile, Leather and Related Pattern-Makers and Cutters	174
22	Manufacturing Managers	167
23	Insurance Representatives	163
24	Heavy Truck and Lorry Drivers	144
25	Sewers, Embroiders and Related Workers	107
26	Cleaners and Helpers in Offices, Hotels and Other Establishments	100
27	General Office Clerks	83
28	Sales and Marketing Managers	71
29	Chemical Products Plant and Machine Operators	69
30	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	56
31	Manufacturing Supervisors	36
32	Blacksmiths, Hammersmith and Forging Press Workers	36
33	Bank Tellers and Related Clerks	35
34	Carpenters and Joiners	22
35	Civil Engineering Technicians	20
36	Shop Sales Assistants	16
37	Industrial and Production Engineers	15
38	Construction Supervisors	15
	:	
Total		16,665

NEC – Not elsewhere classified

Table 6.8: List of vacancies in Uva Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	1,174
2	Other Manufacturing Labourers	771
3	Shop Sales Assistants	664
4	Stall and Market Salespersons	575
5	Cooks	337
6	General Office Clerks	318
7	Sales Workers NEC	318
8	Commercial and Sales Representatives	196
9	Waiters	118
10	Sewers, Embroiders and Related Workers	66
11	Cleaners and Helpers in Offices, Hotels and Other Establishments	65
12	Manufacturing Supervisors	49
13	Manufacturing Managers	44
14	Masons (General)	30
15	Mechanical Engineering Technicians	27
16	Building Construction Labourers	15
	:	
	Total	4,785

NEC – Not elsewhere classified

Table 6.9: List of vacancies in Sabaragamuwa Province - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	16,084
2	Other Manufacturing Labourers	3,238
3	Sewers, Embroiders and Related Workers	3,166
4	Child Care Workers	1,769
5	Cement, Stone and Other Mineral Products Machine Operators	1,545
6	Carpenters and Joiners	773
7	Mining and Quarrying Labourers	730
8	Sales Workers NEC	671
9	Building Construction Labourers	606
10	Wood Processing Plant Operators	515
11	Stall and Market Salespersons	425
12	Riggers and Cable Splicers	400
13	Manufacturing Supervisors	377
14	Bakers, Pastry-cooks and Confectionery Makers	346
15	Crop Farm Labourers	340
16	Hand Packers	310
17	Security Guards	291
18	Masons (General)	266
19	Stationary Plant and Machine Operators NEC	240
20	Waiters	207
21	Tailors, Dressmakers, Furriers and Hatters	196
22	Electrical Mechanics and Fitters	178
23	Commercial and Sales Representatives	174
24	General Office Clerks	167
25	Cleaners and Helpers in Offices, Hotels and Other Establishments	164
26	Jewelry and Precious-metal Workers	162
27	Textile, Leather and Related Pattern-Makers and Cutters	135
28	Incinerator and Water Treatment Plant Operators	131
29	Nursing Professionals	116
30	Blacksmiths, Hammersmith and Forging Press Workers	116
31	Mining and Quarries	78
32	Printers	70
33	Car, Taxi and Van Drivers	59
34	Health Associate Professionals NEC	58
35	Health Care Assistants	58
36	Garden and Horticultural Labourers	58
37	Shop Sales Assistants	53
38	Conference and Event Planners	46
39	Cooks	46
40	Hand Launderers and Pressers	44

Table 6.9: List of vacancies in Sabaragamuwa Province - 2017 Cont.

	Occupation	No. of Vacancies
41	Accounting Associate Professionals	40
42	Agricultural Technicians	39
43	Agricultural and Forestry Production Managers	38
44	Chemical and Physical Science Technicians	36
45	Welders and Flame Cutters	35
46	Motor Vehicle Mechanics and Repairers	31
47	Food and Related Products Machine Operators	30
48	Aircraft Engine Mechanics and Repairers	29
49	Metal Processing Plant Operators	29
50	Medical Imaging and Therapeutic Equipment Technicians	29
51	Accounting and Book Keeping Clerks	29
52	Hairdressers	29
53	Receptionists (General)	23
54	Bartenders	23
55	Service Station Attendants	20
56	Heavy Truck and Lorry Drivers	17
57	Sales and Marketing Managers	16
58	Nursing Associate Professionals	16
59	Office Supervisors	15
60	Supply, Distribution and Related Managers	13
61	Construction Supervisors	13
	:	
	Total	35,013

NEC – Not elsewhere classified

Table 6.10: List of vacancies in Sri Lanka - 2017

	Occupation	No. of Vacancies
1	Sewing Machine Operators	77,189
2	Security Guards	57,008
3	Other Manufacturing Labourers	39,397
4	Shop Sales Assistants	28,180
5	Advertising and Marketing Professionals	21,067
6	Commercial and Sales Representatives	19,775
7	Cleaners and Helpers in Offices, Hotels and Other Establishments	18,614
8	Manufacturing Supervisors	8,921
9	General Office Clerks	8,732
10	Stall and Market Salespersons	8,273
11	Cashiers and Ticket Clerks	8,011
12	Tailors, Dressmakers, Furriers and Hatters	7,772
13	Hand Packers	7,398
14	Carpenters and Joiners	5,253
15	Building Construction Labourers	5,174
16	Waiters	4,967
17	Customer Relations Officer	4,843
18	Sewers, Embroiders and Related Workers	4,572
19	Mechanical Engineering Technicians	4,407
20	Hairdressers	4,358
21	Motor Vehicle Mechanics and Repairers	4,048
22	Beauticians and Related Workers	3,896
23	Insurance Representatives	3,835
24	Tea Pluckers	3,827
25	Accounting Associate Professionals	3,642
26	Creative and Performing Artists NEC	3,347
27	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	3,268
28	Stock Clerks	3,242
29	Nursing Professionals	3,230
30	Heavy Truck and Lorry Drivers	3,142
31	Information and Communication Technology Operations Technicians	3,113
32	Sales Workers NEC	3,078
33	Secondary Education Teachers	2,920
34	Cooks	2,718
35	Metal Processing Plant Operators	2,590
36	Stationary Plant and Machine Operators NEC	2,516
37	Packing, Bottling and Labelling Machine Operators	2,471
38	Financial Analysts	2,358
39	Vehicle Cleaners	2,121
40	Elementary Service Workers NEC	2,108

Table 6.10: List of vacancies in Sri Lanka – 2017 Cont.

	Occupation	No. of Vacancies
41	Masons (General)	2,027
42	Textile, Leather and Related Pattern-Makers and Cutters	1,949
43	Health Care Assistants	1,932
44	Accounting and Book Keeping Clerks	1,920
45	Child Care Workers	1,828
46	Door to Door Salespersons	1,789
47	Credit and Loans Officers	1,766
48	Electrical Mechanics and Fitters	1,741
49	Welders and Flame Cutters	1,655
50	Cement, Stone and Other Mineral Products Machine Operators	1,644
51	Mining and Quarrying Labourers	1,559
52	Software Developers	1,532
53	Weaving and Knitting Machine Operators	1,510
54	Civil Engineering Technicians	1,495
55	Handicraft Workers in Wood, Cane and Related Materials	1,311
56	Kitchen Helpers	1,310
57	Car, Taxi and Van Drivers	1,253
58	Stone Masons, Stone Cutters, Stone Splitters and Stone Carvers	1,226
59	Coir Industry Workers	1,202
60	Painters and Related Workers	1,142
61	Bakers, Pastry-cooks and Confectionery Makers	1,120
62	Food and Related Products Machine Operators	1,115
63	Laundry Machine Operators	1,106
64	Bleaching, Dying and Fabric Cleaning Machine Operators	1,102
65	Mechanical Machinery Assemblers	1,041
66	Messengers, Package Deliverers and Luggage Porters	1,033
67	Receptionists (General)	1,020
68	Chefs	1,006
69	Shoemakers and Related Workers	1,002
70	Data Entry Clerks	958
71	Wood Processing Plant Operators	950
72	Sales and Marketing Managers	880
73	Systems Analysts	872
74	Earth-moving and Related Plant Operators	864
75	Bank Tellers and Related Clerks	840
76	Air Conditioning and Refrigeration Mechanics	840
77	Crop Farm Labourers	837
78	Traditional and Complementary Medicine Professionals	817
79	Chemical and Physical Science Technicians	810
80	Printers	791

Table 6.10: List of vacancies in Sri Lanka – 2017 Cont.

	Occupation	No. of Vacancies
81	Hand Launderers and Pressers	772
82	Metal Finishing, Plating and Coating Machine Operators	771
83	Agricultural and Industrial Machinery Mechanics and Repairers	763
84	Generalist Medical Practitioners	737
85	Mail Carriers and Sorting Clerks	737
86	Services Managers NEC	734
87	Bartenders	678
88	Undertakers and Embalmers	670
89	Civil Engineers	637
90	Photographers	604
91	Cabinet-makers and Related Workers	598
92	Industrial and Production Engineers	593
93	Construction Supervisors	581
94	Pre-Press Technicians	578
95	Plastic Products Machine Operators	554
96	Civil Engineering Labourers	530
97	Rubber Products Machine Operators	525
98	Government Social Benefits Officials	522
99	Floor Layers and Tile Setters	503
100	Electrical Engineering Technicians	477
101	Nursing Associate Professionals	466
102	Library Clerks	451
103	Office Supervisors	447
104	Concrete Placers, Concrete Finishers and Related Workers	442
105	Clerical Services Related Workers NEC	441
106	Medical Imaging and Therapeutic Equipment Technicians	439
107	Shop Managers	432
108	Incinerator and Water Treatment Plant Operators	417
109	Manufacturing Managers	411
110	Electronics Mechanics and Servicers	410
111	Riggers and Cable Splicers	400
112	Engineering Professionals NEC	399
113	Sales Demonstrators	382
114	Jewelry and Precious-metal Workers	378
115	Telecommunication Engineering Technicians	370
116	Cartographers and Surveyors	355
117	Domestic Cleaners and Helpers	355
118	Web and Multimedia Developers	354
119	Mechanical Engineers	346
120	Administrative and Executive Secretaries	346

Table 6.10: List of vacancies in Sri Lanka – 2017 Cont.

	Occupation	No. of Vacancies
121	House Builders	340
122	Electronics Engineering Technician	318
123	Chemical Products Plant and Machine Operators	316
124	Physiotherapy Technicians and Assistants	308
125	Hotel Receptionists	308
126	Research and Development Managers	302
127	Roofers	302
128	Building and Related Electricians	302
129	Street Vendors	292
130	Specialist Medical Practitioners	280
131	Shoemakers and Related Machine Operators	279
132	Rubber Tappers	272
133	Metal Molders and Core makers	270
134	Health Professionals NEC	265
135	Draughts persons	250
136	Pharmacists	248
137	Service Station Attendants	246
138	Senior Officials of Special-interest Organizations	243
139	Flight Attendants and Travel Stewards	231
140	Transport Conductors	231
141	Fur and Leather Preparing Machine Operators	230
142	Sheet-metal Workers	227
143	Information and Communications Technology Service Managers	224
144	Financial and Investment Advisors	221
145	Blacksmiths, Hammersmith and Forging Press Workers	206
146	Teaching Professionals NEC	205
147	Print Finishing and Binding Workers	198
148	Other Handicraft Workers	192
149	Early Childhood Educators	188
150	Forestry and Related Workers (Market -oriented)	179
151	Transport Clerks	170
152	Supply, Distribution and Related Managers	169
153	Accountants	165
154	Financial and Insurance Services Branch Managers	155
155	Companions and Valets	148
156	Vocational Education Teachers	147
157	Home-based Personal Care Workers	147
158	Tobacco Preparers and Tobacco Products Makers	147
159	Bus Drivers	147
160	Upholsterers and Related Workers	145

Table 6.10: List of vacancies in Sri Lanka – 2017 Cont.

	Occupation	No. of Vacancies
161	Crane, Hoist and Related Plant Operators	144
162	Structural-metal Preparers and Erectors	142
163	Finance Managers	140
164	Visual Artists	140
165	Survey and Market Research Interviewers	140
166	University and Higher Education Teachers	133
167	Special Needs Teachers	133
168	Paper Products Machine Operators	132
169	Sweepers and Related Labourers	132
170	Interior Designers and Decorators	130
171	Secretaries (General)	122
172	Applications Programmers	118
173	Computer Network Professionals	118
174	Textile, Fur and Leather Products Machine Operators NEC	108
175	Metal Working Machine Tool Setters and Operators	103
176	Steam Engine and Boiler Operators	101
177	Business Services and Administration Managers NEC	100
178	Statistical, Finance and Insurance Clerks	100
179	Graphic and Multimedia Designers	96
180	Physical and Engineering Science Technicians NEC	96
181	Cooperate Managers	95
182	Shop Keepers	93
183	Metal, Rubber and Plastic Products Assemblers	93
184	Debt Collectors and Related Workers	88
185	Building Caretakers	86
186	Managing Directors and Chief Executives	84
187	Handicraft Workers in Textile, Leather and Related Materials	80
188	Human Resource Managers	79
189	Mining and Quarries	78
190	Poultry Producers (Market -oriented)	75
191	Journalists	66
192	Drivers of Animal-drawn Vehicles and Machinery	66
193	Garden and Horticultural Labourers	64
194	Other Professional Services Managers	60
195	Agricultural Technicians	59
196	Photographic Products Machine Operators	59
197	Health Associate Professionals NEC	58
198	Primary School Teachers	57
199	System Administrators	56
200	Midwifery Associate Professionals	56
201	Electrical Equipment Assemblers	56
202	Lifting Truck Operators	53

Table 6.10: List of vacancies in Sri Lanka – 2017 Cont.

	Occupation	No. of Vacancies
203	Broadcasting and Audio-visual Technicians	52
204	Glass Makers, Cutters, Grinders and Finishers	48
205	Conference and Event Planners	46
206	Livestock Farm Labourers	46
207	Librarians and Related Information Professionals	44
208	Typists and Word Processing Operators	44
209	Ships' Deck, Crews and Related Workers	44
210	Transport Labourers	44
211	Electronic Engineers	42
212	Production Clerks	42
213	Food Service Counter Attendants	42
214	Agricultural and Forestry Production Managers	38
215	Telecommunication Engineers	37
216	Plumbers and Pipe Fitters	36
217	Information and Communications Technology Servicers and Installers	34
218	Hotel Managers	30
219	Fibre Preparing, Spinning and Winding Machine Operators	30
220	Physiotherapists	29
221	Education Methods Specialists	29
222	Air Traffic Safety Electronic Technicians	29
223	Aircraft Engine Mechanics and Repairers	29
224	Environmental Protection Professionals	28
225	Ships' Deck Officers and Pilots	28
226	Real Estate Agents and Property Managers	27
227	Mineral Ore and Stone Processing Plant Operators	26
228	Fruit, Vegetable and Related Preservers	25
229	Agricultural Farm Supervisors	23
230	Woodworking-machine Tool Setters and Operators	23
231	Shelf Fillers	23
232	Mining Engineers, Metallurgists and Related Professionals	22
233	Information and Communications Technology Sales Professionals	22
234	Power Production Plant Operators	19
235	Spray Painters and Varnishes	19
236	Craft and Related Workers NEC	19
237	Electronic Equipment Assemblers	19
238	Hand and Pedal Vehicle Drivers	19
239	Education Managers	15
240	Ships' Engineers	15
241	Buyers	15
242	Telephone Switchboard Operators	15
243	Building Architects	14
244	Three Wheeler Drivers	14
245	Contact Centre Information Clerks	12
246	Chemical Engineering Technicians	11
247	Insulation Workers	11
248	Sign Writers, Decorative Painters, Engravers and Etchers	11
	:	
	Total	497,302

NEC – Not elsewhere classified

