

EXECUTIVE SUMMARY

Employment

According to the records of the National Archives, the total number of printing presses in the country was 2230 in the year 2003, out of which 1495 were in the western province. There are 15630 employees in the operative grades and 2030 in the management grades making the total number 17660. Number of Offset printing machines installed in these presses amount to 2676.

Gender Analysis

Printing industry is male dominated and the overall percentage of males is as high as 92%. Operative grades 91% and management grades 95% again shows the higher male representation. However, in the occupations where computers are used, the females percentage is high. Typesetter 55% and Graphic Designer 55% are the examples.

Age analysis

Majority of the Litho machine Operators (72%), Typesetters (87%) and Graphic Designers (87%) who are the key operatives in the printing process were found to be in the age groups of 18-30 age level. Helpers were identified as the only 17% of the Proof Readers were in this age group.

In managerial grades the majority was found to be above 40 years but the industry preference for senior Managers (30-39), Middle Managers (30-39) and Supervisors (<30) requiring comparatively young people.

Education Level

The education level of the Typesetters, Graphic Designers and proof Readers was found to be G.C.E (A/L) and for most of the other grades it was the G.C.E (O/L). Majority of the Managers and the Supervisors are with G.C.E (A/L) and there were a considerable numbers of diploma holders in the management grades.

Training Institutions

The main training providers to the industry are Sri Lanka Institute of Printing, INGRIN Institute of Printing and Graphics, National Apprentice and Industrial Training Authority Vocational Training Authority and the University of Colombo.

National Apprentice and Industry Training Authority and the Vocational Training Authority Provide training for limited number of operative grades and the University of Colombo specializes in the management subjects. Both the Sri Lanka Institute of printing and the INGRIN Institute of printing and Graphics conduct similar courses the only exception being the Diploma in Printing Technology and Management conducted by the SLIOP.

Training requirement

The projected training figures have been estimated around 3000 for the year 2004 out of which Litho operators account for 1700. In case of most of the operator grades such as Graphic Designer, the training provision is more than adequate.

In house operator training is very low due to the fact that the owners and managers are reluctant to use expensive printing machines to train persons those do not have any basic training. They prefer to combine in house training with institutional training. However, the training institutions have very limited capacities and do not have the resources to invest heavily in printing machinery. Therefore, establishing separate training units in the larger printing organization would be a better alternative. The training institutes could train the trainers.