

# Vocational Education and Training Plan for Sabaragamuwa Province



## **Tertiary and Vocational Education Commission**

**(Ministry of Vocational and Technical Training)**

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**TVEC PUBLICATION**

**PROVINCIAL  
VOCATIONAL EDUCATION AND TRAINING  
(VET) PLAN  
SABARAGAMUWA PROVINCE**

**September, 2009**

**TERTIARY AND VOCATIONAL EDUCATION COMMISSION**  
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in association with  
**INTERNATIONAL LABOUR ORGANIZATION,  
COLOMBO OFFICE,  
AND  
SABARAGAMUWA PROVINCIAL COUNCIL**

**International Labour Organization, Colombo Office, provided financial and technical assistance for the development of this VET plan through ILO Youth Employment Project operating in Sabaragamuwa Province in Sri Lanka.**

## **Foreword**

Going along with the mandate of planning and coordination, the Tertiary and Vocational Education Commission (TVEC) undertook this study on the request of Hon. Chief Minister of the Sabaragamuwa Province and with the financial assistance provided by the International Labour Organization (ILO).

TVEC has been established with the mandate for planning, coordination and quality assurance of the TVET programmes conducted by many training providers under the Tertiary and Vocational Education (TVE) Act No 20 of 1990. This Act has provisions to establish a qualification system and accordingly NVQ framework was established which addresses national level coordination of TVET Programmes and Institutions. In fact, NVQ Operation Manual developed for the implementation of the NVQ Framework has outlined roles and responsibilities of different public sector TVET institutions. In parallel to development of NVQ framework, many attempts have been made to coordinate TVET programmes at district level and provincial level in order to rationalize their TVET programmes and use of their resources.

TVE Act No 20 of 1990 has provisions to develop a Provincial Vocational Education and Training Plan. This is the tool in TVE Act to coordinate and rationalize district and provincial level TVET programmes. Further, provincial VET Plan focused to identify skill development needs of key industries in the province and develop and deliver TVET programmes accordingly.

All stakeholders; officials and staff of the Sabaragamuwa Provincial Council, representatives of key industries in the province and representatives of provincial TVET institutions were involved in development of this VET Plan. We need the cooperation of all those stakeholders to implement this VET Plan effectively. On successful implementation of this VET Plan in the Sabaragamuwa Province, same exercise will be replicated in other provinces too.

**T.G. Jayasinghe**

Chairman

Tertiary and Vocational Education Commission



## **Acknowledgement**

This Vocational Education and Training (VET) Plan is a result of team work of TVEC, Sabaragamuwa Provincial Council Office and International Labour Organization (ILO), Colombo Office. First I expressed my gratitude and appreciation to Hon. Maheepala Herath, Chief Minister, Sabaragamuwa Province for his request to prepare a provincial VET Plan and for encouragement given at our first meeting. Chief Secretary, Mr. P. Kodituwakku chaired many meetings held with industrialists and has been a partner in this development exercise. Deputy Chief Secretary (Planning), Mrs. Sujatha Palleshenne coordinated all workshops held with industrialists in the province office. Mr. H. W. Gunadasa, Government Agent/District Secretary Ratnapura District and former Secretary of the Provincial Ministry of Provincial Roads Development, Rural Infrastructure and Tourism cooperated with us from the inception of this development exercise. I acknowledge with appreciation the cooperation extended by these officials and staff of the Sabaragamuwa Provincial Council.

This exercise to develop the VET plan was started on the initiative made by ILO under their "Youth Employment Project (ILO/Japan) of Sabaragamuwa Province". They identified the need of a VET Plan and forwarded the proposal to TVEC. Ms. Tine Staermose, Director (ILO, Colombo Office) and Mr. Henrick Vistisen, Chief Technical Adviser of ILO Youth Employment Project (ILO/Japan), his local counterparts Ms. Shyama Salgado and Mr. Deepthi Lamahewa deserve our appreciation. The ILO provided financial and technical assistance in development of this VET plan

The three professionals; Professor P. G. R. Dharmaratne of University of Moratuwa, Mr. Yajith De Silva, Regional Director of Plantation Human Development Trust (PHDT) and Mr. Iraj Ratnayake, Senior Lecturer of University of Sabaragamuwa who prepared key industry sector reports: Gem & Jewellery, Plantation and Hotel & Tourism respectively, deserve special thank from TVEC. Many industrialists and employers of key industries, officials of Sabaragamuwa Chamber of Commerce and relevant public sector institutions took part in sector workshops to assist us in analyses of manpower and skills demand. District Managers and heads of training centres of NAITA, VTA, NYSC and GJRTI and Principals of four Technical colleges in Sabaragamuwa Province Office actively took part in the TVET workshop to analyze skill supply side and to formulate strategies to bridge demand for and supply of skills. All those who attended the industry sector and TVET workshops deserve our appreciation.

As a team at the TVEC, this exercise was carried out by Mr. B.H.S. Suraweera, Deputy Director General, Mr. J. A. D. J. Jayalath, Director (Information Systems), Mr. Ajith Polwatte, Actg. Director (Planning & Research), Mr. T. Senthuran, Programme Officer (Planning & Research), along with the consultant to this project, Mr. K. M. Silva. While commending their dedication and commitment to produce the valued document, I appreciate the work of all those who contributed for successful completion of this VET plan. Finally, I expect same level of cooperation from all officials to implement this VET plan.

**Dr. T. A. Piyasiri**

Director General

Tertiary and Vocational Education Commission

### **Remarks from the ILO Colombo Office**

With funding and technical assistance from the Youth Employment Project (ILO/Japan), TVEC has completed the development of a VET plan for the Province of Sabaragamuwa that includes two Districts of Kegalle and Ratnapura. The plan enables local authorities to enhance their labour market forecasting and planning of vocational training for the benefit of young women and men.

The plan provides insights into the labour market and skills needs of specific sectors with a special focus on the plantation, gem & jewellery and tourism sectors.

As a consequence of TVEC's effort, the planning unit within the Province has been strengthened in terms of capacity building of planning staff to provide labour market forecasting and vocational training planning. Therefore, the effort initiated by TVEC has been sustained at the level of the Province and Districts.

Very encouraging, TVEC will continue its technical assistance to the Province with a view to assist the implementation of the recommendations in this plan.

It is hoped TVEC's efforts will be replicated in other Provinces and Districts further boosting the labour market and vocational training planning and capacity of more local authorities in Sri Lanka.

**Henrik Vistisen**

Chief Technical Adviser (CTA),  
Youth Employment Project (ILO/Japan)

<p>The responsibility of the opinion expressed in this publication rest solely with the developers and it does not constitute an endorsement by the International Labour Office.</p>
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## Abbreviations

ADS	Average Duration of Stay
CBSL	Central Bank of Sri Lanka
CBT	Competency Based Training
DC&SS	Department of Census and Statistics Sri Lanka
DTET	Department of Technical Education and Training
G.C.E. O/L	General Certificate of Education ( Ordinary Level)
G.C.E. A/L	General Certificate of Education ( Advanced Level)
GDP	Gross Domestic Product
GJRTI	Gem and Jewellery Research and Training Institute
GSMB	Geological Survey and Mines Bureau
ILO	International Labour Organization
ISCO	International Standards of Classification of Occupation
HNDE	Higher National Diploma in Engineering
LMA	Labour Market Analysis
LMI	Labour Market Information
NAITA	National Apprentice and Industrial Training Authority
NBRO	National Building Research Organization
NCT	National Certificate in Technology
NGJA	National Gem and Jewellery
NGO	Non Governmental Organization
NITESL	National Institute of Technical Education Sri Lanka
NVQ	National Vocational Qualification
NYSC	National Youth Services Council
OJT	On the Job
PAL	Port and Airport Levy
PHDT	Plantation Human Development Trust
PTE	Per Tourist Expenses
QS	Quantity Surveying
RPC	Regional Plantation Companies
SLTDA	Sri Lanka Tourism Development Authority
SLIHTM	Sri Lanka Institute of Tourism & Hotel Management
SPC	Sabaragamuwa Provincial Council
SRL	Social Rehabilitation Levy
SUR	Surcharge
TVE	Tertiary and Vocational Education
TVEC	Tertiary and Vocational Education Commission
TVET	Technical and Vocational Education and Training

VAT	Value Added Tax
VET	Vocational Education and Training
VT	Vocational Training
VTA	Vocational Training Authority
YE	Youth Employment

## **Executive Summary**

Tertiary and Vocational Education Commission (TVEC) has the national mandate for Policy development, planning, co-ordination and development of the Technical and Vocational Education and Training (TVET) in Sri Lanka. Further, it has the mandate to develop provincial TVET Plans on requests of relevant Chief Ministers. TVEC has already developed 15 Vocational Education and Training (VET) plans for several key industry sectors in Sri Lanka. This is the first Provincial VET Plan.

This VET Plan for the Sabaragamuwa Province was developed on the request of the Hon Chief Minister to the Sabaragamuwa Province and with the assistance of the International Labour Organization (ILO). A VET Plan basically analyzes the demand for and supply of manpower and skills and proposes training programmes and ancillary development activities to meet the manpower and skills demand. In preparation of Sabaragamuwa VET Plan, Socio-economic Environment of Sabaragamuwa Province was studied based on secondary data to identify general economic and social trends and to assess quantum of school leavers joining the labour market annually. The key industry sectors; Plantation, Gem & Jewellery and Tourism were studied to identify the manpower and skills demand. Here, services of renowned professionals were obtained to analyze respective industry sectors and those findings were validated at industry sector workshops.

Sabaragamuwa province consists of two districts; Ratnapura and Kegalle with a land area of about 4,900 sq.km and population of 1.949Mn according to the Census and Statistics -2007. There is a significant proportion of Tamil and Muslim population in both of these districts. Ratnapura district has 17 Divisional Secretary's Divisions and Kegalle district has 11 Divisional Secretary's Divisions. There are 621 schools in the Ratnapura district and 558 schools in the Kegalle district. As Kegalle district has a lesser population than Ratnapura, Kegalle district has higher density of schools and higher density of Tamil medium schools. That may have influenced to have higher literacy rate in the Kegalle district.

According to the analyses of school statistics, about 38,000 students do not get qualified for the higher level of studies in the school system and university system in Sri Lanka. If it is assumed that 60% of students at G.C.E (O/L) and G.C.E (A/L) do not appear for repeat examination, it could be estimated that 13,268 students in Ratnapura district and 9,516 students in Kegalle district leave the schools every year. They will be the potential target group for vocational and technical training in the province.

Rubber and Tea are the major crops in plantations in the two districts with land use of 75,752 hectares for rubber and 33,702 hectares for Tea. Rubber plantation requires Tappers as the key worker category while Tea plantation needs Pluckers and Pruners. The employers' perceptions indicate that there is a shortage of nearly 50 % in these worker categories. Also, the competency mismatch exists to varying degrees, thus indicating that

there is a need to improve the competencies of the plantation workers. Among the issues pertaining to Plantation Sector, following were emphasized to be addressed.

- Production loss due to shortage of labour
- Job security of the workers
- Apprenticeship Training to Plantation workers
- Ways of improving the Dignity of Labour

Further, issues such as performance below capacities, a fact which has been highlighted by the recent baseline survey of the Youth employment project of ILO and skill shortage due to seasonal variations were also emphasized.

Gem industry comprises four sub sectors i.e. Gem mining, Gem Dealers, Lapidary and Jewellery manufacture. In the analyses of human resources demand, it was highlighted that there is no shortage of gem cutters but their skill level is low. However, it was pointed out that gems that are exported need re-cutting and as a result, there is wastage of raw material. This problem could be overcome by giving advanced skills and technology to gem cutters. About 50% Geuda gems are heat treated locally to enhance their colour. Balance is exported as rough gems. This is also an area that needs technology and training interventions. Only about 20% of gem produced in Sri Lanka is used for Jewellery making. Jewellery carving also remains at very preliminary stage. As per perceptions of industrialists, almost all employees of Gem and Jewellery Industry lack knowledge of basic Gemology and advanced skills relevant to their occupations. Also, there is only very few Gem carving craftsmen in the industry and this is an area which has a huge potential for development.

According to number of hotels operating in the Sabaragamuwa province, Tourism is not a well established industry in the province. However, this province where the natural forest Singharaja together with highest number of water falls is available as potential resources, has a high potential to develop Adventure Tourism and Eco Tourism. Hence, the need of competent Trainers for adventure tourism and nature interpreters for eco tourism is highlighted.

According to TVET guide published by TVEC and the database of Registered Institutions at TVEC, altogether there are 4 Technical Colleges and 87 vocational training centres in the Sabaragamuwa Province. Of these 91 centres, only 49 are registered with TVEC. According to the geographical distribution of centres, it was found that Divisional Secretary's Divisions: Kiriella, Ayagama, Elapatha, Opanayake, Kolonne and Bulathkohupitiya do not have Training centres. When course mix is considered, training centres in Ratnapura district have 131 different courses whereas in Kegalle district, there are 119 courses. However, only 13 and 7 courses are accredited in two districts respectively. Current Training supply is estimated as around 7,000 whereas the annual school leavers who do not pursue higher studies were estimated as around 20,000. Capacity building of provincial planning staff was also highlighted.



Specifically, the following development interventions are outlined to be implemented under each objective:

- **Objective 1 :** Provide TVET courses for higher number of youth
  - Establish new rural vocational training centres in Kalawana, Elapatha, Kiriella, Ayagama, Kollone in Ratnapura district, Deraniyagala and Bulathkohupitiya in Kegalle district.
  - Establish a Technical College or District Vocational Training Centre in Dehiowita.
  - Develop new courses in Hotel trades and Event Operator with specialization in Eco Tourism and Adventure Tourism, Agriculture course in Embilipitiya area, Plantation related courses in plantation areas.
  - Introduce Tamil medium courses in training centres which are close to Tamil medium communities.
  - Expand the apprenticeship and on the job training (OJT) Programmes in the province.
- **Objective 2:** Attract more youth to follow TVET courses, reduce dropout rate and manage the courses in full capacity
  - Strengthen Career guidance and counseling programmes in the province.
- **Objective 3:** Improve quality and relevance of TVET courses
  - Register all training centres within a period of one year.
  - Accredite all courses in a four year period.
- **Objective 4:** Meet human resources and skill development requirements of Plantation sector
  - Assign a specialist in plantation to NAITA district office to coordinate community based training and apprenticeship in plantation.
  - Develop teaching & learning resources for Tea Pluckers, Pruners & Rubber Tappers.
- **Objective 5:** Meet human resources and skill development requirements of Gem & Jewellery sector
  - Develop teaching & learning resources for Gem Cutter, Jewellery Maker and Stone Setter and evaluate the Gemology content of curricula.
- **Objective 6:** Improve the employability of TVET graduates
  - Establish programmes for employment placement and entrepreneurship development.
  - Establish a Labour Market Analysis Unit in the Province.
- **Objective 7:** Strengthen Planning unit of the Provincial Council to underpin implementation of TVET programmes in the province
  - Establish Provincial Steering Committee and district skills development committees for the promotion of TVET in the Province.

TVEC will assist to facilitate provincial coordination and work with the Sabaragamuwa Provincial Council and training providers to implement proposals made in this VET Plan.



## **Chapter 1 : Introduction**

### **1.1 Background**

The Tertiary and Vocational Education Commission (TVEC), by virtue of the mandate vested on it through the Tertiary and Vocational Education (TVE) Act No 20 of 1990 shall act in accordance with three (03) objectives as setout below:

- a. Policy development, planning, co-ordination and development of the tertiary education and vocational education at all levels in keeping with human resource needs of the economy
- b. Development of a nationally recognized system for granting of tertiary education awards and vocational education awards including certificates, and other academic distinctions; and
- c. Maintenance of academic and training standards in institutes, agencies and all other establishments providing tertiary education and vocational education.

To ensure that the aforementioned objective (a) is achieved, the TVEC has been engaged in development of Vocational Education and Training (VET) plans for key industry sectors of the economy of Sri Lanka since 1999. In addition, section 11 (4) of the (TVE) Act No. 20 of 1990 requires the TVEC to prepare Provincial Vocational Education and Training Plans on the request made by the Chief Minister of a province for development of tertiary and vocational education in the respective province. Accordingly, on the request of the Chief Minister to the Sabaragamuwa Province and the direction of the Hon. Minister of Vocational and Technical Training and with the assistance of the International Labour Organization (ILO), the TVEC undertook development of a VET plan for the Sabaragamuwa Province. His Excellency the President shall approve such plans with or without amendments in consultation with the Hon. Minister.

### **1.2 Objectives**

The objective of development of a VET plan for the Sabaragamuwa province is primarily to identify the demand for and supply of skills needs in the light of development process in the Sabaragamuwa province to ensure that trained human resource is available for the industry in the province. The other objectives of the exercise are to:

- Conduct a rapid market assessment on vocational and technical education needs of the province, bringing into consideration the future needs of emerging business sectors in the province.

- Develop a technical training forecasting for the next five (05) years, according to market requirements (demand-side) of the Sabaragamuwa province and adjacent districts, taking into consideration the cross border labour migration of youth from Sabaragamuwa.
- Build local capacity in the province and/or the two districts to sustain the Labour Market Information (LMI) and forecasting function to improve VT planning after the VT plans are finalized.
- Advise the province and/or its two districts on the setting up of a VT planning, forecasting and LMI unit/office/cell and train officers in such an entity by including them in the work undertaken under this consultancy (on-the-job training).
- Ensure the LMI and VT planning and forecasting undertaken under this contract is fully linked with both a) provincial/district general planning and b) labour market demand side requirements and changes (e.g. major investments, infrastructure developments and the development of economic growth sectors).
- Assessment of the existing VT courses available in the province and develop recommendations for a potential revision of courses and curricular.
- In consultation with the plantation sector stakeholders, develop a VT plan to address the specific needs of the plantation sector.
- Assess the gem and jewellery sector and develop a VT plan to address the specific needs of the plantation sector.
- At a debriefing meeting with International Labour Organization Youth Empowerment (ILO YE) project, suggest potential future interventions for the YE project to carry forward the recommendations in the two (02) TVEC district VT plans produced under this contract.
- Ensure a strategy for accelerating and sustaining the NVQ accreditation of the VT service providers within the province of Sabaragamuwa which will provide standards/quality assurance of VT services to plantation and non-plantation sector youth alike, during the project period as well as in the future. Ensure a strategy for accelerating and sustaining registration of VT providers.

### **1.3 Benefits of a provincial VET plan**

As a VET plan outlines the strategies to bridge the gap between demand for and supply of skilled human resource, it will provide immense benefits to industries, youth and Technical and Vocational Education & Training (TVET) institutions. VET plan will define the mechanisms to coordinate relevant stake holders and therefore effective coordination could be expected during the implementation of the VET Plan. As a result, TVET institutions will be able to use their resources and conduct their programmes with



The national action plan for youth employment in Sri Lanka, prepared by Ministry of Youth Affairs in cooperation with ILO has introduced '4E' concept, which addresses the issue of reduction of youth unemployment through *employment creation, entrepreneurship, employability and equal opportunities* as core areas of concern. In the process of development of a provincial VET plan, those core areas were also considered in general. Accordingly, the provincial VET plan serves to enhance the anticipated outcomes of the national action plan in the area of TVET.

Following reports were reviewed to extract relevant data for the study:

- National Action Plan for Youth Employment Sri Lanka, Ministry of Youth Affairs, 2007
- National Gem & Jewellery Authority, Exporters' Handbook, February 2008.
- Baseline Survey on Youth Employment in Sabaragamuwa Province of Sri Lanka, Youth Employment Project (ILO/Japan), done by the Sabaragamuwa University of Sri Lanka, November 2008.
- Central Bank Report, 2008
- Sabaragamuwa Development Plan – A Concept Paper, 2008 by University of Kelaniya
- Basic Statistical Information Bulletin ( Sinhala Medium) 2005 – 2008 by Plan Implementation Division, Sabaragamuwa Provincial Council

## **1.5 Limitations**

Preparation of VET plan for Sabaragamuwa province was confined to exploring the said aforementioned industry sectors where the demand for skills generates. From the vocational training supply front, the training network of the province was explored. Accordingly, comparison was confined to demand for supply of skills where proposals for interventions from vocational training network are suggested. Due to the limitation of time and other resources the study had not investigated livelihood training and life skills training that may available in the province. The recommendations are built around reorienting vocational training system in the province to cater skills requirements of the major industry sectors in and outside the province.

## Chapter 2 : Socio-economic Environment of Sabaragamuwa Province

### 2.1 Overview

Sabaragamuwa Province comprises two districts, *Ratnapura* and *Kegalle*. It is the second smallest of the provinces of Sri Lanka with a total land area of 4,900 sq.km and a population 1.949 millions. Table 2.1 makes a comparison of Sabaragamuwa province with other provinces in respect of land area and population.

**Table 2.1 : Land area and population in provinces**

Province	Land area in sq.km	Population'000	Population density
Western	3,641	5,648	1,551
Central	5,580	2,567	460
Southern	5,512	2,391	434
Northern	8,470	1,004	119
Eastern	8,063	1,325	164
North Western	7,747	2,256	291
North Central	10,531	1,173	111
Uva	9,951	1,257	126
Sabaragamuwa	4,900	1,870	382
Total	64,395	19,491	303

*Source: Department of Census and Statistics (Provisional), 2007*

It has a population density of 382 per sq. km which is slightly less than the population densities of Central and Southern provinces.

Ratnapura district has its boundaries as Singharaja forest, Balangoda Hills, Imbulpe and Kuruwita whereas Kegalle district extends up to Rambukkana, Mawanella, Warakapola and Ruwanwella.

### 2.2 Administrative structure

The two districts of the Sabaragamuwa province have 28 divisional secretariats; 17 in Ratnapura and 11 in Kegalle district as detailed in table 2.2 .



**Table 2.2 : Divisional Secretariats in Ratnapura and Kegalle districts**

	<b>Ratnapura district</b>	<b>Kegalle district</b>
1	Eheliyagoda	Kegalle
2	Kuruwita	Deraniyagala
3	Ratnapura	Dehiyovita
4	Imbulpe	Ruwanwella
5	Balangoda	Yatiantota
6	Opanayake	Bulathkohupitiya
7	Pelmadulla	Warakapola
8	Ayagama	Galigamuwa
9	Elapatha	Aranayake
10	Nivithigala	Rambukkana
11	Kahawatte	Mawanella
12	Godakawela	
13	Weligepola	
14	Kalawana	
15	Kolonna Korale	
16	Embilipitiya	
17	Kiriella	

*Source: Sabaragamuwa Provincial Council*

The provincial administration is headed by the Chief Minister. There are five provincial ministries listed below to handle all functions devolved to the province:

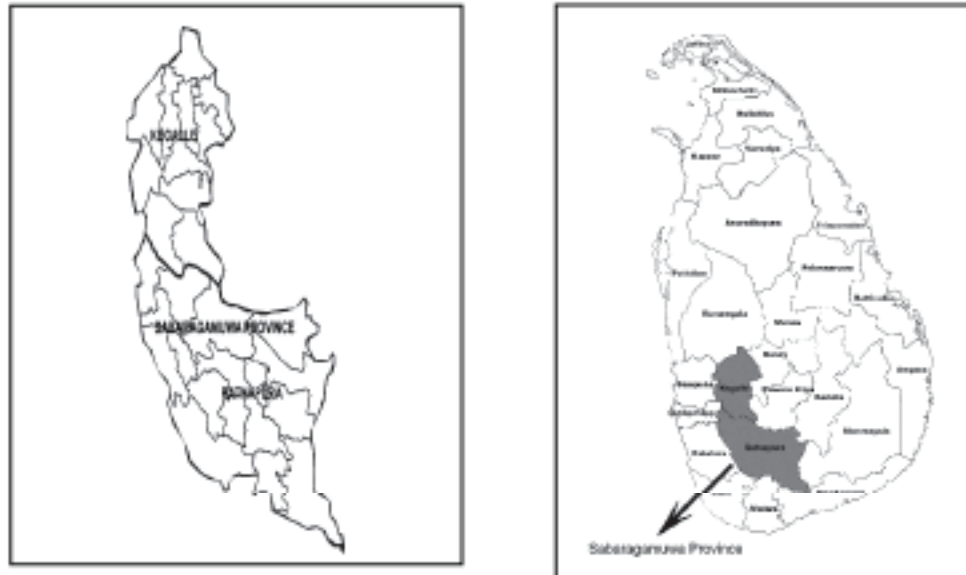
- Chief Ministry and Ministry of Law and Order, Finance and Planning, Local Government, Education and Information Technology, Media, Cultural and Sport affairs, Power, Housing and Construction, Trade and food, Public Transport and Estate Welfare.
- Ministry of Provincial Roads Development, Rural Infrastructure and Tourism.
- Ministry of Health, Indigenous Medicine and Women Affairs.
- Ministry of Lands, Provincial Irrigation, Agriculture, Animal Production and Animal Health, Environment Affairs and Fisheries.
- Ministry of Social Services, Probation and Child Care, Rural Development and Rural Industries.

In addition, each district has a District Secretary/Government Agent to look after the interests of the Central Government.

### 2.3 Geography and climate

Sabaragamuwa Province is situated in the South West part of Sri Lanka with an area of 7.6% of the total land of the country and it is the second smallest of the provinces of Sri Lanka. The total land area of the province is approximately 4,900 sq.km as given in Table 2.1.

Figure 2.1 : Map of the province



Topography is a special concern as over 60% of landmass is of slope in Ratnapura district. Also, majority of forest area and wild life reserves are located in this district, thus limiting its land usage for agriculture and development work. However, the natural environment is conducive for tourism, a definite opportunity of generating wealth in the province.

The rainfall in Ratnapura district records an average of around 4000mm during South West Monsoon (April, May) and around 6000mm during North East Monsoon (September, October). According to the Meteorological Department, a geographic area that experiences annual rainfall over 2500 mm is considered to be a wet zone. This province is therefore in the wet zone. Being in wet zone, particularly the lower part, towards Ratnapura district, there is frequent seepage which may, along with the sloppy topography, attribute to land slides. This is detrimental to the development and therefore, these areas are restricted by the National Building Research Organization (NBRO) for development activities. In both districts, over one third of the respective areas are prone to land slides.

**Table 2.3 : Percentage of area prone to landslides**

District	Percentage area	
	Landslides	High risk
Ratnapura	36.4	27.1
Kegalle	33.4	24.1

Source – LUPPD Kegalle and Ratnapura (Reference: Concept Paper on Sabaragamuwa Development Plan, University of Kelaniya, 2008)

## 2.4 Population

As shown in the table 2.4 below, the population in Ratnapura district is more than that in Kegalle district, nearly one million (1,095,092) in Ratnapura and about 0.8Mn.(813,504) in Kegalle. In terms of ethnicity, Sinhala population in both districts is the highest; about 960,689 (88%) in Ratnapura and 891,051 (86%) in Kegalle. Records of table 2.4 and corresponding chart 2.1 show that women are more than half the population in both districts.

**Table 2.4 : Population in `000**

Ethnic group	Ratnapura	Kegalle
Sinhala	960.69	691.05
Muslims	22.72	51.64
Indian Tamils	75.52	45.27
Sri Lankan Tamils	35.29	15.27
Other	0.88	1.37
Total	1,095.09	804.60

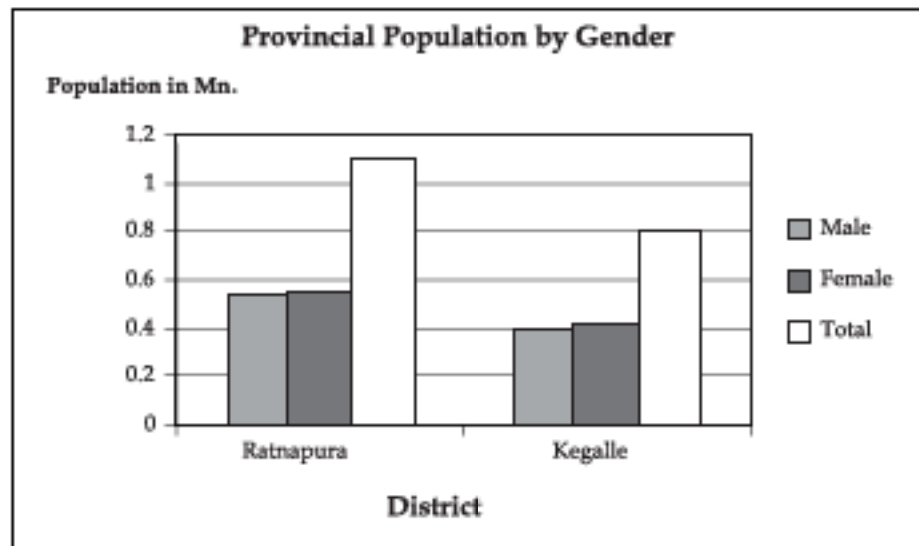
Source – Sabaragamuwa Provincial Council- 2004/2006 statistics

**Table 2.5: Population of province by gender**

District	Male	Female	Total
Ratnapura	540,290	554,802	1,095,092
Kegalle	393,955	410,649	804,604

Source – Sabaragamuwa. Provincial Council- 2004/2006 statistics

**Chart 2.1 – Provincial Population by Gender**



According to the Provincial Council information sources, there are around 50,000 Muslims in Kegalle district with half this number concentrated at Mawanella and around same number of Tamils with Indian Tamils predominating and concentrated at Yatiyantota, Dehiovita, Deraniyagala and Bulathkohupitiya.

The sources further indicate that, in Ratnapura district there are around 75,000 Indian Tamils and the Number of Sri Lankan Tamils is around 35,000 whereas the Muslim community is around 23,000. Indian Tamils are concentrated at Ratnapura Town (around 12,000) and around 600 in each Divisional Secretariat, Kahawatta, Nivithigala, Kalawana, Pelmadulla, Imbulpe, Balangoda and Godakawela.

## **2.5 Household characteristics of the Sabaragamuwa province**

According to the household characteristics published in the Central Bank Annual Report 2008, there is an average of 4.22 persons in a household. As shown in the Table 2.6, number of income receivers per household in the Sabaragamuwa province is 1.64 which is higher than the national average.

**Table 2.6: Household characteristics**

Characteristic	Sabaragamuwa province	All island
Number of individuals per household	4.22	4.31
Number of spending units per household	1.08	1.11
Number of income receivers per household	1.64	1.59

Source: CBSL Annual Report, 2008

Mean income of a household per month in the Sabaragamuwa province is Rs. 12,225.00 which is about Rs. 5,000.00 below the national average income. Average income of per income receiver is Rs. 7,483.00 per month. Details of mean and medium income per month in the Sabaragamuwa province are given in the table 2.7 and 2.8 below.

**Table 2.7 Income – mean income, Rs. per month**

Category	Sabaragamuwa province	All island
Per household	12,225	17,109
Per person	2,894	3,968
Per income receiver	7,483	10,754

Source: CBSL Annual Report, 2008

**Table 2.8 Income – median income, Rs. per month**

Category	Sabaragamuwa province	All island
Per household	8,923	11,350
Per income receiver	5,271	6,975

Source: CBSL Annual Report, 2008

Housing, household amenities and land ownership in the Sabaragamuwa Province are given the table 2.9. There is no significant deviation in these figures from the national averages.

**Table 2.9 Housing, household amenities and land ownership housing conditions, % of households**

Category	Sabaragamuwa province	All island
Own house	90.6	89.2
Brick/ cement block/ cabook/stone wall	80.1	84.6
Cement/ terrazzo/tiled floor	78.0	81.8
Tiles/ asbestos/ concrete roof	79.2	81.1
Availability of electricity, % of households	64.7	74.9



**Table 2.9 Housing, household amenities and land ownership housing conditions, % of households**

<b>Water supply and sanitation, % of households</b>		
Pipe borne water to house	25.1	30.8
Own well	22.7	31.1
Separate water seal toilet	79.3	76.5
Without toilet	2.7	5.6
Household ownership of land, % of households	89.5	91.0

*Source: CBSL Annual Report, 2008*

Availability of household equipment would depict the living condition of the people. In the Sabaragamuwa province, radio, television, sewing machine ownerships are comparable with national averages as shown in the table 2.10. Nevertheless, ownership of telephones, bicycles and motor bicycles, motor vehicles, refrigerators, washing machines, air conditioners and computers are much less than the national averages.

**Table 2.10 Availability of household equipment, % of households**

<b>Category</b>	<b>Sabaragamuwa province</b>	<b>All island</b>
Radio	78.2	78.3
Television	67.6	70.8
Telephone/ cellular phone	13.4	24.5
Bicycle	19.7	46.6
Motor cycle/ scooter	9.4	16.3
Motor car/ van	2.7	5.8
Refrigerator	18.9	29.7
Sewing machine	39.9	43.6
Washing machine	2.2	7.6
Air conditioner	0.1	0.9
Personal computer	1.6	4.1

*Source: CBSL Annual Report, 2008*

## **2.6 Literacy and educational attainment**

Literacy is an important indicator of human resource development and table 2.11 has listed the literacy rate of both Ratnapura and Kegalle district.

**Table 2.11: Literacy rate by district & gender – 2007**

District	Literacy rate		
	Total	Male (%)	Female (%)
Ratnapura	89.3	92.1	86.6
Kegalle	93.9	94.6	93.2
All Island	91.1	92.4	89.9

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces' Districts

According to the table 2.11, literacy rate of Kegalle district is higher than that of Ratnapura. The literacy rate of Kegalle is higher than that of national rate by two digits but that of Ratnapura is lesser than the national literacy rate by two digits. Further, it should be noted that literacy rate of females in Ratnapura is lesser than that of males by 6%.

As literacy and educational attainments are dependent on the school system, number of schools in Ratnapura and Kegalle districts is listed in the Table 2.12 below.

**Table 2.12: Details of schools in Sabaragamuwa province (type & medium)**

Educational institute	Ratnapura	Kegalle
Provincial Sinhala schools	466	413
Provincial Tamil schools	95	96
National level schools (Sinhala)	13	13
National level schools (Tamil)	01	01
Total provincial schools	561	509
Total national schools	14	14
Total number of schools	575	523

Source:: Sabaragamuwa Provincial Council

In Ratnapura district, there are 575 schools. This includes 14 national level schools of which 01 is Tamil. In Kegalle district there are 523 schools with 14 national level schools of which 01 is Tamil. There are 96 Tamil medium schools in each district: Ratnapura and Kegalle.

**Table 2.13: Comparison of Schools with population'000 in two districts**

	Ratnapura	Kegalle
Sinhala population	960.69	691.05
Muslims population	22.72	51.64
Indian Tamils population	75.52	45.27
Sri Lankan Tamils population	35.29	15.27

**Table 2.13: Comparison of Schools with population'000 in two districts**

Other population	0.88	1.37
Total population	1095.09	804.60
Total number of schools	575	523
Population per school	1.905(1,905 per school)	1.538(1,538 per school)
Number of Tamil schools	96	97
Tamil population per school	1.309 (1,309 per school)	1.156 (1,156 per school)

Source: Worked out from table 2.4 and 2.12

Table 2.13 works out population per school and Tamil population per Tamil medium school in both districts. Accordingly, Kegalle district has higher density of schools and higher density of Tamil schools. That may have influenced to have higher literacy rate in the Kegalle district.

Educational attainment of estate and adjacent village youth in Sabaragamuwa province with analyses of district wise, age group wise and gender wise extracted from the Baseline Survey Report conducted by the Sabaragamuwa Youth Employment Project are given below.

**Table 2.14: Educational attainment of estate and adjacent village youth in Ratnapura and Kegalle districts**

Educational attainment	Within the estate (%)		Adjacent villages* (%)	
	Ratnapura	Kegalle	Ratnapura	Kegalle
No schooling – literate	0.3	0.6	-	0.1
No schooling – illiterate	1.7	0.4	0.4	-
Kindergarten – year 5	16.7	13.4	1.0	2.3
Year 6 – 10	44.2	45.6	21.2	14.0
Passed O/L	28.7	30.9	40.4	36.3
Year 12 – A/L	3.0	1.9	9.6	10.0
Passed A/L	5.4	7.2	25.6	34.9
Undergraduate	0.1	0.1	1.0	1.7
Graduate	-	-	0.9	0.6

Source: Baseline Survey Report conducted by the Sabaragamuwa Youth Employment Project, ILO, November 2008

According to the table 2.14, about 18% of plantation population has educational attainment below 6. In adjacent villages (villages around the estates), this percentage is 2%. Among Plantation population, more than 37% have educational achievement above G.C.E (O/L) and adjacent villages, about 57% have same educational attainment.

**Table 2.15: Educational attainment of estate and adjacent village youth by age groups in Ratnapura and Kegalle districts**

Educational attainment	Within the estate (%)		Adjacent villages (%)	
	15<Age < 24	25<Age29	15<Age < 24	25<Age29
No schooling – literate	0.1	0.8	0.1	-
No schooling – illiterate	1.3	1.5	0.3	-
Kindergarten – year 5	12.0	23.4	1.4	1.9
Year 6 – 10	45.2	44.4	17.5	19.3
Passed O/L	32.1	21.6	38.5	37.4
Year 12 – A/L	2.9	3.0	13.0	2.3
Passed A/L	6.1	5.4	27.2	36.7
Undergraduate	0.2	-	1.5	-
Graduate	-	-	0.5	2.3

Source: Baseline Survey Report conducted by the Sabaragamuwa YE Project, ILO, November 2008

The table 2.15 shows that in plantation about 45% of 15 to 24 age group has educational achievement of year 6 to year 10. In adjacent villages, only about 18% of 15 to 24 age group has same educational achievement. In plantation, 32% of year 15 to 24 age group has passed G.C.E (O/L). In adjacent village, 38.5% this age group has passed G.C.E (O/L). This shows that at G.C.E (O/L), there is no significant difference in educational achievement between plantation and adjacent villages. However, majority of plantation workers have not continued beyond G.C.E (O/L). This information will be very useful to plan TVET activities.

**Table 2.16: Educational attainment of estate and adjacent village youth according to gender in Ratnapura and Kegalle districts**

Educational attainment	Within the estate (%)		Adjacent villages (%)	
	Male	Female	Male	Female
No schooling – Literate	0.5	0.2	-	0.2
No schooling – illiterate	1.5	1.2	0.3	-
Kindergarten – year 5	14.8	17.3	2.0	1.0
Year 6 – 10	49.7	38.1	22.2	11.7
Passed O/L	26.0	32.8	41.2	35.3
Year 12 – A/L	2.4	3.5	7.7	11.2
Passed A/L	5.1	6.6	24.5	38.4
Undergraduate	-	0.2	1.2	0.8
Graduate	-	-	0.8	1.3

Source: Baseline Survey Report conducted by the Sabaragamuwa YE Project, ILO, November 2008

Table 2.16 shows that in plantation, 49% of males and 38% of female have educational achievement of year 6 to year 10. Here 26% of males and 32% of females have passed G.C.E (O/L). In adjacent villages, G.C.E (O/L) slot has higher pass rate of 41% of males and 35% females. As a result, year 6 to year 10 slot in adjacent village has got lower pass rate with 22% of males and 11% females. Here, it should be noted that in



plantation sector passed G.C.E (O/L) slot is thinner and it may be due to high drop out of plantation youth from school before Year 10. Above baseline survey has analyzed the reasons for school dropout and it was found that the major reason for school dropout is economic hardship. According to the survey, about 55% of plantation children and 32% of children in adjacent villages have dropped out from schools due to economic hardship.

Educational achievement at G.C.E (O/L) and G.C.E (A/L) obtained from the school statistics given by the Department of Examinations are given in the table 2.17.

**Table 2.17: G.C.E (O/L) and G.C.E (A/L) performance in Sabaragamuwa province**

G.C.E (O/L)											
District	2005			2006			2007			Average	
	Sat	Pass	%	Sat	Pass	%	Sat	Pass	%	Sat	Pass
R'Pura	19,311	6,967	36	19,327	6,604	34	19,193	7,750	40	19,277	7,107
Kegalle	13,295	5,105	38	12,400	4,803	38	13,109	5,794	44	12,935	5,234
Province	32,606	12,072		31,727	11,407		32,302	13,544		32,212	12,341
G.C.E (A/L)											
R'Pura	10,893	6,910	63	11,171	7,263	65	10,963	7,133	65	11,010	7,102
Kegalle	8,849	5,521	62	8,949	5,566	62	9,203	5,727	62	9,000	5,605
Province	19,742	12,431		20,120	12,829		20,166	12,860		20,010	12,707

Source- Department of Education (Extracted), 2008

According to above school statistics, G.C.E (O/L) pass rate is higher in Kegalle district whereas Ratnapura district records higher pass rate in G.C.E (A/L). In order to find out the factors that influence on differentiation of pass rate in two districts, it may be necessary to analyze secondary school system in the Sabaragamuwa Province. These pass rates were used to estimate the number of school leavers as depicted in Table 2.18. Accordingly, about 38,000 students do not get qualified for the higher level of studies in the school system and university system in Sri Lanka. If it is assumed that 60% of students at G.C.E(O/L) and G.C.E(A/L) do not get enrolled for G.C.E (O/L) and G.C.E(A/L) and leave the schools, it is estimated that 13,268 students in Ratnapura district and 9,516 students in Kegalle district leave the schools per annum. They will be the potential target group for vocational and technical training in the province.



**Table 2.18: School dropout in Sabaragamuwa province**

Status	Ratnapura	Kegalle
G.C.E (O/L), not qualified for G.C.E (A/L)	12,170	7,701
G.C.E (A/L), not passed	3,908	3,395
G.C.E (A/L) not selected to the University 85% of passed	6,036	4,764
Total not qualified for higher level	22,114	15,860
Number leave the school (It is assumed 60% gives up the repeat and leave the school system)	13,268	9,516

Source: Worked out from the table 2.17

## 2.7 Employments in different economic sectors

Employments in agricultural, industrial and service sectors are given in table 2.19. Accordingly, Ratnapura has a dominant agricultural sector and Kegalle has a dominant service sector.

**Table 2.19: Percentage distribution of employed population by major industry group by district -2007**

District	Total (%)	Major sector		
		Agriculture (%)	Industries (%)	Services (%)
Ratnapura	100.0	43.3	25.9	30.8
Kegalle	100.0	30.7	29.5	39.9
All Country(all districts)*	100.0	31.3	26.6	42.1

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces' Districts

Another dimension of provincial economy is formal and informal sectors. Except estate plantation, agricultural sector is dominant with informal operation. It is a known fact that industry sectors and service sectors are more formally organized than the agricultural sector. However, in Sabaragamuwa province, informal sector is dominant in non agricultural sectors too. Thus, as shown in Table 2.20, 62.5% and 51.9% of non agricultural sector Employment in Ratnapura and Kegalle districts respectively are in informal sectors.

**Table 2.20: Percentage distribution of informal sector employment in non agricultural sector -2007**

District	Percentage (%)
Ratnapura	62.5
Kegalle	51.9
Total (all districts)*	52.1

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces' Districts

**Table 2.21: Classification of employment according to the status and sectors**

Province	Total	Employee			Employer	Own account worker	Unpaid family worker
		Total	Public	Private			
Sabaragamuwa	812,552	454,158	81,243	372,915	17,928	270,603	69,863
Total*	7,041,874	3,976,624	968,525	3,008,099	200,378	2,140,139	724,733

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces

**Table 2.22: Classification of employment according to the status and sectors- male**

Province	Total	Employee			Employer	Own account worker	Unpaid family worker
		Total	Public	Private			
Sabaragamuwa	534,507	291,731	44,983	246,748	16,114	206,686	19,976
Total*	4,653,067	2,660,635	560,856	2,099,779	183,510	1,603,039	205,883

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces

**Table 2.23: Classification of employment according to the status and sectors- female**

Province	Total	Employee			Employer	Own account worker	Unpaid family worker
		Total	Public	Private			
Sabaragamuwa	278,045	162,427	36,260	126,167	-	63,917	49,887
Total*	2,388,807	1,315,989	407,668	908,320	-	537,100	518,850

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces

According to table 2.21, 2.22 and 2.23, there is a high percentage of employees in private sector in the Sabaragamuwa province. In fact, 8.3% of public sector employees are in the Sabaragamuwa province. Of them 55.4% are males and 44.6% are females.

## 2.8 Unemployment trends

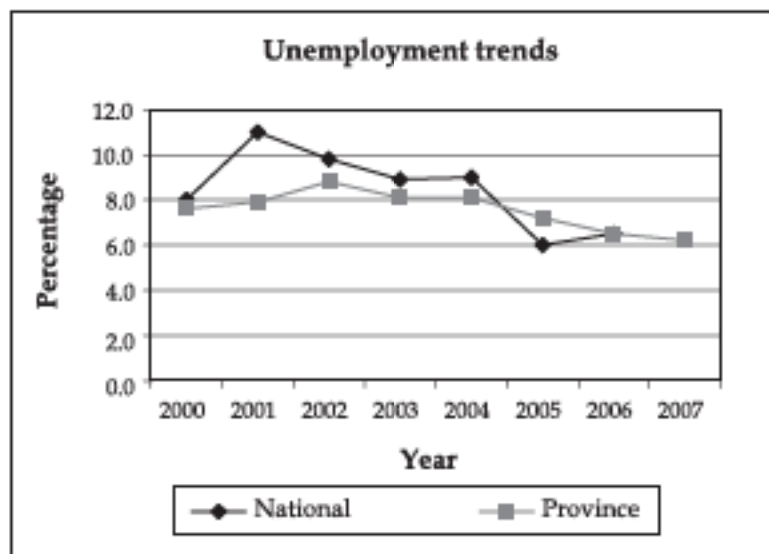
Unemployment rate is the ratio of number unemployed to the total number in the labour force with in a specified period of time, generally a year.

**Table 2.24: Unemployment trends in Sri Lanka and Sabaragamuwa province**

Year	National rate of unemployment	Rate of unemployment in Sabaragamuwa province
2000	7.6	8%
2001	7.9	11%
2002	8.8	9.8%
2003	8.1	8.9%
2004	8.1	9%
2005	7.2	NA
2006	6.5	6.5%
2007	6.0	6.2%

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007 \*Except Northern and Eastern Provinces

**Chart 2.2 : Unemployment trends**



Above table 2.24 and corresponding chart show that in recent past, after 2004, there has been a declining trend in both national rate of unemployment and rate of unemployment in the Sabaragamuwa province.

**Table 2.25: Unemployment rates by province -2007**

Province	Unemployment rate (%)
North Central	4.5
Uva	4.8
Western	5.6
North western	5.8
Central	5.8
Sabaragamuwa	6.2
Southern	8.5

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007

\*Except Northern and Eastern Provinces

When unemployment rates in 7 provinces except north and eastern provinces are considered, Sabaragamuwa province has second highest unemployment rate just 2 digits below the Southern province unemployment rate. Further, when unemployment rate of two districts are considered, Ratnapura and Kegalle districts have 6.3% and 6.1% unemployment rate respectively.

**Table 2.26: Unemployment rates by district- 2007**

District	Unemployment rate (%)
Ratnapura	6.3
Kegalle	6.1
Total (all districts)*	6.0

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007, \*Except Northern and Eastern Provinces' Districts

The baseline survey of the YE Project of ILO has identified employment and unemployment details for plantation and adjacent villages in the Sabaragamuwa province separately. Relevant table of the survey report is reproduced below. However, this survey results are what were claimed by the respondents in the sample. That may be the reasons for figures to be higher than unemployment rates published by the Department of Census and Statistics. But, these tables are useful to understand the trends in self employment in two districts.

**Table 2.27: Unemployment rate by level of education**

Province	Level of education				
	Total	Below grade 5	Grade 5-9/ year 6- 10	G.C.E (O/L) /	G.C.E (A/L)
Total*	6.0	1.3	5.2	8.2	11.8
Western	5.6	-	5.2	6.2	7.4
Central	5.8	-	5.4	11.0	13.5
Southern	8.5	-	7.2	12.1	17.9
North Western	5.8	-	5.0	9.6	12.2
North Central	4.5	-	3.1	-	17.1
Uva	4.8	-	4.8	-	17.9
Sabaragamuwa	6.2	-	4.3	10.7	16.7

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007 \*Except Northern and Eastern Provinces

Table 2.27 shows that unemployment according to educational levels. It shows that major share of unemployment is in G.C.E (O/L) and G.C.E (A/L) categories.

**Table 2.28 Unemployment rate by age group by province**

Province	Age group				
	Total	15-19	20-24	25-29	30 & over
Total*	6.0	21.6	21.1	9.4	2.0
Western	5.6	24.0	17.5	7.0	2.4
Central	5.8	18.3	19.6	10.4	1.7
Southern	8.5	29.9	31.1	15.4	2.6
North Western	5.8	17.9	21.3	10.1	1.8
North Central	4.5	-	19.9	-	-
Uva	4.8	-	19.7	-	-
Sabaragamuwa	6.2	27.8	22.6	10.4	1.8

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007, \*Except Northern and Eastern Provinces

When unemployment in different age group in the Sabaragamuwa is considered, 15 to 19, 20 to 24 and 25 to 29 age groups have 27.8%, 22.6% and 10.4% unemployment. This shows that youths have higher unemployment rate than other age groups. Also, it is noted that with age group increase, there is a decrease in unemployment. In other words, as they acquire experience / skills, chances of employment are more.

**Table 2.29: Currently employed persons by occupation groups (based on ISCO88) by province**

Occupation group	Sabaragamuwa		Total ( all provinces) *	
	Number	%	Number	%
Senior officials and managers	-		123,290	1.75%
Professionals	38,057	4.68%	366,668	5.21%
Technical and associate professionals	23,907	2.94%	381,596	5.42%
Clerks	18,612	2.29%	283,703	4.03%
Proprietors and managers of enterprises	53,317	6.56%	494,515	7.02%
Sales and service workers	38,682	4.76%	508,488	7.22%
skilled agricultural and fishery workers	200,330	24.65%	1,503,669	21.35%
Craft and related workers	145,944	17.96%	1,201,598	17.06%
plant and machine operators and assemblers	45,254	5.57%	563,927	8.01%
Elementary occupations	238,245	29.32%	1,574,113	22.35%
Unidentified	-		40,306	0.57%
Total employed person	812,552	100.00	7,041,874	100.00%

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007 \*Except Northern and Eastern Provinces

*Note: It has to be noted here that these occupation groups are based on ISCO – 88, however, they are not necessarily the major groups of ISCO -88 classifications.*

The table 2.29 has analyzed employees in different occupational groups. Accordingly, there are 24.65%, 17.96% and 29.32% employees in skilled agricultural, craft related and elementary occupational groups respectively.

Corresponding national figures of these occupational groups are 21.35%, 17.06% and 22.35%. Comparison of these provincial figures with national figures shows that percentage of skilled agricultural workers is slightly higher than relevant national figures and percentage of elementary workers is significantly higher than national figures. Vocational skills and qualifications requirement of these occupational groups could be addressed by the VET plan. Further, as a measure of promoting decent work,



it is necessary to formalize elementary work through identification of skill profiles and developing qualifications for elementary occupations.

**Table 2.30 : Currently employed persons by industry group (based on ISIC third revision) in the Sabaragamuwa province**

Industry Group	Sabaragamuwa		Total (all provinces)*	
	Number	%	Number	%
Agriculture forestry and fishery (A,B)	310,489	38.21%	2,202,098	31.27%
Manufacturing (D)	136,876	16.85%	1,331,368	18.91%
Constructing, mining & quarrying, electricity, gas and water supply (C,E,F)	85,149	10.48%	542,389	7.70%
Wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods (G)	81,862	10.07%	932,094	13.24%
Hotels and restaurants (H)	12,056	1.48%	118,516	1.68%
Transport, storage and communication (I)	40,052	4.93%	456,804	6.49%
Financial intermediation real estate, renting and business activities (J,K)	13,096	1.61%	215,217	3.06%
Public administration and defence, compulsory social security (L)	35,329	4.35%	433,031	6.15%
Education (M)	28,806	3.55%	259,489	3.68%
Health and social work (N)	11,732	1.44%	115,943	1.65%
Other community, social and personal service activities, extra territorial organization & bodies (O,Q)	-		104,601	1.49%
Private households with employed persons (P)	-		87,381	1.24%
Miscellaneous labour work	43,861	5.40%	219,692	3.12%
Industries not adequately described	-		23,168	0.33%
<b>Total</b>	<b>812,552</b>	<b>100.00%</b>	<b>7,041,874</b>	<b>100.00%</b>

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007 \*Except Northern and Eastern Provinces

The table 2.30 has analyzed employees in different industry groups. Accordingly, there are 38.21%, 16.85% and 10.48% and 10.07% of employees in agriculture forestry and

fishery (A,B), manufacturing (D), constructing, mining & quarrying, electricity, gas and water supply (C,E,F) and wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods (G). Corresponding national figures of these industry groups are 31.27%, 18.91% and 7.70% and 13.24%. Comparison of these provincial statistics with that of national shows that percentage of agricultural and fisheries industry group is higher than relevant national figures by 7 digits. Further, percentage of workers in manufacturing industry group is lesser than national figures by two digits. Construction and mining has higher percentage of employees and wholesale and retails work groups has lesser percentage of employees. When percentage of workers in hotel & tourism is considered, it is comparable with national figures. TVET sector has widespread training delivery in manufacturing and construction related occupations. Nevertheless, National Vocational Qualification (NVQ) framework has not yet developed sufficient number of qualifications for agriculture and wholesale and retail trade industry sectors. In development and implementation of this VET plan, it is necessary to explore the possibility of establishing training in these areas.

**Table 2.31 : Youth employment status by district in Sabaragamuwa province**

Employment Status	Estate		Adjacent	
	Ratnapura	Kegalle	Ratnapura	Kegalle
Employed	78.6%	83.1%	69.5%	56.7%
Self Employed	5.4%	4.3%	19.7%	6.0%
Unemployed	15.9%	12.6%	10.8%	37.3%

Source: Baseline Survey Report conducted by the Sabaragamuwa Youth Employment Project, ILO, Year

According to above table 2.31, there is significantly high self employment in the Ratnapura district. That may be due to self employment related with gem trade in the Ratnapura district. Further, this table shows that unemployment among youth in adjacent village in Kegalle district is very high.

**Table 2.32: Youth employment status by gender in Sabaragamuwa province**

Employment Status	Estate		Adjacent	
	Male	Female	Male	Female
Employed	87.7%	69.1%	68.1%	51.7%
Self Employed	4.1%	6.0%	14.8%	7.9%
Unemployed	8.2%	24.9%	17.1%	40.4%

Source: Baseline Survey Report conducted by the Sabaragamuwa Youth Employment Project, ILO, Year

Above table 2.32 shows that female employment in adjacent villages is very low. Further, it shows that self employment of male in adjacent villages is very high.

**Table 2.33: Provincial rate of unemployment by employment status -2007**

Province	Unemployment rate	Employment status				
		Total	Paid employee	Employer	Own account worker	Unpaid family worker
Total	6.0	100.0	56.5	2.8	30.4	10.3
Western	5.6	100.0	67.4	4.4	23.7	4.5
Central	5.8	100.0	60.4	2.0	26.4	11.2
Southern	8.5	100.0	55.8	2.3	32.5	9.4
North Western	5.8	100.0	52.5	3.5	34.7	9.3
North Central	4.5	100.0	32.7	1.0	41.7	24.6
Uva	4.8	100.0	38.9	0.6	37.2	23.4
Sabaragamuwa	6.2	100.0	55.9	2.2	33.3	8.6

Source: DoC&S Sri Lanka Labour Force Survey Final Report, 2007 \*Except Northern and Eastern Provinces

Employment could be categorized as paid employment, employers, own account workers and unpaid family workers. Percentage distribution of those categories in different province is given in the Table 2.33. In Sabaragamuwa province, main employee group; paid employee is 55.9%. In addition, Sabaragamuwa province has 2.2% employers, 33.3% of own account workers and 8.6% of family workers.

## 2.9 Socio- economic data collection and analysis

The provincial council's planning unit collects and analyzes demographic and economic data of the province and make available for reference through various publications. However, the unit has not been adopting latest methods of collecting data pertaining to labour market demand and supply that underpins TVET and other socio-economic planning in the province. Hence, there is a need of strengthening the provincial planning unit in terms of capacity building of staff in the areas of LMI/LMA.

The staff of the provincial council office must be given on -the -job training (OJT) in a reputed institution in collection, analysis and presentation of labour market data. This measure will sustain availability of current data on labour for planning purposes in the future.

## Chapter 3: Human Resource Profile of Industry Sectors

### 3.0 Overview

Human resource profile of agricultural, industrial and services sectors have been already analyzed in the chapter 2, based on the secondary information obtained from the Central Bank Annual Report 2008 and other data sources. In chapter 3, it is expected to analyze key industry sectors in the Sabaragamuwa province. As identified in the Terms of Reference (ToR) of this study and explained in the methodology, key industry sectors in the Sabaragamuwa province are:

- Plantation sector;
- Hotel & tourism sector; and
- Gem & jewellery sector.

Services of following professionals were obtained to prepare sector reports for above industry sectors.

- |                          |   |  |
|--------------------------|---|--|
| • Plantation sector      | - | Mr.J.W.Y.K.De Silva, Regional Director,<br>PHDT, Ratnapura       |
| • Hotel & tourism sector | - | Mr. Iraj Ratnayake, Senior Lecture<br>University of Sabaragamuwa |
| • Gem & jewellery        | - | Prof. P.G.R.Dharmaratne,<br>University of Moratuwa               |

Thereafter, those reports were validated at respective workshops held with participation of senior professionals, working in these industries in the Sabaragamuwa province. In addition, two more sector workshops were held for other industries and services and TVET Institutions. At these workshops, occupational profiles, expert rating on human resource excesses/ shortages, labour turnover, re-entry and new- entry rates were identified. Based on those expert ratings, human resource demand, shortages and excesses have been forecasted.

### 3.1 Plantation sector

Nearly 70% of the land area in this province could be considered as agricultural land covered with plantation crops. It has been contributing to the development process with perennial crops of tea and rubber.

The table 3.1.1 depicts land usage for plantations in two districts. It shows that rubber remains the major crop with land use of 75,752 hectares in the province followed by paddy cultivation as a whole.



**Table 3.1.1: Land usage in Sabaragamuwa province in hectares**

Plantation	District		Total in province
	Ratnapura	Kegalle	
Tea	28,241	5,461	33,702
Rubber	29,979	45,773	75,752
Coconut	16,879	21,588	38,467
Paddy	27,519	15,872	43,391
Vegetable	4,661	982	5,643
Other Crops	3,378	20	3,398

Source: (1998 – 2003) Agriculture Division, Sabaragamuwa Province

There are mainly ten (10) plantation companies that are called Regional Plantation Companies (RPC) in the Sabaragamuwa province, five in each district as details, given in table 3.1.2 below.

**Table 3.1.2: Major plantations companies in the Sabaragamuwa province**

District	
Ratnapura	Kegalle
Agalawatte	Bogawanthalawa
Balangoda	Kelani Valley
Hapugastenne	Lalan Rubber
Kahawatte	Malwatte Valley
Pussellewa	Pussellawa

Source – PHDT Database

Land extends belonging to those plantation companies are given below.

**Table 3.1.3: Land extent belonging to plantation companies**

District	RPC	Land of tea ( ha)	Land of rubber (ha)
Ratnapura	Hapugastenne	2,102	801
	Balangoda	2,344	1,856
	Kahawatte	2,068	1,727
	Agalawatte	227	2,812
	Pussallawa	405	1,882
<b>Ratnapura Total</b>		<b>7,146</b>	<b>9,078</b>
Kegalle	Bogawanthalawa	499	4,856
	Malwatte Valley	-	2,394
	Kelani Valley	773	4,223
	Kegalle	688	3,166
<b>Kegalle Total</b>		<b>1,960</b>	<b>14,439</b>
<b>Provincial Total</b>		<b>9,106</b>	<b>23,717</b>

Source:: PHDT Database



According to the PHDT database, there are 46 estates in Ratnapura of which 13 have more than 500 hectares. Kegalle also has 46 estates of which 14 have more than 500 hectares as given in table 3.1.4 below.

**Table 3.1.4: Distribution of estates by extent**

Area in hectares	Number of estates		Province
	Ratnapura	Kegalle	
0 - 50	-	-	-
51 - 100	-	2	2
101-500	33	30	63
Over 500	13	14	27

Source:: PHDT Database

Though estates plantation is a dominant agricultural system, larger extent of plantation is owned by small holders. Table 3.1.5 shows that small holders own major share of plantation in both Kegalle and Ratnapura districts.

**Table 3.1.5: Ownership of plantations**

Ownership	Ratnapura	Kegalle	Province
Small holdings	46,213	67,214	113,427
Plantation Companies	16,224	17,372	33,596

Source:: Sabaragamuwa Provincial Council

The texts follow on, analyze in detail of rubber, tea and other crops in terms of human resources profiles, employer perception on human resource needs etc

### 3.1.1 Rubber industry

#### a. Human resource profile

At the workshop with managers and superintendents of rubbers estates and small holders in rubber plantations, following non managerial rubber sector occupations were identified.

**Table 3.1.6: Non managerial occupations of rubber plantation**

Craft occupation	Supervisory occupation	Supporting occupation
Tapper	Junior assistant supervisor (field/ factory)	Assistant clerk
General sundry worker	Assistant supervisor (field/ factory)	Senior assistant clerk
Replanting worker	Field officer	Chief clerk
Nursery worker	Factory officer	Junior assistant (clerk)
Sprayers		Motor mechanic
Factory worker		Drivers
Worker supervisor (kankani)		Welfare supervisor
Watchers		Crèche attendant
Factory mechanic/electrician		Mid wife
		Estate medical assistant

Source:: Plantation sector workshop held on 16.01.2008

Of the occupation categories in rubber plantation, tapper remains the key worker category. Other occupations belonging to the field; nursery workers, replanting workers and spraying workers do not normally work continuously. Instead, these workers get involved in other associated works generally needed. Therefore, they come under a common category called general sundry workers. Apart from field work, general administration requires occupations such as watcher, driver, crèche attendant, midwife in the lower ranks while chief clerk, assistant clerk, Senior assistant clerk, junior assistant clerk, welfare supervisor and estate mechanic assistant in higher ranks. Factory officer, factory worker and factory mechanic occupations are the positions in the factory environment.

#### **b. Worker requirement for rubber plantation**

According to the plantation standards, standard labour requirement for rubber cultivation is 0.75 workers per hectare. Therefore, total worker requirement for 75,815 ha of rubber plantations in Sabaragamuwa province is 56,814 workers. Based on this estimate, district wise labor requirement is calculated and given in the Table 3.1.7

**Table 3.1.7: Worker requirement of rubber plantation**

Plantation	District		Total in province
	Ratnapura	Kegalle	
Land ( ha)	29,979	45,773	75,752
Worker requirement ha x 0.75	22,484	34,330	56,814

Source:: Plantation Standards-PHDT

In craft and field levels, key occupations in rubber plantation are tapper and sundry worker. In order to estimate requirements of these worker categories, a sample requirement was identified for 100 ha and then it was extrapolated to total land extent as detailed in table 3.1.8.

**Table 3.1.8: Worker requirement in key occupation categories**

Occupation category	Workers per 100 hectares	Requirements in Ratnapura		Requirements in Kegalle	
		Land (ha)	Workers	Land (ha)	Workers
Tapper	38.5	29,979	11,541	45,773	17,622
Sundry worker*	23.0		6,895		10,527

Source:: Sample survey done by TVEC

**c. Employer perceptions on human resource demand**

At the workshop of rubber sector, shortages/excesses, annual labour turnover, rate of re-entrants and new entrants were identified based on expert opinions expressed by the participants. Based on those expert ratings, labour excesses and shortages were forecasted as details given in the Table 3.1.9 and 3.1.10 below.

**Table 3.1.9: Human resource forecast based on employer perceptions - craft and supervisory occupations in rubber plantation**

Occupation	Excess (+) / shortage (-) (a)	Annual labour turnover (b)	Re entrants (c)	New entrants (d)	Excess/shortage percentage = a-b+c+d		
					2010	2011	2012
Tapper	- 50% (s)	5 - 10 %	10%	1-2%	-46	-42	-38
General sundry worker	-40%	20%	10%	5%	-45	-50	-55
Replanting	-40%	10%	5%	2%	-43	-46	-49
Nursery	30%	10%	5%	2%	+33	+36	+39
Sprayer	- 35%	2%	0.5%	0%	-36.5	-38	-39.5
Factory worker	- 20%	2%	5%	3%	-14	-8	-2
Worker supervisor (Kankani)	+ 5-10%	1%	0%	0%	+4 - 9	+3 - 8	-2 - 7
Watchers	+ 5-10%	1%	0%	0%	+4 - 9	+3 - 8	-2 - 7
Junior assistant supervisor (field/ factory)	- 10%	0%	0%	2%	-8	-6	-4
Assistant supervisor (field/ factory)	-2%	0%	0%	0%	-2	-2	-2
Field officer		0.5%					
Factory officer		0.5%					
Factory mechanic/electrician	-10%	0.5%	0%	1%	-9.5	-9	-8.5

Source: Plantation sector workshop held on 16.01.2008

**Table 3.1.9 a: Human resource shortage**

Occupation	Requirement *	Current stock	Human resource shortage
Tappers	29,163	29,163 x 50%=14,582	29,163 - 14,582 = 14,581
Sundry Workers	17,422	17,422 x 60%=10,453	17,422 - 10,453 =6,969

Source: Workout from table 3.1.8 & 3.1.9

**Table 3.1.10: Human resource forecast based on employer perceptions – supporting occupations in rubber plantation**

Occupation	Excess (+) / shortage (-) (a)	Annual labour turnover (b)	Re entrants (c)	New entrants (d)	Excess/shortage percentage = a-b+c+d		
					2010	2011	2012
Drivers		2%		2%			
Motor mechanic	-5%	0.5%	0%	1%	-4.5	-4	-3.5
Junior assistant (clerk)	-2%			1%	-1	0	+1
Assistant clerk	-2%			1%	-1	0	+1
Senior assistant clerk	-5%			1%	-4	-3	-2
Chief clerk							
Estate medical assistant	-20%	1%			-21	-22	-23
Welfare supervisor	-5%			1%	-4	-3	-2
Creech attendant							
Mid wife	-15%				-15	-15	-15

Source:: Plantation sector workshop held on 16.01.2009

According to the above table, human resource availability in different occupation in the current year (2009) is given below.

- Around (~ 50%) shortage of employees is observed in occupations of tapper, replanter, general sundry worker, nursery worker and sprayer.
- Around (~ 20%) shortage of employees is observed in the occupation of factory worker.
- Around (~2%) shortage of employees is observed in all other occupations given in table 3.5 below.
- Around (~ 10%) labour turnover is observed in occupations of tapper, replanter, general sundry worker and nursery worker categories.

#### **d. Employer perception on competency shortage**

In addition to human resource requirements, workshop was focused to identify the shortage of competencies of currently employed rubber sector workers. Those shortages are recorded under skill, knowledge and attitude as presented in table 3.1.11 and 3.1.12.

**Table 3.1.11: Employer perceptions on competency shortages in craft and supervisory occupations in rubber plantation**

Occupation	Competency shortage		
	Skills	Knowledge	Attitude
Tappers	25%	40%	30%
General sundry worker	75%	75%	60%
Sundry worker (re planting (same for tea)	40%	40%	60%
Nursery	25%	30%	60%
Sprayers	50%	40%	60%
Factory worker	50%	40%	60%
Worker supervisor ( Kankani)	60%	60%	80%
Watchers	80%	60%	40%
Junior assistant supervisor (field/ factory)	25%	25%	40%
Assistant supervisor (field/ factory)	25%	25%	40%
Field officer	25%	40%	60%
Factory officer	60%	60%	70%
Factory mechanic/electrician	50%	50%	60%

Source: Plantation sector workshop held on 16.01.2009

**Table 3.1.12: Employer perceptions on competency shortages in supporting occupations in rubber plantation**

Occupation	Competency shortage		
	Skills	Knowledge	Attitude
Drivers	90%	75%	80%
Motor mechanic	50%	50%	75%
Junior assistant (clerk)	25%	50%	60%
Assistant clerk	25%	50%	60%
Senior assistant clerk	35%	60%	70%
Chief clerk	50%	60%	70%
Estate medical assistant	50%	40%	40%
Welfare supervisor	60%	60%	75%
Crèche attendant	50%	50%	60%
Mid wife	70%	70%	70%

Source: Plantation sector workshop held on 16.01.2009

According to above table, all the occupation categories have shortage of skills, knowledge and attitude in current staff. These skills, knowledge and attitude are



directly related to the productivity of the sector. Therefore, it is needed to develop training programmes to train current staff too.

### 3.1.2 Tea industry

#### a. Human resource profile

At the workshop with managers and superintendents of tea estates and small holders in tea plantations, following non managerial tea sector occupations were identified.

**Table 3.1.13: Occupational Map of Tea Plantation**

Craft occupation	Supervisory occupation	Supporting occupation
Plucker (tea harvester)	Assistant supervisor (field/ factory)	Estate medical assistant
General sundry worker	Field officer	Welfare supervisor
Pruner	Factory officer	Crèche attendant
Sprayer	Junior assistant supervisor (field/ factory)	Mid wife
Factory workers	Chief clerk	Drivers
Worker supervisor (Kankani)	Senior assistant clerk	Motor mechanic
Watchers	Assistant clerk	
Factory mechanic/electrician	Junior assistant clerk	

*Source: Plantation sector workshop held on 16.01.2009*

Of the occupation categories in tea plantation, plucker remains the major employment. Other occupations pertaining to the tea industry such as pruners, sprayers, replanting workers and spraying workers do not normally work continuously. Instead, these workers get involved in other associated works in irregular basis. Therefore, they come under a common category called general sundry worker.

Apart from field work, general administration requires occupations such as watcher, driver, crèche attendant, midwife in the lower ranks while chief clerk, assistant clerk, senior assistant clerk, junior assistant clerk, welfare supervisor and estate mechanic assistant in higher ranks. Factory electrician and factory mechanic occupations are practiced in the factory set up.

#### b. Worker requirement for tea plantation

According to the plantation standards, standard labor requirement for tea cultivation is 2.3 workers per hectare. Therefore, total worker requirement for 33,702 ha of tea plantations in Sabaragamuwa province is 77,515 workers. District wise estimated labor requirement is given in the table 3.1.14 .

**Table 3.1.14: Estimated worker requirement for tea plantation**

Plantation	District		Total in province
	Ratnapura	Kegalle	
Land (ha)	28,241	5,461	33,702
Worker requirement ha x2.3	64,954	12,561	77,515

Source:: Plantation Standards

At craft and field levels, key occupations in tea plantation are plucker, pruner, sundry workers and work supervisor. In order to estimate requirements of those worker categories, a sample requirement was identified for 100 ha and then it was extrapolated to total land extend as detailed in table 3.1.15 below.

**Table 3.1.15: Worker requirement in key occupation categories**

Occupation Category	Workers per 100 Hectares	Requirements in Ratnapura		Requirements in Kegalle	
		Land (ha)	Workers	Land (ha)	Workers
Plucker	186	28,241	52,528	5,461	10,157
Sundry Worker	50		14,120		2,730

Source:: A sample survey done by TVEC

### c. Employer perceptions on human resource demand

At the workshop of tea sector, shortages/excesses, annual labour turnover, rate of re-entrants and new entrants were identified based on expert opinions expressed by the employers. Based on those expert ratings, labour excesses and shortages were forecasted as details given in the table 3.1.16 and 3.1.17 below.

**Table 3.1.16: Human resource forecast based on employer perceptions - craft and supervisory occupations in tea plantation**

Occupation	Excess (+) / shortage (-) (a)	Annual labour turnover (b)	Re entrants (c)	New entrants (d)	Excess/shortage percentage= a-b+c+d		
					2010	2011	2012
Plucker (tea harvester)	- 45% (s)	5 - 10 %	3-5%	1-2%	-47	-49	-51
General sundry worker	-25%	15%	10%	5%	-25	-25	-25
Pruners	- 50%	2%	0.5%	0%	-51.5	-53	-54.5
Sprayers	- 35%	2%	0.5%	0%	-36.5	-38	-39.5
Factory workers	- 10%	2%	5%	3%	-4	+2	+8
Worker supervisor (Kankani)	+ 5- 10%	1%	0%	0%	+4 - 9	+3 - 7	+2 - 6
Watchers	+ 5- 10%	1%	0%	0%	+4 - 9	+3 - 7	+2 - 6

**Table 3.1.16: Human resource forecast based on employer perceptions - craft and supervisory occupations in tea plantation**

Junior assistant supervisor (field/ factory)	- 5%	0%	0%	2%	-3	-1	+1
Assistant supervisor (field/ factory)	-2%	0%	0%	0%	-2	-2	-2
Field officer		0.5%					
Factory officer		0.5%					
Factory mechanic/ electrician	-10%	0.5%	0%	1%	-9.5	-9	-8.5

Source:: Plantation sector workshop held on 16.01.2009

**Table 3.1.17: Human resource forecast based employer perceptions - supporting occupations in tea plantation**

Occupation	Excess (+) / shortage (-) (a)	Annual labour turnover (b)	Re entrants (c)	New entrants (d)	Excess/shortage percentage = a-b+c+d		
					2010	2011	2012
Drivers		2%		2%			
Motor mechanic	-5%	0.5%	0%	1%	-4.5	-4	-3.5
Junior assistant (clerk)	-2%			1%	-1	0	+1
Assistant clerk	-2%			1%	-1	0	+1
Senior assistant clerk	-5%			1%	-4	-3	-2
Chief clerk							
Estate medical assistant	-20%	1%			-21	-22	-23
Welfare supervisor	-5%			1%	-4	-3	-2
Creech attendant							
Mid wife	-15%				-15	-15	-15

Source:: Plantation sector workshop held on 16.01.2009

As shown in table 3.1.16 and 3.1.17, ~ 50% shortage of employees is observed in occupations of plucker and pruner. Around ~ 25% shortage of employees is observed in the occupations of general sundry worker. Around ~15% shortage of employees is observed in midwife occupation. Around ~10% shortage of employees is observed in factory worker, kankani, factory mechanic (electrician) and watcher. There is not much labour turnover except for plucker and general sundry worker, which is around 15%. New entrants and re-entrants are at minimal level. Based on the shortage/excess of human resource in the current year, labour turn over, rate of re-entry and new entry, human resource shortages/ excesses for coming three years was estimated.

**Table 3.1.17 a: Human resource shortage**

Occupation	Requirement *	Current stock	Human resource need
Pluckers	62,685	$62,685 \times 45\% = 28,208$	$62,685 - 28,208 = 34,477$
Sundry Workers	16,850	$16,850 \times 75\% = 12,637$	$16,850 - 12,637 = 4,213$

Source:: Workout from table 3.1.15 & 3.1.16

**d. Employer perception on competency shortage**

In addition to new human resource requirement, workshop was focused to identify the shortage of competency of currently employed tea sector workers. Those shortages are recorded under skill, knowledge and attitude as presented in Table 3.1.18 and 3.1.19.

**Table 3.1.18: Employer perceptions on competency shortage in craft and supervisory occupations in tea plantation**

Occupation	Competency shortage		
	Skills	Knowledge	Attitude
Plucker (tea harvester)	50%	40%	40%
General sundry worker	75%	75%	60%
Pruner	25%	25%	40%
Sprayer	50%	40%	60%
Factory worker	60%	60%	60%
Worker supervisor (Kankani)	60%	60%	80%
Watchers	80%	60%	40%
Junior assistant supervisor (field/ factory)	25%	25%	40%
Assistant supervisor (field/ factory)	25%	25%	40%
Field officer	25%	40%	60%
Factory officer	60%	60%	70%
Factory mechanic/electrician	50%	50%	60%

Source:: Plantation sector workshop held on 16.01.2009

**Table 3.1.19: Employer perceptions on competency shortage in supporting occupations in tea plantation**

Occupation	Competency shortage		
	Skills	Knowledge	Attitude
Driver	90%	75%	80%
Motor mechanic	50%	50%	75%
Junior assistant (clerk)	25%	50%	60%
Assistant clerk	25%	50%	60%
Senior assistant clerk	35%	60%	70%
Chief clerk	50%	60%	70%
Estate medical assistant	50%	40%	40%
Welfare supervisor	60%	60%	75%
Crèche attendant	50%	50%	60%
Mid wife	70%	70%	70%

Source:: Plantation Sector workshop held on 16.01.2009

According to above tables, all the occupation categories show a shortage of skills, knowledge and attitude in current staff. These skills, knowledge and attitude are directly related to the productivity of the sector. Therefore, it is needed to develop training programmes to train current staff too.

### 3.1.3 Other plantation and agricultural sectors

Other main crop categories are basically paddy cultivated during both yala and maha season, perennial crop types like cinnamon, coffee, cocoa, pepper and other spices. Extent of land cultivated with these crops is given in the table 3.1.20 below.

**Table 3.1.20: Extent of land (in hectares) use by other main crops in Sabaragamuwa province**

District	Paddy		Coconut	Cinnamon	Coffee	Cocoa	Pepper
	Maha	Yala					
Ratnapura	12,224	9,481	15,604	1,693	337	10	2,429
Kegalle	8,927	5,467	20,895	57	2,038	181	2,822
Province total	21,151	14,948	36,499	1,750	2,375	191	5,251
Sri Lanka	591,295*	319,195*	394,836*	25,615	10,596	2423	10,484

Source:: Extracted from Sabaragamuwa Provincial Council Statistics- 2005/2006

N.B. \* - Values gathered from CRI website

Among these crops, coconut and cinnamon are cultivated in estates under plantation companies. However, major share of these crops belong to small holders. All other



crops are grown in small scale and they are not formally organized. Therefore, it is difficult to catch their dynamism for central planning.

#### **3.1.4 General issues of plantation industry as perceived by employers**

At the plantation sector workshop, following issues were raised and emphasized the need of intervention by public sector institutions.

- Ways of improving the dignity of labour for plantation workers.
- Importance of motivating workers towards plantation occupations.
- Production loss due to non availability of workers during harvesting period.
- Developing attitudes of plantation workers.
- Establishing job security by the government to the workers.
- Losses during the process of planting, harvesting and manufacturing due to human resource and skill shortages.

**Following issues related to training were also raised at these workshops.**

- Apprenticeship training for occupations in tea and rubber plantation.
- Providing training opportunities for other programmes along with the plantation work.
- Attracting youth by offering a better training allowance.

Following issues were highlighted in the report and presentation made by Mr.Yajith De Silva, Sabaragamuwa Provincial Director, PHDT which were validated at the workshop.

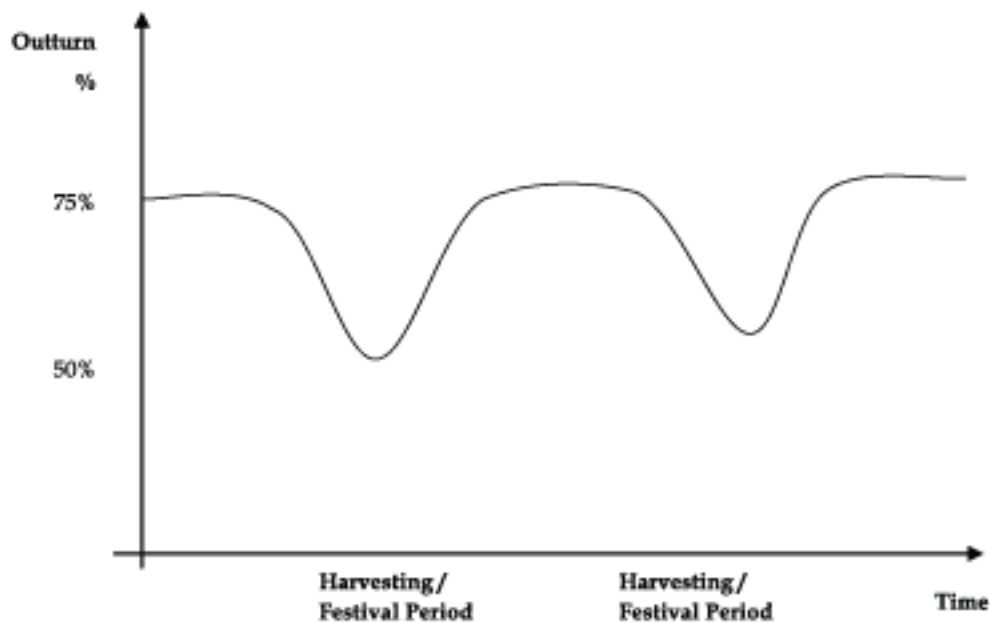
- 46.7% of estates reported working below capacity during the last twelve months due to lack of staff.
- 29% of the estates which operate under-capacity have lost 15% - 20% potential capacity.
- Factory production –
  - 25% of factories - production loss by 5% - 10%
  - 75% of factories - production loss more than 15%

*This has been confirmed in the baseline survey of the Youth employment project of ILO (Page 104).*

- 50% of the estates have reported about unfilled vacancies due to lack of suitable competent employees.
- 31% of the estates have reported that they have been operated in under-capacity during the last 12 months due to lack of skill labour.
- Loss of crop production
  - 25% have lost 1 – 5% potential crop

- 75% have lost more than 15% crop
- 81% of the estates have problems of semi and skill labour shortage over last year.
- There is a huge labour shortage due to seasonal variances during the months of April/May and November/January.
- The outturn ranges from 65 to 80% depending on the location of the plantation with seasonal drop below 50%, during the festival time and paddy harvesting times.

**Chart 3.1: Seasonal fluctuation of labour demand in plantation**



### **3.2 Gem & Jewellery Sector**

Gem and jewellery industry plays a significant role in Sri Lanka's economy as it has a large area of gem land and large local market for jewellery. Ratnapura is a district where major area of gem land is situated and as a result gem and jewellery industry is dominant in Sabaragamuwa province. Therefore, when a VET plan is prepared for Sabaragamuwa province, it is necessary to consider skilled human resource required for gem & jewellery industry.

#### **a. Industry structure**

Gem and jewellery industry consists of four sub sectors. They are; gem mining, dealers, lapidary, and jewellery. Recorded number in respect of the above sub sectors as per the licenses issued are as follows.

**Table 3.2.1: Licenses for the industry**

	<b>Gem mining</b>	<b>%</b>	<b>Dealer</b>	<b>%</b>	<b>Lapidary</b>	<b>%</b>	<b>Jewellery</b>	<b>%</b>
Total (National)	5,021	100	4,637	100	239	100	186	100
Ratnapura	3,044	60	970	20	70	30	09	01
Kegalle	10	01	26	0.6	02	0.1	05	0.5

Source: Sector Analysis Report – Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council

Here, it must be noted that there is about 20% of illicit gem mining in Sri Lanka in private land and forests. Probably about same percentage or more are dealing in gems without dealer licenses. Many small lapidaries operate without obtaining licenses. Therefore actual number of industries is much higher than the figures given in the above table.

Comparison of number of firms in Ratnapura and Kegalle districts with national figures are given below. Accordingly, it appears that majority of the gem industries are concentrated in Ratnapura district.

**Table 3.2.2: Estimated business firms in gem & jewellery industry**

	<b>Gem mining</b>	<b>%</b>	<b>Dealer</b>	<b>%</b>	<b>Lapidary</b>	<b>%</b>	<b>Jewellery</b>	<b>%</b>
Total (National)	200	100	2,300	100	239	100	186	100
Ratnapura	100	50	500	01	70	30	09	01
Kegalle	-	-	20	05	02	0.1	05	0.5

Source: Sector Analysis Report – Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council

Classification of the industries in Ratnapura and Kegalle districts according to their scale is given below:

**Table 3.2.3: Classification of firms by industry type in Ratnapura and Kegalle districts**

<b>Firm Size</b>	<b>Gem mining</b>		<b>Dealer</b>		<b>Lapidary</b>		<b>Jewellery</b>	
	<b>Rat</b>	<b>Keg</b>	<b>Rat</b>	<b>Keg</b>	<b>Rat</b>	<b>Keg</b>	<b>Rat</b>	<b>Keg</b>
Large >500 emp								
Medium 50-100 emp	11				01		05	
Small 5 – 50 emp	88		20	16	35	02	09	05
Micro 1-5 emp	1		480	4	34			
Total	100		500	20	70	02	14	05
emp = Number of employees								

Source: Sector Analysis Report – Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council

When two districts are compared, it appears that gem industry is dominant in Ratnapura district. There is no gem mining industry in Kegalle district but gem dealing and lapidary industry operate in Kegalle district. Though there are no large scale firms employing more than 500, there is a widespread operation of small and micro level operators with 17 medium scale firms especially in Ratnapura district. It is said that gem and jewellery industries go hand in hand but figures do not show parallel development of jewellery industry in both Ratnapura and Kegalle districts. .

Another dimension to understand the industry is the quantum of production and export. Approximate export in millions is given in the table 3.2.4 below.

**Table 3.2.4: Approximate production export in Rs. million**

	Gems (cut & polished)	%	Geuda (rough)	%	Diamonds (re-export)	%	Jewellery	%	Diamond jewellery	%
Total (National)	10,444		203		37,774		2,075		813	
Ratnapura	6,788	65	162	80	1,888	5	83	4	41	5
Kegalle	104	1								

Source:: Sector Analysis Report – Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council

Above table shows only the quantum of legal exports. According to legal export figures, Ratnapura is a hub for export of cut and polished gem and rough geuda. About 50% of geuda are heat treated locally and major portion of works are done in Ratnapura. Further, above table shows that diamond cutting for re-export is also happening in Ratnapura in a big way. Manufacture of jewellery and diamond jewellery is also happening in Ratnapura. Though Kegalle is not active in gem and jewellery trade, above table shows, it has lapidary industry at a significant scale.

#### **b. Technology and productivity issues**

Prof. P.G.R. Dharmaratne in his sector report says that during the past decade, Sri Lanka has obtained and employed the modern technology of gem cutting and jewellery making required by the international community to a certain degree. That is why diamond cutting and re-export has been increased by three fold in the past decade. However, the technology is not widely spread and most of the gems exported are re-cut by exporters. That is because gems are cut to sub-standards. Therefore, modern gem cutting technology and machinery are required to be made available in gem producing areas to increase productivity.

Sri Lanka is a leading gem producer in the world. Due to high production costs, we have failed to attract service cutting of coloured gems which is mainly handled by India,



Vietnam and China. Only about 1% of gemstones are imported from Madagascar, Tanzania etc for service cutting. This is a sector which can provide a large number of employment opportunities. During the Topaz boom in 80's and 90's, there were many lapidaries employing thousands of gem cutters. However with the discovery of Topaz elsewhere and developing cutting technology, Sri Lanka lost the opportunity to continue lapidaries. Since then many lapidaries were closed down. The productivity should be improved by introducing modern technology and machinery so that we could be competitive in the international market. Both lapidary industry and Jewellery industries will be competitive if they are conducted as cottage industries as in India and China.

### c. Employment status

Number of employees worked in the gem and jewellery industry is given in the table below. The figures for employment have been arrived at by considering the licensed figures as well as the estimated figures under realistic situations obtained in consultation with the trading community and officials of National Gem and Jewellery Authority (NGJA).

**Table 3.2.5: Number of employees worked in the gem & jewellery industry**

	Mining	%	Dealers	%	Lapidary	%	Jewellery	%
Total (National)	105,000	100	8,200	100	20,000	100	23000	100
Ratnapura	68,250	65	3,280	40	10,000	50	500	3
Kegalle	1,050	1	164	2	400	2	250	1

*Source: Sector Analysis Report – Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council*

The table 3.2.5 shows that 65% of gem mining, 40% of gem dealers and 50% of lapidary workers are in the Ratnapura district. Here gem mining is totally handled by male and gem dealing also dominant with 99% of male. Gem cutting and jewellery designing are equally shared between male and female workers. Again jewellery making is also dominant with 70% of male workers as gender wise distribution of workers given in the table 3.2.6 below.

**Table 3.2.6: Gender wise distribution of employees in gem and jewellery industry**

Sector	Male %	Female %
Gem mining	100	0
Gem dealers	99	1
Gem cutters	50	50
Jewellery designers	50	50
Jewellery maker	70	30

*Source: Sector Analysis Report – Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council*



**Chart 3.2.1 - Gender wise distribution of employees in gem and jewellery industry**



**d. Human resource and skill demands in gem & jewellery**

All the gems discovered in Sri Lanka are cut and polished locally. Gem cutting services are provided for diamonds and coloured gems cutting for other countries. About 1% of gems are imported from Madagascar, Tanzania etc for service cutting. Therefore, there is no shortage of gem cutters. However, gems that are exported need re-cutting and as a result, there is wastage of raw material. This problem could be overcome by giving advanced skills and technology to gem cutters.

About 50% Geuda gems are heat treated locally to enhance their colour. Balance is exported as rough gems. This is also an area that needs technology and training intervention. Only about 20% of gem produced in Sri Lanka is used for jewellery making. Jewellery carving also remains at very preliminary stage.

**Table 3.2.7: Skills demand in different occupations**

Occupation	Skill demand
Gem cutters	Advanced skills
Jewellery designers	Advanced skills
Jewellery maker	Advanced skills
Stone setter	Advanced skills

Source - Sector Analysis Report - Prof. Dharmaratne- Validated at the sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council

**Table 3.2.8: Industrialists' perception on skills needs**

Occupation category	Availability	Annual turn over	Annual return	Approximate competency shortage		
				Skill	Knowledge	Attitude
Gem cutting	99.5%			85%	100%	5%
Gem carving	0.5%					
Jewellery maker	98%	11%		90%	100%	5%
Jewellery designer	1%					
Stone setter	1%					

Source:: Sector workshop held on 06.02.2009 at the Sabaragamuwa Provincial Council

As per perceptions of industrialists, almost all employees of gem and jewellery industry lack knowledge of basic gemology. Equally importantly, 85% to 90% of them lack advanced skills relevant to their occupations. Also, there is only very few gem carving craftsmen in the industry and this is an area which has a huge potential for development.

**e. Issues raised at the sector workshop**

- Need of improving productivity and quality in gem cutting was highlighted.
- It was told that other countries are using advanced technologies and it is necessary to introduce advanced technology to local industry.
- It was pointed out the majority in the gem industry do not have adequate knowledge in gemology.

### **3.3 Hotel and tourism sector**

**a. Industry structure**

Tourism has been a vital component of the Sabaragamuwa province economy as it possesses potential resources to attract tourists from special interest market segments. The industry has been already established to some extent in the province enabling direct and indirect youth employment. However, it is still isolated from the main tourist enroutes of the country resulting in incomplete tapping of the existing potentials. As such it is important to develop the industry and diversify the local economic base so that communities with resource base are benefited. To achieve the transition from resource extraction based economy to service based economy, the community should have easy access to accurate current information on the requirements of employment in the tourism industry. Up-to-date information in human resource needs is not sufficiently available in this regard. Further, there are many small scale tourism related industries within the province providing considerable impact on employment creation. Understanding of the tourism development in Sri Lanka is limited due to the lack of research done in this industry.

In the global context, hotel and tourism industry is the largest employer employing around 200 million employees. It has been the engine for growth in the 20<sup>th</sup> century. It provides a way to earn Tax Revenues in hundreds of millions of Dollars and in Sri Lanka; it can be placed as the fourth largest foreign exchange earner. Tourism enables the movement of people of different economic, social, cultural and geographic background, making the industry complex and dynamic for the developers and operators.

In the Sri Lanka tourism industry context, the drawbacks experienced in the recent past disclose its vulnerability to factors outside the industry sector and in fact uncontrollable by the sector itself.

#### **b. Tourist arrivals**

Tourist night is one criterion to measure arrivals. One arrival is equivalent to 10 Tourist nights. In other words, in general, a tourist when arrives may stay for an average of 10 nights. Arrivals numbering to 3.4 account for one employment in the sector.

As shown in table 3.3.1 below, there has been a decline in the arrivals during the recent past. In 2006 and 2007, there were tourist arrival of 559,603 and 494,008 respectively. Accordingly, tourist arrival in 2006 is 11.7% less than that of the previous. Similarly, from 2006 to 2007, there has been a drop of 14.7% tourist nights.

**Table 3.3.1: Progress in tourists arrivals 2006/2007**

	2006	2007	Drop	% Drop
Arrivals (Registered)	559,603	494,008	65,595	11.7
Tourist Nights	5,793,588	4,940,080	853,508	14.7

Source: Sector Report by Mr. Iraj Ratnayake, Sabaragamuwa University, validated at sector workshop on 23.01.2009 at the Sabaragamuwa Provincial Council

Global trend of tourism is presented below to understand the Sri Lanka's potential to develop tourism.

**Table 3.3.2: Comparison of Sri Lanka tourism with global and Asian performance**

Indicator	Global	S.Asia	India	Sri Lanka
2006 arrival	846 mn	9.0 mn		
2007 arrival	898 mn	9.7 mn	3.92 mn	0.5 mn
Market share			0.46 %	0.061%
PTE (per tourist expenses )	World average US \$ 850		US \$ 1,446	US \$ 984

Source : Sector Report by Mr. Iraj Ratnayake, Sabaragamuwa University, validated at sector workshop on 23.01.2009 at the Sabaragamuwa Provincial Council

**Table 3.3.3: Comparison of Sri Lanka tourism with a few selected countries – 2005**

Indicator	Sri Lanka	India	Maldives	Thailand	Malaysia
Arrival mn	0.4	4	0.6	1	16
ADS*	8.7	18	13	9.33	15
Occ. rate%*	45	-	77	-	63.6

Source : Sector Report by Mr. Inaj Ratnayake, Sabaragamuwa University, validated at sector workshop on 23.01.2009 at the Sabaragamuwa Provincial Council

\*ADS: Average days of stay \*Occ. Rate: Occupancy Rate

Above table 3.3.2 and table 3.3.3 show that tourism performance in Sri Lanka is lagging behind compared to neighboring countries. Regarding PTE, Sri Lanka's figure is above world average as there are many countries with lower performance than Sri Lanka. It is not a good indicator for competitive comparison.

### c. Tourism employment categories in Sri Lanka

In Sri Lanka, tourism industry involves the following employable sectors of direct employment according to the Tourism Development Authority:

- Accommodation establishments
- Restaurants
- Travel agents and tour operators
- Agencies providing recreational facilities
- Tourist shops
- Guides
- National tourist organizations

Comparison of these sectors on their contribution for employment creation is given in the table 3.3.4. Accordingly, 65.7% of employment was available in the hotel and restaurant sector.

**Table 3.3.4: Direct employment composition of different sectors**

Sectors	Employment composition %
Accommodation and catering	65.7
Travel agent and tour operator	12.5
Airlines	8.9
Others	12.9

Source:: SLTDA, Annual Statistical Report 2007

Employment composition according to occupational categories is given in the table 3.3.5.



**Table 3.3.5: Employment composition of different occupational categories**

Occupational category	Employment composition %
Technical, clerical and supervisory	58.8
Manual and operative trades	26.4
Managerial grades	14.8

Source: SLTDA, Annual Statistical Report 2007

According to above table, technical, clerical and supervisory grades have employment composition of 58.8%. These percentages will be useful to decide appropriate areas for training.

Tourism provides indirect employment too. As an example, at the end of 2007; the total direct employment has been 60,516 with an indirect employment of 84,722. Research work conducted in Sri Lanka shows that a ratio of the direct to indirect employments in the tourism industry is 1:1.4.

**d. Infrastructure of hotel and restaurant sub - sector in Sabaragamuwa province**

Details of hotels and guest houses in Sabaragamuwa Province are given in table 3.3.6 below.

**Table 3.3.6: Details of hotels and guest houses in Sabaragamuwa province**

Category	No. of units	No. of rooms
Classified hotel	01	105
Unclassified hotel	01	
Approved guest houses		
Ratnapura	20	196
Kegalle	17	102
Registered Guest Houses		
Ratnapura	08	
Kegalle	12	

Source: SLTDA, Trade Standards Division - 2007 and Workshop outcome

There is one classified hotel and one unclassified hotel in Ratnapura. Ratnapura has 20 approved Guest houses with 196 rooms compared to 102 Guest houses with 102 rooms in Kegalle district. However, Kegalle has 12 registered guest houses compared to 08 in Ratnapura district. Representatives of two hotels attended the workshop at the provincial councils and told they do face a problem of occupancy.

**e. Sector expansions**

At the workshop, participants pointed out the potential of developing adventure tourism and eco tourism in the Sabaragamuwa province where the natural forest Singharaja together with highest number of waterfalls are available as potential resources.



They pointed out that competent trainers for adventure tourism are scarce and highlighted the need of trainer training programmes. Further, need of nature interpreters for eco tourism also was highlighted. Participants highlighted the need of international cooperation to develop these areas. As a current issue, hoteliers pointed out the difficulties for procurement of equipment related to adventure tourism due to security restrictions.

**f. Employer perception on human resource and skills need**

With regard to the current situation of the hotel and tourism industry in Sri Lanka, employers expressed the following views.

- Importance of having a proper training centre for the workers for eco tourism and adventure tourism especially with international cooperation.
- Importance of planning means of attracting youth for the tourism sector.
- Importance of improving substandard training was emphasized.
- Importance of entertaining youth only with appropriate qualifications, particularly avoiding those with high qualifications.
- Providing multi skills to youth to enable them to be employable in small scale operations.
- Providing general knowledge in hotel and tourism industry with an ethical dimension was emphasized to reduce bad practices of shop keepers and vendors.
- Knowledge in arithmetic and fluency in English is desirable for employees.
- Being conversant with other languages carries an additional demand for the youth in this industry.

The identified occupations pertaining to the hotel and tourism industry and their shortages, turnover, and re-entrants, new entrants etc are given in table 3.3.7 below.

**Table 3.3.7: Employer perceptions on human resource demand**

Occupation	% Shortage	% Turnover	% Re-entrants	% New entrants
Room boy	25	75	25	
Bell boy	25	75	25	
Doorman	25	75	25	
Valet	25	75	25	
Baker	25	75	25	
Cook	40	25	35	
Waiter/steward	30 to 40	25	10	
Pool attendant	Not readily available			
Receptionist	100			
Clerk	25	75		25
Cashier	25	75		

Source: Sector workshop held on 23<sup>rd</sup> January 2009 at the Sabaragamuwa Provincial Council

As shown in table 3.3.7 there is a 100% shortage for receptionists while pool attendants are not readily available. The shortage for occupations of cook, waiter/steward is 30% to 40% with a turnover of 25%.

Except the occupation clerk, shortage for all other occupations mentioned above is 25% with 75% turn over. For the occupation clerk, 25 % new entrance would moderate the 75% turn over.

#### **g. Projection of skill human resource demand**

The skill human resource demand tends to vary based on the tourist arrivals. It is observed that during the year 2008, there has been a year on year (y-o-y) decline in the number of arrivals by 11.2% limiting 438,475 arrivals to the country. In fact, climatic and other factors may attribute to such variations.

Besides, compared to the year 2007, the declines during the months of July August and September have been 25.3%, 31.4% and 20.4 % ( Reference: report on tourism in Sri Lanka)

Arrivals during 2007	=	494,008
Arrivals during 2008	=	438,475

Like wise, considering an average of decline during consecutive years (i. e average of  $25.3+31.4+20.4 = 25.7$ ) the arrivals would be

2009 =	325,787
2010 =	242,060
2011 =	179,851

Assuming 3.4 arrivals would create one employment, the number of employments

2009=	$325,787/3.4 = 95,820$
2010=	$242,060/3.4 = 71,194$
2011 =	$179,851/3.4 = 52,897$

Since the political and ethnic issues are gradually moderating in the country, drop in arrivals may fadeout. As such, considering annual arrivals and thus the employments to be constant for the years to come

$$2012 = 179,851/3.4 = 52,897$$

Considering the number of provinces for Tourism to be 9

Employment for each province = No. of employment for the year divided by 9

Owing to the unbalanced distribution of tourism amongst different parts of the country due to popular mode of beach holidays supplemented by round tours, the human

resource demand for the province Sabaragamuwa which is located away from the beach would be less.

Considering this adjustment as 0.25

The actual human resource demand for Sabaragamuwa province =  $0.75 \times \text{no. of employments}$

**Table 3.3.8: Estimate for human resource demand for key occupations**

Popular occupation	Employment ratio	Human resource demand factor per occupation = $0.75 \times \text{no. of employments} / 65$				Human resource demand			
		2009	2010	2011	2012	2009	2010	2011	2012
Front officer/ receptionist	5	123	91	68	68	615	455	340	340
Chef	1	123	91	68	68	123	91	68	68
Chef de party	8	123	91	68	68	984	728	544	544
Cook	10	123	91	68	68	1,230	910	680	680
Kitchen assistant	6	123	91	68	68	738	546	408	408
Steward	4	123	91	68	68	492	364	272	272
Waiter	4	123	91	68	68	492	364	272	272
Barman	2	123	91	68	68	246	182	136	136
Stores worker	3	123	91	68	68	369	273	204	204
Bell boy	10	123	91	68	68	1230	910	680	680
Pool attendant	1	123	91	68	68	123	91	68	68
Mechanic	3	123	91	68	68	369	273	204	204
Electrician	4	123	91	68	68	492	364	272	272
Gardener	2	123	91	68	68	246	182	136	136
Security staff	2	123	91	68	68	246	182	136	136
Total occupation	65	Total employments				7,995	5,915	4,420	4,420

**Table 3.3.9: Calculation Process**

Item	Year			
	2009	2010	2012	2012
No. Of employments	95,820	71,194	52,897	52,897
No of employments per province (/by 9)	10,647	7,910	5,877	5,877
For Sabaragamuwa province (x by 0.75)	7985	5,933	4,408	4,408
Human resource demand per occupation (/ by 65)	123	91	68	68

### 3.4 Other industrial and service sectors

In addition to three workshops held with industrialists in plantation, tourism and gem & jewellery sectors, another workshop was held with the participation of employers of all other sub sectors including service sectors. They highlighted the increasing demand of human resource in following occupations.

- Three wheel repairing occupations
- Heavy equipment mechanic / operators
- Printing related occupations
- Health sector occupations
- Garment occupations
- Construction workers
- Light engineering sector occupations
- Electrical / electronic occupations

Further, they raised following issues related to human resource development in those sub sectors.

- Trained passed outs should have good attitude.
- Public institution should be fair in obtaining in their services.

### 3.5 Occupation in demand at national level

The TVEC has been collecting, analyzing and disseminating data and information on labor market over the last several years. The table 3.3.10 depicts occupations that have been ranked as per the number of advertisements appeared in newspapers.

**Table 3.3.10 Occupations in demand at national level**

Job / occupation	Rank	Job / occupation	Rank
Manager other specialized	1	Accountant	1
Manager - hotel / restaurant	2	Nurse	2
Deputy / assistant other specialized manager	3	Teacher Sinhala / Tamil / English	3
Manager sales	4	Surveyor quantity	4
Manager project	5	Engineer civil	5
Manager productions except farms	6	Instructor vocational	6
Manager marketing	7	Pharmacist	7
Manager human resource	8	Assistant engineers (nec)	8
Manager finance	9	Doctor medical	9
Manager branch	10	Teacher montessori	10

Job / occupation	Rank	Job / occupation	Rank
Marketing officer	1	Clerk (general)	1
Customer service executive	2	Clerk accounts	2
Sales executive	3	Cashier	3
Computer operator	4	Secretary (general)	4
Graphic designer	5	Receptionist	5
Supervisor (general)	6	Accounts assistant/executive	6
Management trainee	7	Store keeper/assistant	7
Electrician	8	Data entry operator	8
Assistant accountants	9	Call centre executive	9
Technical officer	10	Telephone operator	10

Job / occupation	Rank	Job / occupation	Rank
Cook commis	1	Mason	1
Salesman (shop)	2	Welder	2
Security officer	3	Baker general	3
Sales representative	4	Carpenter (general)	4
Sales assistant	5	Kotthu maker	5
Waiter	6	Hopper maker	6
Stewards (hotels,restaurants.etc)	7	Painting building /house	7
Security guard	8	Mechanic (general)	8
Attendant home for the elders /disabled /children	9	Mechanic motor vehicle /motor cycle	9
Room boy/maid	10	Carpenter construction	10

Job / occupation	Rank	Job / occupation	Rank
Baker general	1	Sewing machine operator (industrial)	1
Helper(nec)	2	Quality controller garment	2
Sales representative	3	Textile product workers/helpers	3
Bread baker/maker	4	Production supervisor garment	4
Cook commis	5	Industrial sewing machine mechanic	5
Cake maker	6	Tailors	6
Pastry maker	7	Manager productions except farms	7
Driver other light motor vehicle	8	Pattern maker	8
Labourer (nec)	9	Machine embroiderer	9
Store keeper/assistant	10	Ladies & children wear tailor	10

Job / occupation	Rank	Job / occupation	Rank
Mason	1	Engineer software	1
Labourer building construction	2	Graphic designer	2
Helper(nec)	3	Webpage designer	3
Painting building /house	4	Marketing officer	4
Carpenter construction	5	Engineer hardware	5
Carpenter (general)	6	Co-coordinating officer	6
Surveyor quantity	7	Technician computer	7
Barbed wire make(bar bender)	8	Sales executive	8
Technical officer	9	Hardware technician	9
Tile setter	10	Software developers	10



Job / occupation	Rank	Job / occupation	Rank
Painter automotive	1	Carpenter (general)	1
Mechanic motor vehicle / motor cycle	2	Labourer (nec)	2
Tinker auto	3	Pantry cupboard maker	3
Service man	4	Helper(nec)	4
Mechanic motor cycle	5	Spray painter wood	5
Sales executive	6	Sales representative	6
Heavy vehicle equipment mechanic	7	Sales executive	7
Auto air-condition mechanic	8	Gem cutter & polisher	8
Helpers / labourers in automobile	9	Marketing officer	9
Electrician vehicle	10	Supervisor (general)	10

Source: LMIS of the TVEC

## Chapter 4 : Current Training Profile

### 4.1 TVET institution network

As given in able 4.1 below, all leading public TVET institutions, DTET, NAITA, VTA and NYSC have operations in both Ratnapura and Kegalle districts

Table 4.1: No. of training centres (as at 31st December 2008)

District	No.	DS division	VTA	NAITA	DTET	NYSC	GJRTI	Other public	Private/ NGO	Total	Registered	Not reg.
Ratnapura	1	Eheliyagoda	01				01		02	04	02	02
	2	Kuruwita	01					01	03	05	04	01
	3	Kiriella								00		
	4	Ayagama								00		
	5	Kalawana		01						01		01
	6	Nivithigala	01						01	02		02
	7	Elapatha								00		
	8	Ratnapura		04	01		02		10	17	10	07
	9	Pelmadulla	01			01			01	03		03
	10	Kahawatta	02						01	03	03	
	11	Godakawela	02							02	01	01
	12	Embilipitiya	03	01	01	01			06	12	07	05
	13	Kolonna								00		
	14	Imbulpe	01							01	01	
	15	Balangoda	03						01	04	03	01
	16	Weligepola	01							01	01	
	17	Openayake								00		
		<b>Sub Total</b>	<b>16</b>	<b>06</b>	<b>02</b>	<b>02</b>	<b>03</b>	<b>01</b>	<b>25</b>	<b>55</b>	<b>32</b>	<b>23</b>
Kegalle	1	Kegalle	02		01		01		10	14	09	05
	2	Aranayake	01						01	02	01	01
	3	Galigamuwa	02						01	03	01	02
	4	Mawanella	02	01					01	04	02	02
	5	Rambukkana								00		
	6	Warakkapola	02		01				02	05	02	03
	7	Bulathkohupitiya								00		
	8	Ruwanwella	01				01			02		02
	9	Dehiovita				01			01	02	02	
	10	Yatiantota	01	01					01	03		03
	11	Deraniyagala	01							01		01
		<b>Sub Total</b>	<b>12</b>	<b>02</b>	<b>02</b>	<b>01</b>	<b>02</b>	<b>00</b>	<b>17</b>	<b>36</b>	<b>17</b>	<b>19</b>
<b>Total</b>			<b>28</b>	<b>08</b>	<b>04</b>	<b>03</b>	<b>05</b>	<b>01</b>	<b>42</b>	<b>91</b>	<b>49</b>	<b>42</b>

Source:: TVEC Database

Sabaragamuwa province has 91 training centres where only 49 centres are registered with TVEC. VTA has 16 training centres in Ratnapura district and 12 training centres in Kegalle district. NAITA has 6 centres in Ratnapura and 2 centres in Kegalle. In addition, NAITA has two district offices with a network of Inspectors to operate enterprise based apprenticeship. DTET has four Technical Colleges in the Provinces; two in Ratnapura district at Ratnapura and Embilipitiya and two in Kegalle district at Kegalle and Warakapola. NYSC has 2 training centres in Ratnapura district and 3 training centres in Kegalle district. Gem & Jewellery Research & Training Institute has three training centres in Ratnapura and two centres at Kegalle district. In addition, there is an agricultural school belonging to the Department of Agriculture.

## **4.2 Geographical dispersion of vocational training centres**

There are 11 divisional secretariats in Kegalle district and 17 divisional secretariats in Ratnapura district. The figure 4.1 in the next page depicts the dispersion of training centers by DS divisions in the province.



**Figure 4.1 - Geographical distribution of training centres in the Sabaragamuwa province**

Above map depicts the vocational training centres situated in different Divisional Secretary's Divisions of the Sabaragamuwa Province. Accordingly, no vocational training centres are established in following Divisional Secretary's Divisions.

**Table 4.2: DS divisions without VT centres**

Designated no. map	Ratnapura district (14)	Designated no. map	Kegalle district
14	Kiriella	07	Bulathkohupitiya
15	Ayagama		
16	Elapatha		
20	Opanayake		
28	Kolonna		

### 4.3 Courses conducted in Sabaragamuwa province

The Table 4.3 and table 4.4 given below show number of courses conducted by all training providers in Ratnapura and Kegalle districts respectively.

**Table 4.3: Courses conducted in training centres in Ratnapura district**

Course	Number of courses						Total	
	DTET	NAITA	VTA	NYS C	Private /NGO	Other public	Non NVQ	NVQ
Computer programming					07		06	01 *
Computer designing					08		08	
Computer operator		01	03	05	05		14	
Gem cutting and polishing					01		01	
Electrical trade	03		02		01		05	01 VTA B'ngoda
National certificate in engineering craft practice electronics	03			01	02		06	
Bakery product processing			01		01		02	
Confectionery product processing					01		01	
Accounts management	02				01		03	
Food product processing					02		02	
Food product packaging					01		01	
Vegetable/fruit processing					02		02	
Business management					01		01	
Motor vehicle mechanic	02			01	01		02	02 DTET R'pura E'itiya
Computer hardware			01		03		04	



**Table 4.3: Courses conducted in training centres in Ratnapura district**

Course	Number of courses						Total	
	DTET	NAITA	VTA	NYS C	Private /NGO	Other Public	Non NVQ	NVQ
Dress making					05		05	
Home gardening/ landscaping	01		01				02	
Information & computer technology		01	01	01			02	01 NAITA
Diploma in computer			01		02		03	
Certificate in embroidery					10		10	
Certificate in curtaining					01		01	
Mobile phone repairer					01		01	
Motor cycle mechanic			02				02	
Engineering draughtsman-ship	01						01	
NCT (Civil)	02						02	
NCT (Q.S)	02						02	
Building craftsman	03		02				04	01 **
Mason			03				01	02VTA Pinnawela, Kalthota
Plumber	02						02	
Ref. & A.C. Mechanic	02						01	01
HNDE accounting						01	01	
Aluminum fabricator			01					01
Beautician			03				03	
Welding			02	02			04	
NCT (Mech)	01						01	
Printing			01				01	
Pattern maker			01				01	
Sewing machine mechanic			03				03	
English				01			01	
Diploma in jewellery						01	01	
Diploma in gemology						01	01	
Stone setting			01				01	
Carpenter (furniture)			04				01	03 ***
Personal secretary		01	01				02	
<b>Total</b>	<b>24</b>	<b>03</b>	<b>34</b>	<b>11</b>	<b>56</b>	<b>03</b>	<b>118</b>	<b>13</b>

\* Institute of Professional Computer Systems\*\* DTET Em'pitiya (1), \*\*\*VTA Balangoda (3)

**Table 4.4: Courses conducted in training centres in Kegalle district**

Course	Number of courses						Total	
	DTEI	NAITA	VTA	NYS C	Private NGO	Other Public	Non NVQ	NVQ
Computer programming					08		08	
Computer designing					08		08	
Computer operator			03	05	06		14	
Stone setting						01	01	
Certificate in electrical trade	02		01				03	
National certificate in engineering craft practice electronics	04		01				05	
Accounts management	04				03		07	
Business management					04		04	
Motor vehicle mechanic	02		01					03 *
Computer hardware					01		01	
Dress making		01	04		04		09	
Home gardening/ landscaping	01				01		02	
Management training					01		01	
Quality management					02		02	
Information & computer technology		02	01		03		06	
Diploma in business management					01		01	
Diploma in computer					01		01	
Certificate in embroidery					01		01	
Certificate in curtaining								
Certificate in teaching equipment					01		01	
Certificate in software					01		01	
Mobile phone repairer			01				01	

**Table 4.4: Courses conducted in training centres in Kegalle district contd...**

Course	Number of courses						Total	
	DTET	NAITA	VTA	NYS C	Private /NGO	Other public	Non NVQ	NVQ
Motor cycle mechanic	01						01	
Engineering draughtsman -ship	02						02	
NCT (Civil)	02						02	
NCT (Q.S)	04						04	
Building craftsman	02						01	1DTET K'galle
Mason			04				04	
Plumber	02		01				02	1DTET K'galle
Ref. & A C Mechanic	01		01					2DTET/VT A K'galle
Machinist	02						02	
Welder			04				04	
NCT(Mech)	02						02	
Sewing machine mechanic			03				03	
HNDE (English)						01	01	
HNDE (Commerce)	04						04	
Carpenter (furniture)			03				03	
<b>Total</b>	<b>35</b>	<b>03</b>	<b>28</b>	<b>05</b>	<b>46</b>	<b>02</b>	<b>112</b>	<b>07</b>

Source:: TVET Guide 2008 Published by TVEC

Table 4.3 and table 4.4 show the course mix in Ratnapura and Kegalle districts. In comparison with the course mixes of other provinces, it will be possible to identify new courses that could be established in the Sabaragamuwa province.

#### **4.4 Current training supply**

The current training supply; enrolments and completions of training from four leading TVET institutions are given below.

**Table 4.5: Number recruited and completed from leading TVET institutions in Sabaragamuwa in 2008**

Training provider	No. recruited			No. completed		
	Male	Female	Total	Male	Female	Total
DTET	1,928	780	2,708	1,431	533	1,964
NAITA	789	471	1,260	232	228	460
VTA	1,339	1,041	2,380	1,114	863	1,977
NYSC	103	108	211	80	98	178
Total	4,159	2,400	6,559	2,857	1,722	4,579

Source:: TVEC database

Above table shows that only about 7,000 youth in the Sabaragamuwa province have got opportunities to join in TVET institutions for vocational training programme. According to the details of school leavers in Table 2.15, about 20,000 students leave the school at G.C.E (O/L) and G.C.E (A/L) annually. All training centres in the Sabaragamuwa province have 194 courses as listed in the table 4.3 and table 4.5. If it is assumed that each course has the capacity to enroll 20 students per batch and two batches are enrolled per annum, total of 7,760 students could be enrolled per annum.

#### **4.5 Outcomes of training providers workshop**

After making presentation on VET plan preparation and human resource demand analyses in key industry sectors, group activities were arranged to get training providers' suggestions on following issues:

- Expansion / contraction of existing training programmes.
- Identify new training programmes.
- How to address training requirements in plantation, tourism and gem & jewelry sector.
- How to improve geographical distribution and access to TVET courses and establishment of new training centres.
- Improve quality delivery of TVET courses
  - Registration of TVET Institutions
  - Accreditation of TVET courses and award NVQ certificates
  - Organize on -the- job training for all trainees
  - Career guidance programmes
  - Counseling programmes to arrest drop outs
  - Employment placements.
- Coordination and monitoring mechanism.

Suggestions made by training providers with regard to above issues at the workshop are summarized below.

- a. **Need to expand or withhold existing training programmes**
- Learning resources, particularly the modern equipment are necessary for most of the current training programmes.
  - Information technology too is in common needed for many programmes.
  - Pedagogical training to enhance training delivery or trainer training programmes to institutional instructors.
- b. **Need to identify new programmes**
- Need to introduce demanding courses which are successfully conducted in other provinces
  - Need to identify emerging occupations based on technology transfer. For example, mobile telephone repairer, three wheel repairer, water pump repairer and motor cycle repairer.
  - Trainers have proposed to introduce courses related to tea and rubber production and livelihood training such as juggery production, bakery items production, paddy cultivation and agriculture etc.
- c. **Need to address training programmes pertaining to key industry sectors - plantation, gem & jewellery and tourism**
- All groups have proposed to commence training related to plantation especially with modern facilities for tea plantations. Need of informing the estate superintendents through the plantation companies were highlighted.
  - Related to gem & jewellery and tourism, gem cutting and burning of Geuda and valuation of gems have been proposed.
  - It has been proposed to establish a hotel school in the province. Suitability of tour guide training programmes and practical training on mountain climbing and water rafting were pointed out.
  - It was proposed to make available handouts in Tamil Language too.
- d. **Need to improve geographical distributions and access to training centres**

It was proposed to establish new training centres in keeping with the geographical distribution of the province.

Training centres are to be established in remote areas to enable easy access and thereby improve the participation of youth in TVET courses. Also it is pointed out that labour market information should be made available through electronic media.



As regards gem & jewellery, two major training centres are needed for the two districts while cluster centres are necessary for Balangoda, Embilipitiya and Nivithigala divisional secretariats. Training centres are required to be established one in each secretarial division.

**e. Need to register TVET institutions**

- TVET institutions must be registered in order that these institutions will be recognized to commence accredited training programmes as and when required.
- Most of the institutes are observed to have been registered.
- The delays in registration are reported to be due to difficulty in receiving the basic facilities on time.
- Some institutes have applied for registration and are waiting for the processing. These institutions urge that they must be informed of their position at the earliest possible as to whether they have been registered or not.
- It is said that intervention and encouragement are necessary for those institutions which so far failed to register, particularly with regard to institutions running at substandard levels.

**f. Need to accredit TVET courses and award NVQ certificates**

In order to issue NVQ level certificates, the programmes must be accredited so that trainees are subjected to training based on competency achievements. The institutions will perform the courses and maintain consistency irrespective of the geographical location of the institution. Besides, the trainees do not suffer, as much of the hardships pertaining to their training would be removed during the accreditation process. They may have minimum complaint on the part of the course content.

With regard to the issue of accreditation of TVET courses, the training providers express the following from their point of view:

- To make it compulsory for all courses.
- To make a complete awareness on the fundamentals and the needs of the NVQ status.
- To assist the Institutions in obtaining NVQ for their courses.
- To provide backup support to those institutions where such programmes are already started.
- To assist in furnishing equipment which are required to perform certain tasks in keeping with the relevant training standards.

- To look for ways and means of sorting out shortages in respect of infrastructure and other resources, including trainer training for institutional instructors.
- To assist those staff who are taking personal interest and commitment for this procedure.
- To encourage institutions acquire the necessary requirements by submitting proposals and sanctioning the budgetary allocations.
- To assist those trainees who do not possess national identities and thus left behind without the NVQ certificates. The trainees are reported to leave the courses midway due to this reason.
- To avoid delays in issuing certificates to the applicants.

**g. Need to organize OJT to all trainees**

Representatives of all TVET institutions recognized the role of NAITA to organize on the job training. The training providers' opinions with regard to OJT are as follows:

- This component of training is conducive to trainees in the context of employment.
- The trainees obtain the first opportunity of exposing themselves to the working world.
- The importance of training the instructors to guide the trainees attempt alternative solutions in the industrial/commercial environment.
- The importance of maintaining cordial relationship with the industry, particularly the private sector in order that trainees harness the privileges.
- The OJT serves to enhance youth employment.
- The possibility of providing OJT within the province provided that adequate facilities are available.
- The importance of the Industries allowing the trainees to have access to training situations under controlled and limited conditions.
- The need to monitor OJT in order that neither the industries misuse trainees nor the trainees misuse training opportunities.
- The importance of making the industries aware of the NVQ system in order that they pay much attention to OJT recipients.

**h. Need to conduct career guidance and counseling programmes**

The opinions of the training providers expressed at the workshop are as follows;

- Unavailability of financial sanctions in the institutions, limits the implementation of the career guidance programmes.
- Career guidance district committees must be established and a database giving information on TEVT programmes made available.
- The need of a mobile career guidance unit on district basis.
- The need of establishing a national policy on career guidance.
- The need of such programmes together with programmes leading to personal development and English language.
- The awareness programmes to school dropouts must be continued.
- The need to conduct awareness programmes to school children, parents.
- The need to improve such programmes to achieve effective results.
- The need to carry out publicity through hand outs, banners, Grama Sevaka, Samurdi officers NGOs etc.
- The need to setup career guidance programmes in schools on official basis through the intervention of the Ministry of Education.
- The need to guide the youth in the plantation sector.
- The need of an attitudinal change towards the jewellery making trades.
- The need to monitor and reactivate the career guidance programmes currently functioning at the training centres.
- The need to conduct well organized awareness programmes to principals, Teachers and attempt to build up an attitudinal change towards certain occupations within the TVET sector.
- It is advisable that in this process students' inherent capabilities are considered as opposed to their school performance.
- The need to carry out career guidance programmes based on focus groups.
- The need of a central body to schedule, conduct monitor and review progress.
- There must be a programme to provide counseling to school dropouts.

#### **i. Need to perform employment placement**

Training providers' views in respect of employment placement are as follows.

- The trainees do not have adequate opportunities of gaining further training which is needed for easy employment.
- There are not many organizations in the province possessing facilities for OJT.

- The training programmes must be in keeping with the industry demand, demand of the province and also to suit interest of the applicants.
- There must be good relationship established between the training institution and the organization.
- The relevant certificates must be issued at the earliest possible so that trainees could employ themselves along with completion of training.
- Also institutes must keep a record of vacancies of the organizations familiar to them.

The institutes must promote entrepreneurship development programmes and assist them in the process of self employment.

- There are opportunities in the construction industry which could be made use of if the institutes are vigilant and keep track on them. It is also necessary to keep record of employment details such as salaries etc.
- There must be a department taking overall responsibility of employment, maintaining a job bank, placement and subsequent issues related to those employments.

#### **j. Need of a mechanism for coordination and monitoring**

Coordination among stakeholders is important to ensure efficient implementation of the plan and to realize anticipated outcome. In case of TVET, the coordination between training providers, training institutes, training centres, industry, both public and private and trainees, both in- training and passed outs are important. Monitoring is necessary to maintain standards, particularly during the training delivery period.

Training providers' views related to coordination and monitoring are outlined below:

- This activity already exists, but at a moderate level.
- There is a need for such a mechanism nevertheless, no fund allocations available.
- The overall responsibility of supervising the mechanism in each leading training Provider must be entrusted to one unique body, preferably the TVEC
- The above mechanism in each organization must be carried out as far as possible through senior officers.
- There must be a progress review every 3 or 6 months period.
- There should be always the quick access to information such a industry skills demand.
- There is the possibility of giving advance information prior to commencement of training, particularly at the registration stage.



## Chapter 5 : Recommendations and Training Plan

### 5.1 Overview

Based on the socio- economic and sectoral analyses, the under mentioned development objectives and associated strategies are set in relation with followings:

1. Provide TVET courses for higher number of youth
2. Attract more youth to follow TVET courses, reduce dropout rate and manage the courses in full capacity
3. Improve quality and relevance of TVET courses.
4. Meet human resources and skill development requirements of Plantation sector
5. Meet human resources and skill development requirements of Gem & Jewellery sector.
6. Improve the employability of TVET graduates.
7. Strengthen Planning unit of the Provincial Council to underpin implementation of TVET programmes in the province.

#### Objective 1: Provide TVET courses for higher number of youth

This objective will address the establishment of new training centres and demand driven courses which will pave the way for youth to undergo training & find employment. Steps shall be taken to commence courses in Tamil medium where Tamil speaking youth are highly concentrated.

**Strategy 1.1:** Establish new training centres to improve geographical distribution of VT courses ensuring equity and accessibility to VT courses.

Action No	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
1.1.1	It is proposed to establish new Rural Vocational Training Centres (RVTCs) in following Divisional Secretary's Divisions; Kalawana, Elapatha, Kiriella, Ayagama, Kolonna in Ratnapura district and Deraniyagala, Bulathkohupitiya in Kegalle District  It is proposed to establish a technical college or a District Vocational Training Centre in the Dehiowita. Youth in this					VTA, DTET, NAITA, NYSC, Private & NGO Sectors and proposed Provincial Steering Committee (PSC) and District Steering Committee (DSC)



	area has a difficult access to technical colleges and DVTCs in Rathnapura, Kegalle and Warakapola. (Courses will be identified by the proposed Provincial Vocational Training Steering committee based on course mix of other provinces and courses suitable to local industries)					
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**Strategy 1.2 :** Identify and establish new courses based on provincial and national labor market demands

Action No	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
1.2.1	It is proposed to develop following new courses ; * Hotel trades and Event Operator with specialization in Eco Tourism and Adventure Tourism * Agriculture course in Embilipitiya area * Plantation related courses in plantation areas * Add new courses to existing training centres based on course mix of other provinces and specific to Sabaragamuwa Province					SLITHM, Provincial Council, DTET Other relevant agencies and proposed PSC and DSC

**Strategy 1.3 :** Introduce Tamil medium courses in training centres which are close to Tamil medium communities.

It is proposed to take following actions to facilitate Tamil medium learning

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
1.3.1	Identify the training centres which are close to the Tamil communities and identify suitable courses in which sufficient number of Tamil medium youth could be accommodated					VTA, NAITA, DTET, NYSC, Private/NGO sector and proposed PSC and DSC

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
1.3.2	Make available the Tamil medium learning material					NAITA, NITESL, VTA, DTET, NYSC and proposed PSC and DSC
1.3.3	Make available Tamil medium Instructors					NAITA, NITESL, VTA, DTET, NYSC and proposed PSC and DSC

**Strategy 1.4 :** Expand the apprenticeship and on the job training (OJT) Programmes in the province.

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
1.4.1	Develop evaluation criteria to identify suitable industries and new occupations for apprenticeship and OJT.					NAITA, proposed PSC and DSC
1.4.2	Identify suitable industries and new courses and evaluate industry capacity for apprenticeship and on the job training.					NAITA
1.4.3	Develop and maintenance of a database of enterprises suitable for apprenticeship and OJT.					NAITA, proposed PSC and DSC
1.4.4	Identify livelihood training programmes and incorporate them with apprenticeship training. This will be done in cooperation with other networks such as Samurdhi Organizations, Vidatha centres etc.					NAITA, proposed PSC and DSC
1.4.5	Increase enrolment for apprenticeship training including livelihood training					NAITA, proposed PSC and DSC

**Objective 2 :** Attract more youth to follow TVET courses, reduce dropout rate and manage the courses in full capacity.

**Strategy 2.1 :** Strengthen Career guidance and counseling programmes in the province.

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
2.1.1	Prepare and implement an annual career guidance plan for the province in cooperation with resource persons					VTA, NAITA, DTET, NYSC, SLITHM, Private/NGO sector and proposed PSC and DSC
2.1.2	Work with provincial ministry of education to train and assign one teacher in each school with G.C.E (O/L) classes to conduct career guidance programmes and to coordinate with VT institutions.					VTA, NAITA, DTET, NYSC, SLITHM, Private/NGO sector and proposed PSC and DSC
2.1.3	Train at least one trainer in each VT centre in career guidance and counseling.					VTA, NAITA, DTET, NYSC, SLITHM, Private/NGO sector

**Objective 3 : Improve quality and relevance of TVET courses**

**Strategy 3.1 : Promote Registration of VT centres and accreditation of VT courses in the province.**

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
3.1.1	Prepare and implement a plan for registration of training institutes (Register all training centres within a period of one year. All Divisional Secretaries liaise with training centres in this regard)					TVEC and proposed PSC and DSC
3.1.2	Prepare and implement a plan for accreditation of TVET courses. (Accredit 50% of courses in a two year period)					TVEC and proposed PSC and DSC

**Objective 4 : Meet human resources and skill development requirements of Plantation sector**

**Strategy 4.1 : Develop and implement a training strategy for Tea and Rubber Plantation for craft level occupations such as Rubber Tapper and Tea Plucker**

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
4.1.1	Assign a specialist in plantation to NAITA district office for 02 year period to coordinate community based training and apprenticeship in plantation					TVEC, PHDT, proposed PSC and DSC
4.1.2	Develop National Competency Standards and training curricula and a training and assessment scheme for Tea Pluckers & Pruners and Rubber Tappers.					TVEC, NAITA, NITESL/Univotec
4.1.3	Organize skill upgrading and assessment programmes for crafts persons in the plantation in cooperation with planters. * Organize 05 day crash course for Pluckers of 20 persons in each batch. This may be organized in 10 locations at once, so that around 10,000 Pluckers could be trained and certified in a year. * Organize 05 day crash course for Tappers of 20 persons in each batch. This may be organized in 05 locations at once, so that around 5,000 Tappers could be trained and certified in a year.					NAITA, PHDT, proposed PSC and DSC
4.1.4	Organize awareness programmes among school leavers and explore the possibility of promoting temporary employment for school leavers in the plantation sector.					TVEC, NAITA, PHDT, proposed PSC and DSC

**Objective 5 : Meet human resources and skill development requirements of Gem & Jewellery sector.**

**Strategy 5.1 : Develop and implement a training strategy for occupations in demand in the Gem & Jewellery sector**

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
5.1.1	Review National Competency Standards and CBT curricula of Gem Cutter, Jewellery Maker and Stone Setter and evaluate the Gemology content of curricula.					TVEC, NAITA, NITESL/Univotec
5.1.2	Conduct skills audit in Gem and Jewellery sector and assess application of gem carving skills					TVEC, NAITA, GJRTI
5.1.3	Develop Gem Carving module and if necessary introduce it to existing courses.					NAITA, GJRTI, NITESL/Univotec
5.1.4	Conduct skills upgrading training in Gemology to craftsmen in the industry					NAITA, GJRTI

**Objective 6 : Improve employability of TVET graduates.**

**Strategy 6.1 : Establish programmes for employment placement and entrepreneurship development**

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
6.1.1	Prepare job placement scheme in cooperation with Chambers and VT providers					DTET, NAITA, VTA & Chambers
6.1.2	Prepare programmes to promote self-employment and entrepreneurship development					DTET, NAITA, VTA & Chambers



**Strategy 6.2 :** Strengthen Planning Unit of the Provincial council to coordinate with TVET institutions and chambers and JobsNet to match demand for and supply of skills

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
6.2.1	Train staff of the provincial council on labour market analysis					TVEC, Provincial Council,
6.2.2	Establish Labour Market Information (LMI/LMA) Unit in the Provincial Council					TVEC, Provincial Council
6.2.3	Develop and maintain a mechanism to obtain data on manpower supply from school system & training system and skill demand from the industry					TVEC, Provincial Council
6.2.4	Establish tracer study programmes to find out rate of gainful employment among TVET pass outs					TVEC, NAITA, DTET, NYSC, proposed PSC and DSC

**Objective 7 :** Strengthen Planning unit of the Provincial Council to underpin implementation of TVET programmes in the province.

**Strategy 7.1 :** Establish Provincial and district TVET Steering Committee to coordinate and rationalize TVET Programmes.

Action No.	Action	Period of Implementation				Responsible Agencies
		2009	2010	2011	2012	
7.1.1	Appoint and operate a Provincial TVET Steering Committee taking representatives from all stakeholders including Provincial Council and TVEC.					TVEC, Provincial Council
7.1.2	Appoint and operate District TVET Steering Committees taking representatives from all stakeholders operating in a district.					TVEC, Provincial Council
7.1.3	Establish a Job Placement Centre (JPC) to promote employment outside the province and overseas. The JPC liaise with Jobsnet, Foreign Employment Bureau and other foreign employment agencies.					Provincial Council

## **5.2 Validation of VET plan**

This VET Plan was validated on 21<sup>st</sup> July 2009 with the participation of stakeholders as given in the list that includes government, provincial and industry officials. Based on the feedback received at the validation workshop the VET plan was revised incorporating the views expressed by them.

## **5.3 Implementation of VET plan**

It is envisaged that the Sabaragamuwa Provincial Council, two District Secretariats of the province and the TVEC will play a major role in giving effect to the proposals made in the VET plan with the assistance of all stakeholders in the province and national level. However, they will work in a coordinated manner specifically as indicated below.

### **5.3.1 Role of the Provincial Council**

As the key agency in provincial administration, the Sabaragamuwa Provincial Council will be the focal point in administering the VET plan. The proposed TVET Provincial Steering Committee (PSC) assisted by the District Steering Committees (DST) to be established in the two districts, the Provincial Council shall play the major role in implementation of the VET Plan.





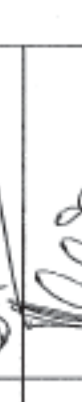





### **5.3.2 Role of District Secretariats**

It is expected that the two District Secretariats: Ratnapura and Kegalle that represent the Central Government in the province will play the role of a coordinator and the facilitator during implementation stage of VET plan. The District Secretariats will share the available resources with the Provincial Council in this regard.

### **5.3.3 Role of the TVEC**

Being the regulatory body for the TVET sector in the country, the TVEC will facilitate development activities and regulate registration and accreditation programs proposed in the VET plan. It will actively take part in monitoring and evaluation during implementation of the VET plan.

VET Plan for Sabaragamuwa Province  
Validation Meeting  
21st July 2009 at the Samudhi Hall, Ratnapura District Co-operative Rural Bank Union Ltd., New Town, Ratnapura.  
Attendance

Name	Designation	Institute	Address	Signature
Mr. Ranjith Induruwage	Manager	Wapotha Estate PLC	Wapotha Estate, Nivithigala.	
Mr. R.R. Wijekoon	Manager	Agalawatte Plantation Limited	Doloswells Estate, Nivithigala.	
Mr. Chandana Weerasinghe	Acting Manager	Agalawatte Plantations PLC	Niriella Estate, Ratnapura.	
Mr. Upali Samarasekera	Manager	Agalawatte Plantations PLC	Noragalla Estate, Nivithigala	
Mr. Romesh De Silva	Superintendent	Balangoda PLC	Rye Wikiliya Estate, Balangoda.	
Mr. H.E. Wijesundara	Assistant Manager	Bogawantalawa Tea Estates PLC	Maliboda Estate, Maliboda.	
Mr. Ruwan Wannigama	Front Office Manager	Centauria Tourist Hotel	Embilipitiya.	
Mr. R.A.D. Renuwaghe Krishnanth	Manager IT Manager	Chamber of Commerce	Ratnapura.	
Mr. M.B. Dissanayake	Province Director	Department of Agriculture	Muwagama, Ratnapura.	
Mr. Iraj Ratnayake	Senior Lecturer	Department of Hotel & Tourism Management	University of Sabaragamuwa.	

Attendance




Page 1

**VET Plan for Sabaragamuwa Province**  
**Validation Meeting**  
**21st July 2009 at the Samudhi Hall, Ratnapura District Co-operative Rural Bank Union Ltd., New Town, Ratnapura.**  
**Attendance**

Name	Designation	Institute	Address	Signature
Mr.C.M.Umagliya	Province Director	Department of Industrial Development	Rathambalawatte, Kegalle.	
Mr.S.M.B.K.S.Senaratne	Commissioner	Department of Provincial Government, Sabaragamuwa Provincial Council	New Town, Ratnapura.	
Mr.R.M.P. Pathiratne	Province Director	Department of Provincial Livestock Production and Health, Sabaragamuwa Provincial Council	New Town, Ratnapura.	
	Director (Academic Affairs)	Department of Technical Education and Training	Olcott Mawatha, Colombo - 10.	
Mr. M.Sumanaweera	Director (Planning)	District Secretariat	Kegalle.	
Mr.N.S.M.P.Ranjith	Director (Planning)	District Secretariat	New Town, Ratnapura.	
Ms.D.M.P.Dissanayake	District Secretary	District Secretariat	Kegalle.	
Mr. H. W. Gunadasa	District Secretary	District Secretariat	New Town, Ratnapura.	
Mr. Wimalaratne Muthugala	Senior Regional Manager	Gem & Jewellery Authority	Regional Office, Ratnapura.	
Mr.Pradeep Thenuwara	Administrative & Personal Officer	Gem & Jewellery Research & Training Institute	Hidellana, Ratnapura.	

Attendance

VET Plan for Sabaragamuwa Province  
Validation Meeting  
21st July 2009 at the Samudhi Hall, Ratnapura District Co-operative Rural Bank Union Ltd., New Town, Ratnapura.  
Attendance

Name	Designation	Institute	Address	Signature
Mr. Wasantha Gamlath	Training Development Officer	Gem & Jewellery Research & Training Institute	Hidellana, Ratnapura.	
Mr. Thilak Dharmaratna	Director	GJRTI	Hidellana, Ratnapura.	
Mr. G.U. Premaratne	Superintendent	Glensk Estate	Amithirigala.	
Mr. S.A.J. Manuel	Manager	Hotel Famous	School Lane, Eheiyagoda.	
Mr. J.B.R.P. Dassanayake	Managing Director	Hotel Heshani (Pvt) Ltd	176/1 Walawatte, Kegalle.	
Mr. Deepthi Lamahewa	ILO Project Coordinator	ILO YEN Project, ILO Colombo Office	202-204, Baudhaloka Mawatha, Colombo-07.	
Mr. R.M.S.K.B. Ratnayake	Director	Institute of Professional Computer Studies	178/A, Colombo Road, Ratnapura.	
Ms. Tina Staermose	Country Director	International Labour Organization Colombo Office	202 - 204, Baudhaloka Mawatha, Colombo 07.	
Ms. Shyama Saigado	NPO/ILO YE Project	International Labour Organization Colombo Office	202 - 204, Baudhaloka Mawatha, Colombo 07.	
Mr. Henrik Vislisen	Chief Technical Advisor/Youth Employment Project	International Labour Organization Colombo Office	202 - 204, Baudhaloka Mawatha, Colombo 07.	

Attendance



21st July 2009 at the Samudhi Hall, Ratnapura District Co-operative Rural Bank Union Ltd., New Town, Ratnapura.



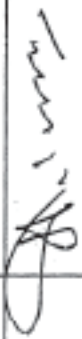
Name	Designation	Institute	Address	Signature
Mr. I. U. B. Mahawatte	Assistant Manager	Kahawatte Plantations PLC	Poronuw Estate, Kahawatte.	
Mr. Ronald de Jacolyn Seneviratne	Manager	Kahawatte Plantations PLC	52, Maligawatte Road, Colombo -10.	
Mr. B. D. Sirisena	Proprietor (Manager)	Ketandola Timber Goods Manufactures and Contractors	621, Ketandola, Ratnapura.	
Mr. Lakshitha Rajapakse	Partner	Lakshitha Garments	93/1, Bandaranayake Mawatha, Kegalle.	
Mr. R. P. W. H. Rajapakse	Proprietor	Lakshitha Garments	93/1, Bandaranayake Mawatha, Kegalle.	
Mr. E. L. Chandrasena	Secretary	Ministry of Agriculture, Sabaragamuwa Provincial Council	New Town, Ratnapura.	
Mr. H. P. Kularatne	Secretary	Ministry of Education, Sabaragamuwa Provincial Council	New Town, Ratnapura.	
Mr. J. A. Ranjith	Secretary	Ministry of Health, Sabaragamuwa Provincial Council	New Town, Ratnapura.	
Ms. Supette Gunawardena Mr. P. A. L. Seneviratne Mr. N. J. A. K. Seneviratne	Secretary Asst. Secretary	Ministry of Highway, Sabaragamuwa Provincial Council - Ministry of Provincial Roads Development	New Town, Ratnapura.	
Ms. D. M. Maitani	Secretary	Ministry of Industries, Sabaragamuwa Provincial Council	New Town, Ratnapura.	
S. I. M. M. S. Singh	Project Coordinator			

VET Plan for Sabaragamuwa Province

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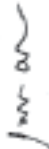

Name	Designation	Institute	Address	Signature
Ms.K.G.Nalini Jayaweera	District Manager - Kegalle	NAITA District Office	450/A, Meepitiya, Kand/ Road, Kegalle.	
Mr.Jagath Basnayake	Director (Training)	National Apprentice and Industrial Training Authority (NAITA)	971, Sri Jayawardenapura Mawatha, Wellkada, Rajagiriya.	
P.K. Pushpakumara	Province Director	National Apprentice and Industrial Training Authority (NAITA)	Ratnapura.	
Mr.K.J.Perera	Enforcement Officer	National Gem & Jewellery Authority	Regional Office, Ratnapura.	
	Officer in Charge	National Youth Services Council	Ratnapura.	
Mr.Upali Senevirathna	Assistant Manager	New Paradise Hotel	714, Kandy - Colombo Road, Huthuwankanda, Mawanella.	
Mr.L.J.Gunatilake	Deputy Manager	Peenkande Estate	Nivithigala, Ratnapura.	
Mr.Nalin De Silva	Regional Director	Plantation Human Development Trust	Paradise, Kuruwila.	
Mr.Yejieth De Silva	Regional Director	Plantation Human Development Trust	Paradise, Ratnapura.	
	Director of Provincial Education	Provincial Education Office	Gelangama, Ratnapura.	

Attendance

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Name	Designation	Institute	Address	Signature
Mr. M. Priyantha Pushpakumara	Proprietor	Pushpakumara Wood Technicians	New Town, Kollona.	
Mr. Ratna Kumarasiri Bandara	Book Keeper	Raidiya Hotel (Pvt) Ltd	Pinnawala, Rambukkana.	
Mr. A.M. Dirckze		Rasagalla Estate	Balangoda	
Mr. P.V.R.S.R. Rathnayake	Entrepreneur	Rathnayake Auto Maintenance	In front of Dharmapala Vidyalaya, Paragammana, Kegalle.	
Mr. P.B.R. Weerakoon	Restaurant Manager	Rathnaloaka Tour Inns	Kosgala, Kahangama, Ratnapura.	
Mr. A.M.L. Bandara	House Keeper	Rathnaloaka Tour Inns	Kosgala, Kahangama, Ratnapura.	
Mrs. C.R. Hemasiri	Reservation Executive	Rathnaloaka Tour Inns	Kosgala, Kahangama, Ratnapura.	
Ms. G.D.A. Swarnalatha	Regional Deputy Director	Rubber Development Department	Kegalle.	
Mr. Anuruddha Bandara	Assistant Director (Planning)	Sabaragamuwa Provincial Council	New Town, Ratnapura.	
Mr. Sunil Premachandra	Deputy Chief Secretary (Administration & Training)	Sabaragamuwa Provincial Council	New Town, Ratnapura.	

VET Plan for Sabaragamuwa Province  
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Attendance

Name	Designation	Institute	Address	Signature
Ms. S.C. Pallothenna	Deputy Chief Secretary (Planning)	Sabaragamuwa Provincial Council	New Town, Ratnapura.	
Mr. P. Kodituwakku	Chief Secretary	Sabaragamuwa Provincial Council	New Town, Ratnapura.	
	Principal	SLIATE	ATI Sections, Ratnapura.	
Mr. J.M.B.J. Bandara	President, Ratnapura Region	Tea Small Holding Society	Helandoulwatte, Pelwadiya	
W.R.D.S. Jayathilake	Principal Career Guidance Officer	Technical College	Kegalle.	
R. P. Wijewaratne	Principal	Technical College	Warakapola.	
K.C. Ranjith	Principal C.C.O.	Technical College	Embilipitiya.	
K.V. Anurathesith	Principal	Technical College	Ratnapura.	
Professor P.G.R. Dhamaratne	Department of Earth Resource Engineering	University of Moratuwa	Katubedda, Moratuwa.	
M.S. Dhammika	Assistant Director	Vocational Training Authority	District Office, Ballapana, Galgamuwa.	



VET Plan for Sabaragamuwa Province

Validation Meeting

21st July 2009 at the Samudhi Hall, Ratnapura District Co-operative Rural Bank Union Ltd., New Town, Ratnapura.

Attendance

Name	Designation	Institute	Address	Signature
N. K. Dileshige	Assistant Director	Vocational Training Authority	District Office, Panawenna, Kahawatte.	
W. D. Fernando	Director (Training) D.P.D. (C)	Vocational Training Authority of Sri Lanka	"Nipunatha Piyasa", Colombo -05.	
G. V. Manaratna.	S.E.D.D. T.O.	District office. Ratnapura.		
R. K. S. Velasiri	HRDA	District office - Ratnapura.		
S. SIRA WANNARACHCHI	DISTRICT PROSS OFFICER	DISTRICT SECRETARIAT.	RATNAPURA	
P. R. Arimal Rajapaksa	D.P.O.	"	"	
B. P. Dayawansa	A.D (Planning)	District secretariats,	Ratnapura.	
W. P. Samarasinghe	Asst. secretary (Planning)	Chief ministry - SPC	Ratnapura	
K. G. T. S. Kumar	Finance Asst.	Chief ministry.SPC	Ratnapura	
Indira Arumathandam	Deputy manager		K.P.L.C. Hemaswella Estate Speragaya	

N. L. A. G. K. Munidasa HRDA. District office - Ratnapura. - Geetha

Attendance

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# Tertiary and Vocational Education Commission (TVEC)

The National Apex Body for Policy Formulation & Regulation of  
Technical and Vocational Education and Training (TVET) Sector in Sri Lanka.

## Our Services

- ◆ Registration of training institutions and accreditation of training courses for quality assurance of training provision.
- ◆ Develop and publish Vocational Education and Training (VET) plans for important industry sectors and geographic areas.
- ◆ Operate National Vocational Qualification (NVQ) framework and award nationally recognized and internationally understood certificates.
- ◆ Provide financial grants to private & NGO sector training institutions for course accreditation.
- ◆ Provide financial grants to public sector institutions for implementation of activities identified in VET plans.
- ◆ Co-ordinate the development of National Competency Standards (NCS) and Endorse the National Competency Standards.
- ◆ Collect, analyse and disseminate Labour Market Information (LMI).

## We invite you to:

- Follow Accredited Training Programmes at Training Centers Registered with TVEC.
- Go for National Vocational Qualifications.
- Obtain National Recognition for Your Vocational Competencies.

### Tertiary and Vocational Education Commission

354/2, Nipunatha Piyasa, Elvitigala Mawatha, Colombo 05, Sri Lanka

Tel: +94 (0)11 5849291, Fax: +94 (0)11 2555007

Email: [info@tvec.gov.lk](mailto:info@tvec.gov.lk), Web: [www.tvec.gov.lk](http://www.tvec.gov.lk)