Vocational Education and Training (VET) Plan for Southern Province

Tertiary and Vocational Education Commission

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Executive Summary

This third provincial VET plan is developed for the Southern province. The financial assistance came from Ruhuna Economic Development Agency for the work. The VET plan primarily identifies the demand for and supply of manpower and skills needs, in the Southern province in the context of its impressive economic growth, due mainly to government's large scale infrastructure and other development works in the province.

Initially Socio-economic environment was studied by analyzing secondary data to determine present socio economic situation and its future trends in the province and to assess annual additions to labour force from the school system. Agriculture; Fisheries; Livestock; Hotels and Tourism; Construction; Small and Cottage Industries; Textiles, Garments and Handlooms; Light Engineering Products and Services; and Transport and Ports related Industries are the key industry sectors, analysed to identify their manpower and skills demands. The VET plan proposes, training programmes and numbers to be trained in various vocations and other related development initiatives, to assure the availability of trained man power for the growing economic sectors in the province.

Southern province has the highest rate of 7.8 per cent in unemployment with second highest female unemployment rate of 11.6 per cent in the country. The underemployment rate for Southern province is 5.3 per cent. The distribution of unemployment rate and underemployment rate by province shows that Southern province has the highest rates for both. Second Highest unemployment rates district-wise are in Matara and Hambantota districts with 8.9 per cent. Galle district has the fourth highest unemployment rate of 6.5 per cent in the country. Both unemployment & underemployment rates remain higher in Hambantota & Matara districts compared to other districts. Unemployment rates among the people of the G.C.E.(O/L) and G.C.E.(A/L) education categories in Southern province are 10.8 per cent and 19.5 per cent respectively. The age groups (15-19), (20-24) and (25-29) have recorded unemployment rates of 29.9, 28.0 and 16.6 per cents respectively.

The Tea Plucker and Pruner are the major employment categories in Tea Plantation while Coconut Plucker is the main category in Coconut Plantation. Paddy cultivation requires farmers for all preparatory and harvesting works although machinery, like tractors and combined harvesters, are now increasingly being used, due to shortages of workers. Rubber plantation requires Tappers as the key worker category. Peeler is the main occupational category in Cinnamon plantation. The employers perceive that there are shortages of around 50 per cent in the said worker categories. The employers also perceive that there exists a shortage of competencies in terms of knowledge, skills and attitude among the current workforce as well, implying that training and other interventions are needed to improve their competencies. The related issues and concerns referred to are mainly the ways of improving the social image and dignity of labour to attract more youth to plantation occupations, provision of apprenticeship training for occupations in plantations and in paddy cultivation and training in related value addition processes. The issues and concerns expressed are expected to be addressed and resolved.

The Fisheries sector in the province supplies 30.4 per cent of the national marine fish production in the country. The training areas recommended in Marine fishing in Southern province are Engine repairing, Fiber work, Net mending, Satellite navigation and GPRS, Fish handling, Post harvest technology and Value addition in fish processing. Knowledge of the modern marine equipment handling and fishery forecasting system will help to tackle highly migratory fishery resources. Training for skills upgrading and livelihood training on breeding technology, shrimp culture technology, crab fattening and site selection are to be developed and offered initially to extension and development officers in fisheries, in transferring and teaching the new technologies to fishers, eventually leading to raise the economic standards in the Southern province.

Livestock are spread throughout all three districts. Livestock keeping still remain mainly as a traditional subsistence level activity in the province, but has a great potential to be improved as a commercially viable rural enterprise, providing an opportunity for farmers to increase their income and to improve their livelihoods. Farmers should be motivated and trained to change from extensive type to intensive system and keep less number of productive animals usually of high genetic quality, well managed and fed on greens, straw and concentrates.

The Hotels and Tourism industry continues to be one of the most dynamic economic sectors in the country, generating high demand for skilled manpower. The additional number of 8,460 rooms are planned to be built in Southern province over a six year period, implying an average number of 1,410 rooms annually to be added to the room stock in the province. The estimated annual human resource requirement for non managerial levels of the hotels sector in Southern province is about 2,450 personnel. In addition to train these numbers in occupations, at entry level to the sector, training programs and awareness programs for local people on Home Stay, Ayurvedic tourism, etc are suggested.

The Construction sector in the Southern Province is expected to continue to develop sharply. The estimated annual additional workforce is around 1,800 of which 1,325 numbers will be craftsmen in various occupations, 180 in technical grade occupations and 90 numbers are operators and mechanics of construction equipment and they are expected to be trained prior to entering the labour market for employment. The second category of training will preferably be on short term basis for industry accepted figure of 84 percent of the estimated 19,080 craftsmen already employed in the province who never had any formal training, to enhance their skills.

Small and Cottage Industries are considered as an economic activity undertaken largely by home-based artisans and craft workers. Analysts of employment in informal sector have noted the lack of an entrepreneurial culture and young people being reluctant to start their own businesses and generate their own employment. Vast majority of training initiatives aim to deliver skill level training programs, apparently with two major objectives. First objective is to expand the sector (for resource exploitation due to market demand) and the second is to provide employment opportunities for those unemployed.

Sri Lanka's Textiles and Garments industry has grown to be one of the largest contributors to the export revenue of the country. The country having established itself as a reliable supplier of quality garments at competitive prices, and also as a producer of "garments with no guilt" is a responsible and preferred destination for apparel sourcing. There is a large shortage of Industrial Sewing Machine operators in the sector. Compliance Officer is a new job position in garment factory that has emerged, to ensure that the factory complies with the said requirements in human resources management and environmental friendly practices. There is also an increasing demand for counselors to work in the garment factories giving counseling services to the young workers in dealing with their problems and difficulties.

The functions in Light Engineering sector are activities in production and or services which are manual (of high labour component), sometimes indigenous and which use simple technologies. This sector in Southern province is dominated by private sector informal units and their distribution is not restricted to any identifiable locations. The production or services units are scattered throughout the districts based on demands, accessibility and availability of other basic infrastructure facilities like electricity for their locations. Training is needed to transfer technology and to upgrade skills. There will be programmes for entrepreneurial skills development for the employers as well as workers to better prepare them to face the challenges of emerging technologies in their industry and to be competitive in the business world. Customer Focus and Quality Delivery of Products and Services will be special theme to be delivered to the Entrepreneurs in this sector. Delivery of training will be on short term basis at training centres or at work places.

Hambantota is currently undergoing a major phase of infrastructure development with number of new development projects. A total number of 7,070 jobs are estimated in 84 vocations, to be in demand during the period up to 2014. Highest demand will be for Security Personnel (500), Clerks-General (500), Computer Application Assistants (400) and Welders (400) There are numerous training centers and other training facilities in the province to cater to the demand created by the economic sector. Except for a very few, training facilities are available for most of the categories within the province itself.

Provincial and District TVET Steering Committees are to be established to coordinate and monitor the VET plan implementation in the province.

TVEC will continue to assist and work with Southern Provincial Council, District Secretariats in the province and other stakeholders in implementing the activities proposed in the VET plan.

Chapter 1: Introduction

1.0 Overview

The three main objectives of the Tertiary and Vocational Education Commission (TVEC), established by the Tertiary and Vocational Education (TVE) Act No 20 of 1990 are given below:

a. Policy development, planning, coordination and development of the tertiary education and vocational education at all levels in keeping with the human resource needs of the country.
b. Development of a nationally recognized system for granting of tertiary 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 and vocational education.

As an activity to achieve the objective (a) above, the TVEC has undertaken since 1999, to develop and regularly revise Vocational Education and Training (VET) plans for key industry sectors of the economy of Sri Lanka at the national level. The section 11 (4) of the (TVE) Act No of 1990 allows provision for the TVEC to prepare Provincial Vocational Education and Training Plans on the requests made by Chief Ministers of provinces for the development of the tertiary and vocational education in their respective provinces.

There are many public, private and NGO sector training providers, operating in any given province. The rationalization of resources and the training programmes of these different training providers has thus become a necessity. Provincial VET plan is a tool that could be used to ensure rationalized implementation of training at provincial level. The VET plan is prepared in consultation and participation of all training providers and other sector stakeholders in the province. His Excellency the President shall approve such plans with or without amendments in consultation with the Hon Minister in charge of vocational education and training. The provincial administration then assumes the ownership of the VET plan which in turn will make all training providers in the province accountable for its effective implementation. The progress of the VET plan implementation will be reviewed regularly at district and provincial progress review meetings attended by civil administration and training providers.

The VET plan outlines the strategies to bridge the gap between demand for and supply of skilled manpower. All its stakeholders i.e. industry sectors, Technical and Vocational Education and Training (TVET) providers and the youth aspiring to undergo training, benefit from such planning. VET plan will also recommend the mechanisms for effective coordination of relevant stakeholders during VET plan implementation. TVET institutions will thus, be able to utilize their resources to conduct demand driven programmes with a higher degree of rationalization.

1.1 Rationale

First ever VET Plan developed by TVEC for a province was for Sabaragamuwa province. The second one was for Eastern province. This VET plan for the Southern province, the third by TVEC, was done at the request of the Chief Minister of the Southern province and under the direction of the Ministry in charge of TVET sector. The financial assistance came from the Ruhuna Economic Development Agency (RUEDA) for the work.

With the rapid and large scale development initiatives of the government in the Southern province, especially in the Hambantota district, economy is expected to grow at an impressive pace. The growth in economy will demand for more and varied skilled manpower in the province. This provincial VET plan, hopefully will provide direction for training providers operating in the province and establish an integrated programme for development of its TVET system, to effectively meet the challenges of providing the skilled human resources required to man the vibrant economic activities in the province.

1.2 Objectives of VET Plan Development

The objective of development of this VET plan for the Southern province is primarily to identify the demand for and supply of skills needs, in the context of the large scale development work in the province and to ensure the availability of trained manpower for the growing and emerging economic sectors in the province. This exercise of VET planning will also facilitate youth in the province to realize their career aspirations.

The key activities that took place in the process of developing the VET plan were:

- Identification of key industry sectors and their development trends through analyses of socio-economic environment of the three districts in the Southern province.

- Demand forecasting of skills for the next four to five years through analyses of skills requirements of key industry sectors.

- Identification of levels of education and the number of new entrants to the labour market through analysis of school education system.

- Identification and assessment of the skills requirements in different livelihood occupations.

- Assessment of the VT courses and training offered in the province for their adequacy for the supply of skills and determine the possibility of including development of livelihood skills within the skills development programmes.

- Comparison of the demand for and supply of skills and make recommendations for, establishment of new training cntres and strengthening of career guidance services, expansion or contraction and improvements of existing courses, introduction of new courses and training of trainers.

- Survey to examine the extent of possible inter provincial migration of skilled youth trained by the training providers operating in the province.

- Proposing an effective mechanism to coordinate the implementation of the VET plan in Galle, Matara and Hambantota districts.

1.3 Methodology

1.3.1 Extensive Consultation

This plan was developed with the participation of key stakeholders in the province. Initially, secondary data were analyzed to determine the present socio economic situation, key industry sectors and their development trends. A survey was also conducted among the NVQ certified skilled youth trained by the vocational training institutions in the three districts in the Southern province. A questionnaire was administered among them to examine the extent of possible migration to other provinces for employment.

The following major economic sectors were identified at the initial planning workshops held in the three districts with the participation of civil administration, training providers and also other stakeholders representing various economic sectors.

1. ***Agriculture***
2. ***Fisheries***
3. ***Livestock***
4. ***Construction***
5. ***Hotels and Tourism***
6. ***Textile, Garments and Handloom***
7. ***Livelihood Occupations – Micro, Small/ Cottage Industries***
8. ***Light Engineering Products & Services***
9. ***Transport and Related Development Projects***

1.3.2 Sector Studies and Demand Forecasting

Initially, services of sector experts were obtained to analyze skills and human resources demand in different sectors and sub sectors identified at the planning workshops and prepared sector reports. The sector experts were expected to gather sector specific primary and secondary information required for development of the VET Plan for the Southern province, analyze the gap between the demand for and supply of skills and forecast the demand of human resources in terms of types of skills to be provided and numbers to be trained in each occupation in order to meet skills requirement of that sector.

The reports on each economic sector were validated with sector experts, held with participation of professionals and practitioners of relevant industry sectors.

1.3.3 TVET Sector Study and Supply Forecasting

The present technical and vocational training provision in Southern province was analyzed in detail in terms of the number of training institutes, their available course mix and number of trained and skilled course completers leaving the training institutes to join the labour market. Similarly the number of potential customers, available for joining the training institutes from the school system was estimated based on the relevant school statistics for the province.

1.3.4 Training Provision to Meet the Demands

After completing demand side analyses, human resource demand, skills shortages and labour market trends were presented to the managers of the training institutes and officials of the TVET sector in the Southern province to work out TVET strategies to bridge the gaps in demands.

1.3.5 Final Validation

The VET plan, prepared incorporating all these outcomes, was validated at three workshops held in the three districts with the participation of senior staff of the provincial council and district secretariats and other relevant stakeholders. These measures were adopted to increase the internal and external validity of the VET planning report.

Chapter 2: Socio-economic Environment of Southern Province

2.0 Overview

The Southern province comprises 8.6 per cent of the land area of the country and 12 per cent of the country's population. The land area is 5,383 Sq km and inland waters 161 Sq km totaling 5,544 Sq km.

The three districts in the Southern province; Galle, Matara and Hambantota have land extents of 1,617 Sq km; 1,270 Sq km and 2,496 Sq km with population of 1,075,000; 831,000 and 588,000 respectively.

The share of the Southern province in the national GDP is 10.6 per cent. The contributions to the provincial GDP by Services, Agriculture and Industry sectors are 52.9 per cent, 17.5 per cent and 29.6 per cent respectively. The unemployment rate in the province stands highest in the country at 8.1 per cent of the work force. In 2010, estimated economically active population in the Southern province was around 1,024,200 and 668,600 numbers (65.3 per cent) were males and 355,600 numbers (34.7 per cent) were females.

The total employed labour force in the province is 943,919 and 33.3 per cents (1/3) of the total employed in the province are females. While Services sector employs 37.4 per cent of its employed workforce, in Agriculture sector, it is 37.1 per cent and in Industry sector it is 25.5 per cent. (*CBSL-2010)*

2.1 Administrative Structure

The Chief Minister heads the provincial administration. The five ministries listed below administer the functions entrusted through the devolution of power to provincial councils by the constitution of the country.

1. Chief Ministry and Ministry of Finance and Planning, Justice and Law, Transport, Drainage and Water Supply, Power , Engineering Services, Health, Indigenous Medicine and Local Government
2. Ministry of Southern Province Land and Land Development, Irrigation, Roads and Highways, Information, Rural and Estate Infrastructure Development
3. Ministry of Southern Province Education and Cultural Affairs, Food Supply and Distribution, Trade and Cooperative Development
4. Ministry of Sports and Youth Affairs, Rural Industries, Rural Development, Tourism, Economic Promotions, Social Welfare, Child Protection Services, Women' Affairs, Buildings and Constructions, Manpower and Employment
5. Ministry of Agricultural and Agrarian Development, Livestock Development, Fisheries and Environmental Affairs

The Governor of the Southern province through the Provincial Public Service exercises the powers of appointment, transfer, dismissal, and disciplinary control of the provincial officers.

There are 50 Local Authorities administering and delivering the local government services in the Southern province. They are the 3 Municipal Councils, 5 Urban Councils and 42 Pradeshiya Sabhas coming under the purview of the Commissioner of Local Government assisted by Regional Assistant Commissioners of Local Government. The Southern province also constitutes three administrative districts, Galle, Matara and Hambantota comprising 47 Divisional Secretariat (DS) Divisions with 2121 Grama Niladhari Divisions(GN) in total as shown in Table 2.1. (*SPDSh-2010)*

Table 2.1: Provincial Administration Agencies in the Southern Province

District	No of GN divisions	No of DS divisions	Pradeshiya Sabha	Urban council	Municipal Councils
Galle	895	19	17	2	1
Matara	650	16	15	1	1

Hambantotota	576	12	10	1	1
SP	2121	47	42	5	3

Source: District Statistical Handbooks-2010

Local Authorities are the development agents in their respective areas and they are playing a greater role in development activities at local level in collaboration with Central and Provincial government agencies. The three District Secretariats coordinate certain development activities directed by the Central Government.

Table 2.2 indicates the list of Divisional Secretariates in the three districts, each one with the number of Grama Niladhari divisions (parenthesis).

Table 2.2: Divisional Secretariats with number of Grama Niladhari Divisions in Southern Province

	Galle District	**Matara District**	**Hambantota District**
1	Akmeemana (63)	Akuressa (46)	Ambalantota (55)
2	Ambalangoda (36)	Athuraliya (28)	Angunakolapelessa (51)
3	Baddegama (70)	Devinuwara (41)	Beliatta (71)
4	Balapitiya (51)	Dickwella (48)	Hambantota (30)
5	Benthota (51)	Hakmana (34)	Katuwana (56)
6	Bope-Poddala (44)	Kamburupitiya (39)	Lunugamvehera (36)
7	Elpitiya (51)	Kirinda Puhulwella (25)	Okewela (27)
8	Galle Four Gravets(50)	Kotapola (37)	Sooriyawewa (21)
9	Gonapinuwala (19)	Malimbada (29)	Tangalle (72)
10	Habaraduwa (59)	Matara Four Gravets(66)	Tissamaharama (44)
11	Hikkaduwa (97)	Mulatiyana (48)	Walasmulla (53)
12	Imaduwa (43)	Pasgoda (43)	Weeraketiya (60)
13	Karandeniya (40)	Pitabeddara (40)	
14	Nagoda (53)	Thihagoda (40)	
15	Neluwa (34)	Weligama (48)	
16	Niyagama (34)	Welipitiya (38)	
17	Thawalama (36)		
18	Welivitiya-Divithura (20)		
19	Yakkalamulla (44)		

Source: District Statistical Handbooks-2010. Nos indicated within brackets are the number of GN Divisions

2.2 Geography and Climate

The Southern province of Sri Lanka stretches along the southern coast of Sri Lanka, extending 65 kilometers (km) inland at its widest point, otherwise is a narrow strip of approximately about 250 km long extending along the entire southern coast from the town of Bentota in the west to Yala National Park in the east.

Southern province's natural boundaries are the Bentara River in the west and Kumbukkan Oya in the north, separating it from the Western and Eastern Provinces respectively. A small area in the north of Galle and Matara districts with its small villages and towns rises to an elevation of approximately 1,200 feet above MSL and the rest of the province is generally flat.

Galle and Matara districts are in the wet zone in the western half of the province, where the climate is hot and mist in contrast to the Hambantota district in the dry and arid areas in the east. The average annual rainfall ranges from approximately 3000 mm in the wet zone which experiences its highest rainfall during the period from May to July to a low annual average of 800 mm of rain during the November to February period in Hambantota district. Three fourth of Hambantota district averages 500 mm of rain. Mean temperature varies from 26^{o} C in the West to 28^{o} C in the East.

Red yellow podzolic soils are predominant in the wet zone while in the intermediate zone, the red yellow podzolic soil, with strongly motted subsoil low in humic gray soil, reddish brown earth and immature brown loams predominate. The Dry Zone has reddish brown earth with a high amount of gravel.

Southern Province covers a wide range of natural ecosystems and the land and water use patterns as well as the agricultural cropping systems are extremely varied. These range from forests and tea estates in rolling upland country in the north and east, through low-lying coconut and paddy areas in the wetter coastal plains to semiarid lowland plains in the eastern dry zone. (http://www.spc.gov.lk)

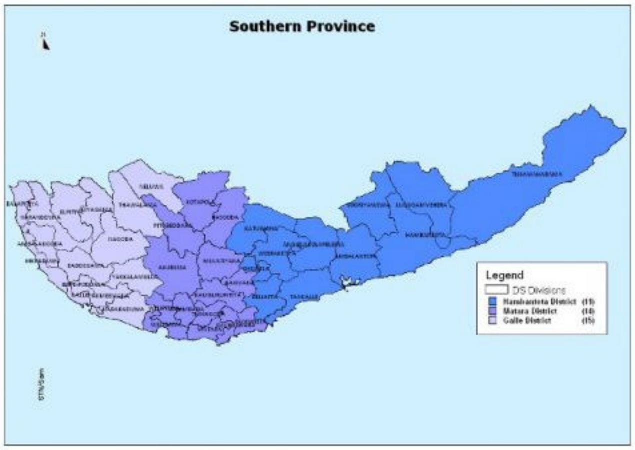


Figure 2.1: Map of the Province

2.3 Demography in Southern Province

The Southern province is the third smallest of the nine provinces with a total land area of 5,544 Sq km, (Western province being the smallest with 3,684 Sq km and Sabaragamuwa province the second smallest with 4,968 Sq km) and a estimated mid year population of 2,494,000 in 2010. In comparison with other provinces as Table 2.3 indicates, the Southern province has a population density of 450 per sq km. This is the third largest population density in the country; Western province the largest with 1,592; followed by Central province with 474. The lowest population density of 118 is in the North Central province.

Table 2.3: Land Area and Population Densities in All Provinces

Province	Total Area in Sq.km	Population'000	Population Density /Population per Sq km
Western	3,684	5,865	1,592
Central	5,674	2,689	474
Southern	5,544	2,494	450
Sabaragamuwa	4,968	1,943	391
North Western	7,888	2,342	297
Eastern	9,996	1,561	156
Uva	8,500	1,326	156

Northern	8,884	1,193	134
North Central	10,472	1,240	118
Sri Lanka	65,707	20,653	314

Source: Estimated mid year population-Department of Census and Statistics, 2010 and VET Plan Specific Calculations

2.3.1 Population Distribution by Gender

Table 2.4 shows the gender composition of the population in the three districts in Southern province. Accordingly, the population in Galle district is the highest with around 1,075,000 and the lowest in Hambantota district with 588,000. The population in Matara district is around 831,000.

A useful measure of sex composition is the sex ratio, which is defined as the number of males per 100 females in the population. The figures indicate that the number of females is more than the number of males in all three districts in the Southern province and this holds true for the whole country. Among 19 DS divisions in Galle district, the highest sex ratio of 103.8 is recorded from Neluwa DS division followed by 100.7 from Thawalama DS division. All other DS divisions show lower sex ratios, below 100 (*SHbGD- 2010).*

Table 2.4: Population of Province by District and Gender

District	Total Population	Gender		Sex Ratio
		Male	Female	
Galle	1,075,000	523,000	552,000	94.7
Matara	831,000	403,000	428,000	94.2
Hambantota	588,000	289,000	299,000	97.0
SP	2,494,000	1,215,000	1,279,000	95.1
Sri Lanka	20,653,000	10,249,000	10,404,000	98.5

Source: District Statistical Handbooks- 2010 and VET Plan Specific Calculations

Female population of Matara district is more than the male population. This is the general pattern in all DS divisions except in Pasgoda and Pitabeddara where the estimated sex ratios are 101.4 and 100.1 respectively. All the other 14 DS divisions record sex ratios lower than 100 (*SHbMD-2010).*

Among 12 DS divisions in Hambantota district, except in two DS divisions,Weeraketiya (100.2) and Suriyawewa (101.5), females outnumber the males in population in all the other DS divisions in the district (*ShbHD-2010).*

2.3.2 Population Distribution by Sector- Urban and Rural

According to the current definition, urban sector comprises all Municipal and Urban Council areas.

Table 2.5 shows the population distribution according to the urban and rural sectors. On an average, around 8 times more people are living in the villages or rural sector in the province than in urban sector.

Table 2.5: Population Distribution by Sector- Urban and Rural

District	Sector						Total Population	Area Sq km	Population Density
	Urban		Rural		Estate				
	Number	%	Number	%	Number	%			
Galle	149,604	13.9	907,092	84.4	18,304	1.7	1,075,000	1,652	651
Matara	101,033	12.2	707,955	85.2	22,012	2.6	831,000	1,283	648
Hambantota	19,992	3.4	568,008	96.6	-		588,000	2,609	225
SP	270,629	10.9	2,183,055	87.5	40,316	1.6	2,494,000	5,544	450

Source: Statistical Handbooks of Galle, Matara and Hambantota District-2010

2.3.3 Disabled Population in Southern Province

"Persons with disabilities" means any person who, as a result of any deficiency in his/her physical or mental capabilities, whether congenital or not, is unable by himself /herself to ensure for himself/herself, wholly or partly, the necessities of life.

The total number of disabled persons of 18 districts, in which the Census was carried out by the Department of Census and Statistics in 2001, was 274,711. Out of that, 158,446 were males and the rest were females. Table 2.6 indicates the percentage distribution of disabled persons in the three districts in the province 2001.

Table 2.6 : Percentage Distribution of Disabled Persons by District in the Southern Province-2001

District	Total population	Number of Disabled Persons	Disabled Percentage
Galle	990,487	17,829	1.8
Matara	761,370	15,227	2.0
Hambantota	526,414	13,056	2.5
All Country	1,8797,257	274,711	1,5

Source: DCS -2001 census completely done in 18 districts only*

The highest percentage (viz. the number of disabled population for 100 persons in each district) of disabled persons was recorded in Hambantota district and second and fourth highest places were taken by Matara and Galle districts respectively. Colombo district had the lowest percentage of disabled persons, but it took the second place according to the number (27,430). However, the highest number of disabled persons was reported from Gampaha district (28,683).

Although the following statistics were for the total country figures, it generally indicated the provincial situations as well. Largest number (87,105) of disabled population in the country did not go to school which was 31.7 percent of the total disabled population. The number of disabled persons who did not attend school was higher for female than male (46,340 vs. 40,765). Among those who received education, the highest number passed grade 6-8 for both sexes. Those numbers were 29,566 and 17,832 for males and females respectively. The number of disabled persons with degree and above level of education was very few and it was 545 and 238 for males and females.

Majority of disabled Population (73.3 per cent) was supported by family or relation. The percentage of females supported by family was higher than that of males. The percentage of disabled persons who were living in institutions was 3.7. It was 4.3 per cent for males and 3.0 per cent for females. 14.4 per cent of disabled persons were employed, gender-wise 21.2 per cent of males and 5.1 per cent of females were employed and were taking care of themselves (*DCS -2001).*

2.4 Economic Structure, Employment and Income

This section gives a brief overview of the Province's basic economic indicators and performance as well as employment structure and income situation.

2.4.1 Economic Structure

Table 2.7 shows that the GDP of the Southern province was LKR 493,292 Million in 2009, which was a share of 10.2 per cent in the national GDP. This placed Southern province third after Western (45.1 per cent) and North Western (10.3 per cent) provinces in terms of contribution to the national GDP. This share from Southern province has remained over 10 per cent since 2006 and remained second best from 2003 to 2008 for seven years.

The service sector in the Southern province contributed 5.2 per cent to national GDP (2009). Its Agriculture and Industry sectors contributed 1.8 per cent and 3.1 per cent to national GDP respectively.

The agriculture sector in the province contributed 17.9 per cent to its total GDP in 2009. The industrial sector contribution to provincial GDP remained around 30 per cent since 2007. The highest contribution to the provincial GDP came from the service sector. It contributed 51.2 per cent in 2009 to the provincial GDP. This share had generally kept increasing from 46.1 per cent in 2004 to 53.1 per cent in 2007 and remained over 50 per cent in the last two years.

Within the service sector in the province, wholesale and retail trading made up the greatest share in provincial GDP with (18.2 per cent), transport (12.0 per cent) and government services (8.7 per cent) in 2009. The contribution from hotels and restaurants to overall provincial GDP was 1.6 per cent and seemed low although the number of hotels and restaurants along the coastal belt is high. Many small and medium sized hotels and restaurants may not have been registered and hence not mentioned in official statistics. It also has to be noted that tourism business is seasonal and tourists mainly arrive during November to April period. A fairly strong manufacturing industry with 13.2 per cent contribution to provincial GDP existed in the province that included 10.8 per cent contribution from factory industry and 1.8 per cent from processing (tea, rubber and coconut) industry. Construction industry contributed 15.3 per cent to the provincial GDP.

It is interesting to note that the share of agriculture sector in provincial GDP that kept decreasing from 35.1 percent in 2003 to 34.0 per cent in 2004; 31.4 per cent in 2005 to 15.6 in 2006 and then started climbing through 16.9 per cent in 2007, 17.5 per cent in 2008 to 17.9 per cent in 2009. This steady increase seems to stem from paddy, other food crops and fishing although values of their individual contributions are low (CBSL- 2010).

Table 2.7: Provincial GDP Compared to National GDP and Share of Sectors

Sector	***Total Country GDP (2009 in million LKR)***	***Southern Province***							
		Provincial GDP (2009 in million LKR)	***Share to Total GDP (2009 in %)***	***Share to Provincial GDP***					
				2004	***2005***	***2006***	***2007***	***2008***	***2009***
Agriculture	**613,694**	88,447	**1.8**	**34.0**	**31.4**	**15.6**	**16.9**	**17.5**	**17.9**
1. Agriculture, Livestock and Forestry	534,140	64,571	1.3				**12.3**	13.5	13.1
1.1 Tea	64,476	19,536	0.40				4.1	3.8	4.0

1.2 Rubber	19,278	1,303	0.03				0.37	0.52	0.26
1.3 Coconut	52,585	6,656	0.14				1.5	1.7	1.3
1.4 Minor Export Crops	13,086	7,000	0.14				1.9	1.6	1.4
1.5 Paddy	102,776	9,977	0.14				1.3	2.0	2.0
1.6 Livestock	52,412	2,807	0.21				0.61	0.51	0.57
1.7 Other Food Crops	163,276	12,100	0.25				1.4	2.4	2.5
1.8 Plantation Development	11,169	2,252	0.05				0.42	0.38	0.46
1.9 Firewood and Forestry	35,861	607	0.01				0.24	0.11	0.12
1.10 Other Agricultural Crops	19,222	2,331	0.05				0.48	0.47	0.47
2. Fishing	79,554	23,876	0.50				4.5	4.0	4.8
Industry	**1,434,701**	**152,090**	**3.1**	**20.0**	**22.2**	**35.1**	**30.0**	**29.9**	**30.8**
3.Mining & Quarrying	79,204	2,670	0.06				0.56	0.55	0.54
4. Manufacturing	875,562	65,065	1.3				13.4	13.1	13.2
4.1 Processing (tea, Rubber, Coconut)	38,354	8,732	0.18				1.3	1.5	1.8
4.2. Factory Industry	795,032	53,037	1.1				11.4	11.0	10.8
4.3. Cottage Industry	42,176	3,296	0.07				0.69	0.60	0.67
5. Electricity, Gas and Water	113,687	8,869	0.18				1.6	1.7	1.8
5.1. Electricity	96,321	7,346	0.15				1.3	1.4	1.5
5.2. Gas	12,224	1,034	0.02				2.9	0.24	0.21
5.3. Water	5,142	489	0.01				0.09	0.10	0.10
6. Construction	366,248	75,485	1.6				14.4	14.5	15.3
Services	**2,786,897**	252,756	**5.2**	**46.1**	**46.4**	**49.3**	**53.1**	**52.6**	**51.2**
7.Wholesale and Retail Trade	948,425	89,914	1.9				20.1	22.7	18.2
7.1. Import Trade	282,929	26,386	0.55				7.2	6.9	5.3
7.2 Export Trade	138,950	17,141	0.35				4.6	4.0	3.5
7.3. Domestic	526,546	46,386	0.96				8.4	11.8	9.4

trade									
8.Hotels and Restaurants	24,988	7,950	0.16				1.7	1.5	1.6
9.Transport and Communication	599,934	61,868	1.3				12.9	11.6	12.5
9.1 Transport	558,206	59,434	1.2				11.0	9.9	12.0
9.2 Cargo Handling- Ports and Civil Aviation	21,488	73	0.002				.07	0.04	0.01
9.3 Post and Telecommunication	20,246	2,360	0.05				1.84	1.6	0.48
10. Banking, Insurance and real Estate Etc	499,304	22,973	0.48				3.7	3.7	4.7
11. Ownership of Dwellings	161,485	16459	0.34				3.4	3.1	3.3
12. Government Services	445543	42844	0.89				9.5	8.1	8.7
13.Private Services	107,209	10748	0.22				1.8	1.9	2.2
Gross Domestic Product	4,835,293	493,292	10.2			100	100	100	100
Per cent of GDP Contribution	100	10.2					10.5	10.5	10.2

Source: Central Bank of Sri Lanka, Annual Report -2010

2.4.2 Employment

(a) Labour Force or Economically Active Population

Table 2.8 shows percentage distribution of economically active population in the Southern province by Gender and District in 2010. The economically active population is defined as comprising all persons above a specific age (10 years and above) of either gender who furnish the supply of labour for the production of economic goods and services during a specified time (reference period; previous week of the survey). The economically active population or the labour force is usually recognized as the sum of employed and unemployed population. In 2010, estimated economically active population in the Southern province was 1,024,182 and 668,621 (65.3 per cent) of that were males and 355,561 (34.7 per cent) were females.

The districts, Galle and Matara show higher percentages of female economically active population than that of the total value (34.4 per cent) for the country. Hambantota district has the highest percentage (66.1) of male economically active population in the province resulting a lower value (33.9 per cent) for economically active female population in the district (LFS-2010, DCS).

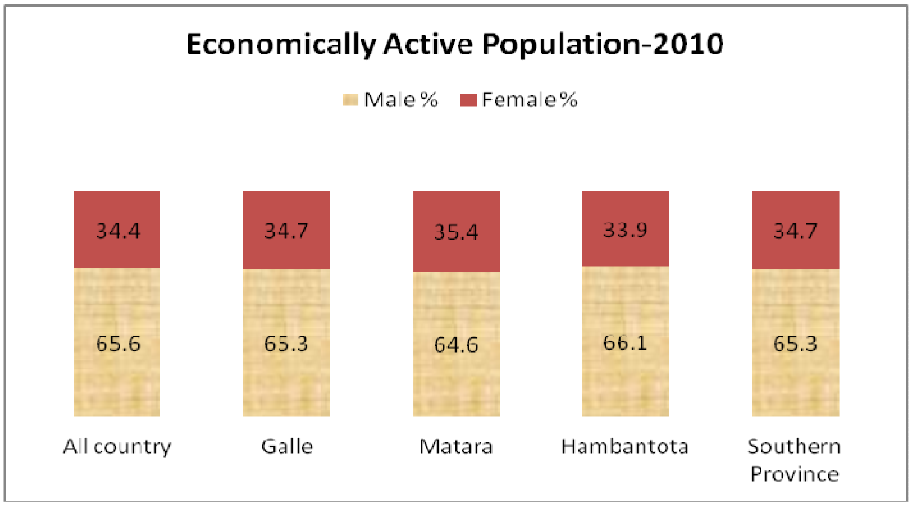
(b) Economically Inactive Population

The persons mainly engaged in full time studies, household duties, retired or old and disabled persons etc: are defined as 'Economically Inactive Population'. The Survey in 2010 revealed that in Southern province; 1,170,201 persons of working age population were in the economically inactive group (LFS-2010, DCS).

Table 2.8: Percentage Distribution of Economically Active Population by Gender and District in Southern Province-2010

District	Economically Active Population by District and Gender		
	Total	Male %	Female %
All country	100	65.6	34.4
Galle	100	65.3	34.7
Matara	100	64.6	35.4
Hambantota	100	66.1	33.9
Southern Province	100	65.3	34.7

*Source: DCS Labour Force Survey results, 2010 * except Northern Province*



*Source: DCS Labour Force Survey results, 2010 * except Northern Province*

(c) Labour Force Participation Rates

Labour force participation rates by district and gender in the Southern province are given in the Table 2.9. This is defined as the percentage of the "economically active population" or the "labour force" to the working age population. Hambantota had the highest participation rate (50.8 per cent), while Galle, the lowest rate (44.2 per cent) in 2010, among the three districts in the Southern province. The labour force participation rates of males were more than double the participation rates for females, country-wise, province- wise and also district-wise as indicated in Table 2.9. Highest participation rates of males and females were reported from Hambantota district (69.4 and 33.4 per cents respectively) and lowest from Galle district (62.0 and 28.8 per cents respectively).

Table 2.9: Labour Force Participation Rates by District and Sex- 2010

District	Labour Force Participation Rate (%)		
	Total %	Male %	Female %
All country	48.1	67.1	31.2
Galle	44.2	62.0	28.8
Matara	47.0	64.7	31.2
Hambantota	50.8	69.4	33.4

Southern Province	46.7	64.7	30.6

*Source: DCS Labour Force Survey , 2010 * except Northern Province*

(d) Employment in Major Industry Sectors in the Southern province

Table 2.10 shows the percentage distribution of employed population by major industry sectors and by district and by gender in Southern province in 2010. Out of the total employed in the Southern province, the highest share was in 'services' sector (37.4 per cent) and lowest in 'industries' sector (25.5 per cent). It was 37.1 per cent in agriculture sector. In comparison, all-country percentage distribution figures were 43.1 per cent in services, 24.2 per cent in industry and 32.7 per cent in agriculture sectors.

Hambantota district had the highest share of 43.6 per cent of its total employed population in agriculture sector, while Galle with 39.3 per cent employed population lead the other 2 districts in the province in service sector. In the industry sector, again Galle with 27.4 per cent leads the other two districts with Hambantota district recording the lowest figure of 23.3 per cent employment in industry sector.

Table 2.10: Percentage Distribution of Employed Population by Major Industry Group & by District- 2010

District	Total	Major Industry Group								
		Agriculture %			Industry %			Services %		
		Total	Males	Females	T	M	F	T	M	F
Galle	397843	33.3	61.7	38.3	27.4	63.4	36.6	39.3	72.8	27.2
Matara	305226	36.9	62.7	37.3	24.8	63.1	36.9	38.3	70.8	29.2
Hambantota	*240850*	*43.6*	*72.3*	*27.7*	*23.3*	*63.0*	*37.0*	*33.2*	*65.5*	*34.5*
SP	943919	37.1	65.2	34.8	25.5	63.2	36.8	37.4	70.5	29.5
Country Average	7706593	32.7	61.4	38.6	24.2	65.8	34.2	43.1	71.0	29.0

*Source: DCS Labour Force Survey, 2010 * except Northern Province*

The province therefore, employs more people in the agriculture and industry sectors than the national average. Comparing labour distribution and GDP per sector in the province, it becomes obvious, that the agricultural sector has a comparatively low productivity and significant productivity disadvantages against the industrial and especially the services sector. Over 37 per cent of all employed in agriculture, generate only about 18 per cent of the provincial GDP. The industry sector generates 31 per cent of the provincial GDP with 25.5 per cent of total employment. In contrast, the service sector is highly productive, employing nearly 37 per cent of the workforce and producing over 52 per cent of the provincial GDP.

(e) Employment by Industry Groups in the Province based on ISIC (Third Revision)

Table 2.11 shows the percentages of currently employed persons in different industry groups. In the Southern province 37.1 per cent of employees are in Agriculture, Forestry and Fishery (A, B); 18.4 per cent are in Manufacturing (D); 11.7 per cent are in Wholesale and Retail Trade, Repair of Motor Vehicles, Motor Cycles and Personal and Household Goods (G) and 7.1 per cent in Construction (C), Mining & Quarrying (E), Electricity, Gas and Water Supply (F) groups. National figures corresponding to these industry groups are 32.7 per cent; 17.1 per cent; 13.6 per cent and 7.1 per cent respectively. The Hotels and Restaurants (H) group employs 2.4 per cent and Transport, Storage and Communication (I) group 5.7 per cent of the total number employed 943,919 in the Southern province. In comparison, the national figures are 1.9, 6.3 and 7,706,593 respectively.

Table 2.11: Currently Employed Persons by Industry Group in the Southern Province (based on ISIC third revision)-2010

Industry Group		Southern Province		Total (all country)	
		Number	%	Number	%
1	Agriculture forestry and fishery (A, B)	350,177	37.1	2,519,905	32.7
2	Manufacturing (D)	173,973	18.4	1,318,335	17.1
3	Construction, mining & quarrying, electricity, gas and water supply (C, E, F)	66,714	7.1	548,397	7.1
4	Wholesale and retail trade, repair of motor	110,362	11.7	1,050,671	13.6

	cycles and personal and household goods (G)				
5	Hotels and restaurants (H)	22,557	2.4	145,795	1.9
6	Transport, storage and communication (I)	53,558	5.7	484,210	6.3
7	Financial intermediation real estate, renting and business activities (J,K)	24,870	2.6	264,394	3.4
8	Public administration and defense, compulsory social security (L)	59,516	6.3	536,759	7.0
9	Education (M)	35,995	3.8	301,572	3.9
10	Health and social work (N)	15,285	1.6	115,914	1.5
11	Other community, social and personal service activities, extra territorial organization & bodies (O,Q)	11,531	1.2	129,688	1.7
12	Private households with employed persons(P)	13,586	1.4	84,161	1.1
13	Miscellaneous labour work			205,706	2.7
14	Industries not adequately described			1,087	0.0
Total		**943,919**	**100.0**	**7,706,593**	**100.0**

*Source: DCS Labour Force Survey, 2010 * except Northern Province*

It is interesting to note that in Southern province, 6.3 per cent of employees are in Public Administration, Defense and Compulsory Social Security (L) group whereas the corresponding all country figure is 7.0 per cent. The shares of employment in Education (M) group in Southern province and in all country average are almost the same, 3.9 per cent. The proportions of workers in Construction, Mining & Quarrying, Electricity, Gas and Water Supply (C, E, and F) groups in both Southern province and the whole country stand at 7.1 per cent.

Vocational training delivery is widely available in construction and manufacturing related occupations, but not so in Agriculture (A & B) and Whole Sale and Retail Trade economic sectors. Therefore, need of developing an adequate number of qualifications in the National Vocational Qualification Framework and delivery of training in the vocations in these specific economic sectors are to be met in formulating the VET plan.

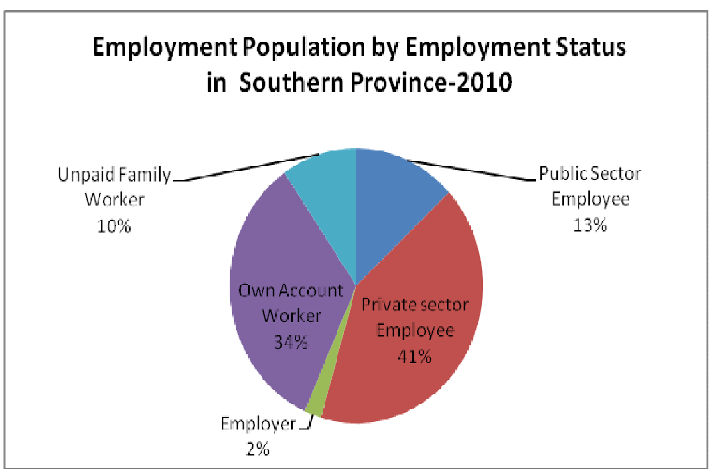
(f) Employment by Employment Status and Occupational Groups in the Province

In analysis of employment status, categorization is made as paid employment, employers, own account workers and unpaid family workers. Percentage distribution of these categories in the province is indicated in Table 2.12. The employer category in the Southern province is 2.2 per cent while all country average figure is 2.9 per cent of the total number in employment in the province and in the country respectively. In addition Southern province has 54.6 per cent paid employees, 33.7 per cent own account workers and 9.6 per cent unpaid family workers. The respective shares in total employment in the country are 55.5, 31.5 and 10.4 per cents.

Table 2.12: Employed Persons by Employment Status in Southern Province – 2010

Province		Total	Employee			Employer	Own Account Worker	Unpaid Family Worker
			Total	Public	Private			
Southern Province	Male	629,473	55.7	11.6	44.1	2.9	37.5	3.9
	Female	314,446	52.2	16.2	36.0	**	26.0	21.0
	Total	943,919	54.6	13.1	41.4	2.2	33.7	9.6
All Country	Male	5,131,986	56.1	12.8	43.3	3.5	35.9	4.4
	Female	2,574,608	54.3	17.3	37.0	0.8	22.6	22.4
	Total	7,706,593	55.5	14.3	41.2	2.6	31.5	10.4

*Source: DCS Labour Force Survey 2010 * except Northern Province, ** cell size too small for assigning a value*



Source: DCS Labour Force Survey 2010

Table 2.13 shows the percentage distribution of employed population by employment status, by district and by gender in the Southern province. The female shares in contributing family worker category are more than 70 per cent at provincial, district and country levels. The highest female contribution in the Southern province comes from Hambantota district with 76 per cent. This is reflected in having 33.4 per cent, a comparatively higher female labour force participation rate in Hambantota district than the female participation rates in Galle and Matara districts both, having around 30.0 per cent (see Table 2.9) as females are mostly unpaid family workers.

Table 2.13: Percentage Distribution of Employed Population in Southern Province by District by Employment Status and Gender-2010

Employment Status	Southern Province			Galle		Matara		Hambantota	
	% T	% M	% F	% M	% F	% M	% F	% M	% F
Employee	54.6	68.1	31.9	68.3	31.7	65.6	34.4	72.1	27.9
Employer	2.2	89.0	11.0	96.7	3.3	84.2	15.8	84.2	15.8
Own Account Worker	33.7	74.2	25.8	71.8	28.2	74.2	25.8	77.1	22.9
Contributing Family Worker	9.6	26.8	73.2	27.3	72.7	30.0	70.0	24.0	76.0

\Source: DCS Labour Force Survey, 2010

Table 2.14 shows the number and percentage of employees in different occupational groups in the Southern province. The highest share of 25.6 per cent of the total employed persons is in elementary occupations followed by 21.2 per cent as skilled agricultural and fishery workers, 18.4 per cent in craft related occupations and 9.0 per cent as sales and service workers. The corresponding all country figures are 22.6 per cent, 22.3 per cent, 15.7 per cent and 8.1 per cent respectively. Vocational skills and qualifications of these occupational groups are to be addressed by the vocational training providers. Occupational area of

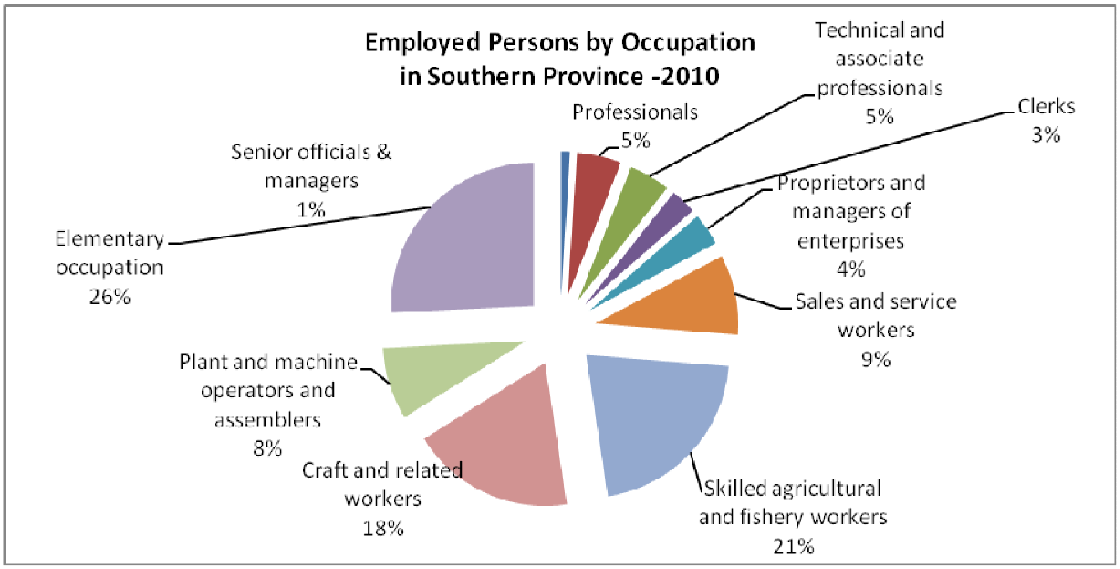
Elementary Worker need to be further studied in terms of skill profiles and training courses leading to specific qualifications are then to be designed.

Table 2.14: Currently Employed Persons by Occupation Groups (based on ISCO-88) in Southern Province-2010

Occupation Group		Southern Province		All-country	
		Number	**%**	**Number**	**%**
1	Senior officials & managers	9661	1.0	116910	1.5
2	Professionals	47121	5.0	434260	5.6
3	Technical and associate professionals	43512	4.6	394419	5.1
4	Clerks	27214	2.9	314984	4.1
5	Proprietors and managers of enterprises	33867	3.6	523201	6.8
6	Sales and service workers	84619	9.0	626716	8.1
7	Skilled agricultural and fishery workers	200547	21.2	1715262	22.3
8	Craft and related workers	173611	18.4	1206369	15.7
9	Plant and machine operators and assemblers	76484	8.1	560407	7.3
10	Elementary occupation	241298	25.6	1739505	22.6
11	Unidentified	**	**	74559	1.0
12	Total employed persons	943919	100.0	7706593	100.0

*Source: DCS Labour Force Survey, 2010 * except Northern Province, ** cell sizes too small for assigning values.*

Note: These occupation groups are based on ISCO-88, although these are not major groups in ISCO-88



*Source: DCS Labour Force Survey, 2010 * except Northern Province*

(g) The Informal Sector Employment by District

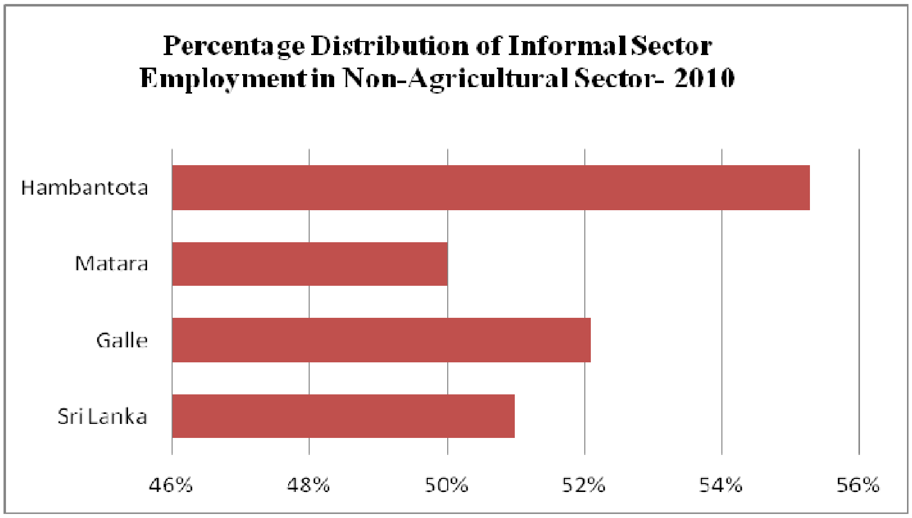
The informal sector is an important segment of the economy and also of the labour markets especially in developing countries like Sri Lanka. It plays a major role in employment creation, production and income generation. Most of the agricultural activities are in informal nature, and industry and service sectors are known to be more formally organised than the agriculture sector. However, it is always important to see the contribution of the informal sector employment in the non-agricultural sector. Table 2.15 shows the extent of the informality in the employment in the broader industry and services sectors in the Southern province. In non agricultural sector employment in Galle, Matara and Hambantota districts, 52.1 per cent, 50.0 per cent and 55.3 per cent of employment respectively are also of informal nature.

Table 2.15: Percentage Distribution of Informal Sector Employment in Non-Agricultural Sector- 2010

District	Percentage
Sri Lanka	**51.0**
Galle	52.1

Matara	50.0
Hambantota	55.3

*Source: DCS Labour Force Survey , 2010 * except Northern Province*



*Source: DCS Labour Force Survey , 2010 * except Northern Province*

(h) Employment of Disabled Population in the Country

Only, 16.1 per cent of total disabled population aged 10 years and over, had any type of occupation. The number employed was 41,521. Highest percentage of them had engaged in elementary occupations and the figure was 37.2 per cent. Labour force participation of mentally disabled persons was very low and their percentage of employment was 4.1 (DCS-2001)

(i) The Employment in Foreign Labour Market- Departures from Southern Province by District 2004-2009

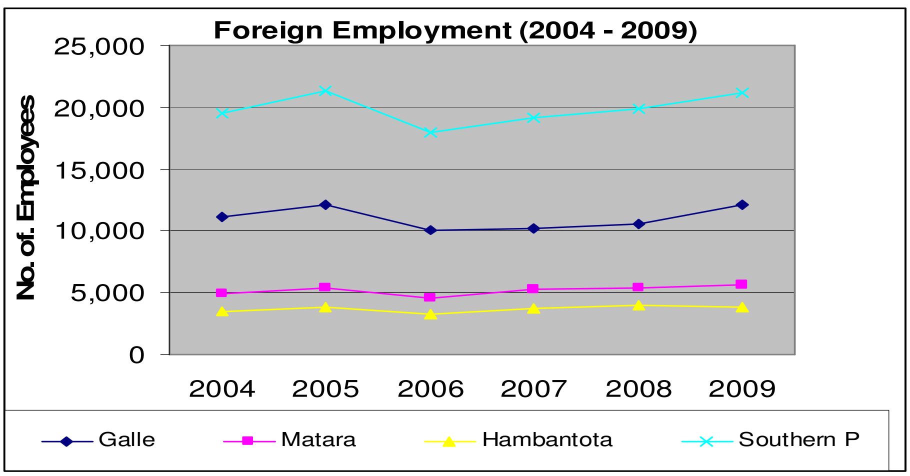
Table 2.16 shows the number of annual departures for employment in foreign labour market from the Southern province. The average number of departures from Galle district is around 11000 followed by around 5200 and 3700 from Matara and Hambantota districts, totaling a migration of 20000 persons annually from the province. This represents a value of around 8.8 per cent of the total annual migration for employment from the country. Out of total number of departures for foreign employment in 2009 of the country, shares of 5.0% from

Galle district, 2.3% from Matara district and 1.5% from Hambantota district were reported, leaving for various categories of employment.

Table 2.16: Departures for Foreign Employment in Southern Province by District 2004-2009

District	2004	2005	2006	2007	2008	2009
Galle	11,109	12,105	10,083	10,192	10,538	12,050
Matara	4,883	5,370	4,603	5,276	5,420	5,621
Hambantota	3,528	3,875	3,242	3,690	3,946	3,818
Southern P	19520	21350	17928	19158	19904	21129
Sri Lanka	214,709	231,290	201,948	218,459	250,499	247,119
SP %	9.1	9.2	8.9	8.8	7.9	8.6

Source: SLBFE Annual Report 2009



Galle district shows the highest departure for foreign employment during the period from 2004 to 2009 in the province. It is significant that, Galle district is continuing its increasing trend showed since 2007 and there was an increase of 1,860 persons in year 2009 over the figure for 2007.

(j) Departures for Foreign Employment by District & Manpower Levels in 2009 in Southern Province

Table 2.17 indicates that the highest number of departures were at housemaid level in all three districts in the province, which was 10,300 followed with second highest number of 5,600 in skilled category. These figures represent 9.0 per cent and 9.2 per cent of the total figures respectively of the departures at these two manpower levels from the whole country in 2009.

Table 2.17: Departures by Manpower Levels in 2009 in Southern Province

District	Professio		Middle Le		Clerical & Related		Skilled		Semi Skill		Un Skilled		House Maid	Grand Total		
	M	T	M	T	M	T	M	T	M	T	M	T	F	F	M	Tota
Galle	65	65	220	254	275	311	2704	3138	274	284	1870	2226	5772	6642	5408	1205
Matara	41	43	124	151	97	119	1294	1541	84	91	962	1138	2538	3019	2602	5621
Hamban	19	21	38	47	47	62	712	934	37	43	612	742	1969	2353	1465	3818
Southern	125	129	382	452	419	492	4710	5613	395	418	3444	4106	10279	1201	9475	2148
Sri Lanka	268	2820	540	6392	586	6706	5584	61230	5676	6036	4379	5015	113,77	1278	11927	2471
SP %	4.7	4.6	7.1	7.1	7.1	7.3	8.4	9.2	7.0	6.9	7.9	8.2	9.0	9.4	7.9	8.7

Source: SLBFE Annual Report 2009

The highest departures for foreign employment in 2009 were recorded from Nagoda DS division in Galle district with a total number of 5,961 of which 2,654 were housemaids. Ambalangoda DS division recorded the next highest figure of 1,135 with 473 housemaids and lesser numbers were recorded in other DS divisions.

In Matara district, 2,654 departures were from Matara Four Gravets, of which 1,090 were as housemaids, followed by Welipitiya DS division with a total of 1,045 of which 485 were housemaids. Numbers below 500 were recorded for all other DS divisions.

In Hambantota district, 1945 departures with 959 as housemaids were recorded from Hambantota DS division followed by Tangalle and Beliatta divisions recording 871 and 634 departures in 2009 respectively.

Majority of departures for employment in the foreign labour market was in the age group of 25-29 years. The number of departures in the three consecutive years from 2007 to 2009 were 45,106; 56,166 and 51, 895. The next highest departure was in the age group of 30-34 years. This was evident from the figures of 34,326; 45,198 and 46,662 recorded for 2007, 2008 and 2009 respectively. The lowest number of departures were recorded in 2007, 2008 and 2009 in the age group of 19 and less, with figures of 5,501; 5,055 and 4,992 respectively. This pattern holds true for the Southern province as well (SLBFE -2009).

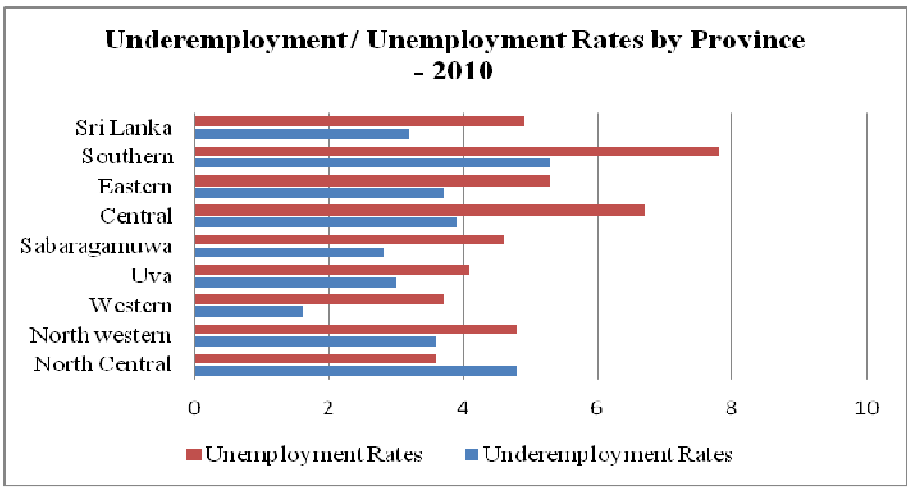
2.4.3 Underemployment and Unemployment in the Province

Underemployment rate is defined as the number of underemployed persons as a percentage of employed persons. "Underemployment" exists when a person's employment is inadequate, in relation to specified norms or alternative employment, taking into account the person's occupational skills inclusive of training and experience. Under-employment can be distinguished in to two principal forms known as visible and invisible. Visible under-employment reflects an insufficiency in the volume of employment. Invisible under-employment is characterized by low income, under utilization of skill, low productivity and other factors. If a person has worked less than the normal duration in individual's main activity, 35 hours per week, was taken as the cut off applicable to all workers except government teachers, that employed person was classified as visibly underemployed.

The unemployed population is defined as persons who are not employed and who are available and looking for work, and had taken specific steps to find jobs during the reference period.

The number of unemployed persons in the Southern province was estimated to be about 80,000 during the year 2010. Of this total, 49 per cent represented males and 51 per cent represented females. The unemployment rate is defined as the ratio of the number of persons unemployed to the total number in the labour force.

Table 2.18 shows the underemployment and unemployment situations in year 2010 by province and gender. The distribution of unemployment rate by province shows that Southern province had the highest rate of 7.8 per cent in total unemployment with second highest female unemployment rate of 11.6 per cent in the country. The respective total figures for the country were 4.9 and 7.7 per cents. Eastern province had the worst figure for female unemployment with 11.9 per cent in the country. The underemployment rate for Southern province was 5.3 per cent. The distribution of unemployment rate and underemployment rate by province shows that Southern province had the highest rates for both.



Source: DCS Labour Force Survey , 2010 except Northern Province*

Table 2.18: Unemployment and Underemployment Rates by Province and Gender -2010

Province	Underemployment Rate-%	Unemployment Rate- %		
		Total	Male	Female
North Central	4.8	3.6	**	6.4
North Western	3.6	4.8	3.5	7.1
Western	1.6	3.7	2.6	6.0
Uva	3.0	4.1	**	7.2
Sabaragamuwa	2.8	4.6	3.6	6.1
Central	3.9	6.7	5.1	9.6
Eastern	3.7	5.3	3.1	11.9
Southern	5.3	7.8	5.9	11.6
Sri Lanka	3.2	4.9	3.5	7.7

***Sample size is not sufficient to obtain reliable estimates*

Source: DCS Labour Force Survey , 2010 except Northern Province*

Considering that women unemployment is higher compared to male unemployment, (male 5.9 per cent and female 11.6 per cent) in Southern province and large number of women are engaged as contributing family workers and a fewer number of women are employed as own account workers, there is a need to provide vocational training to women for productive employment. All VT providers need to take this into consideration and set appropriate strategies in place to provide equity and access to women for vocational training and employment.

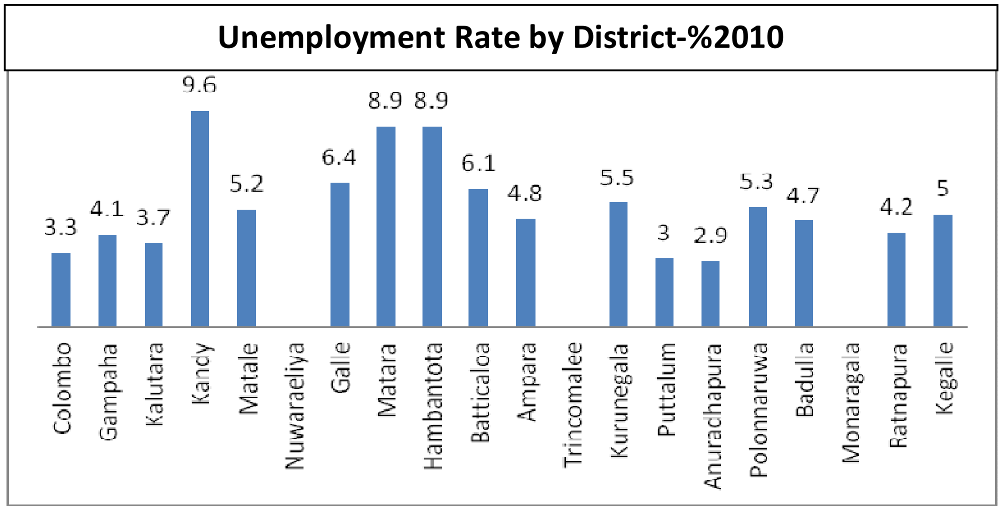
Table 2.19 shows the unemployment rate by district in year 2010. The second highest unemployment rate in the country of 8.9 per cent was reported in both Hambantota and Matara districts followed by Galle district with the third highest rate of 6.5 per cent. The highest unemployment rate was in Kandy district. Galle district had unemployment rate of 6.5 per cent. Both unemployment and underemployment indicators provide information on the problems prevailing in labour market. It is clear from the data that more attention needs to be paid for the three districts in Southern province and also Kandy district when the labour market issues are addressed.

Table 2.19: Unemployment Rate by District -2010

District	**Unemployment Rate-%**	**District**	**Unemployment Rate- %**
All Country	4.9		
Colombo	3.3	Ampara	4.8
Gampaha	4.1	Trincomalee	**
Kalutara	3.7	Kurunegala	5.5
Kandy	9.6	Puttalum	3.0
Matale	5.2	Anuradhapura	2.9
Nuwaraeliya	**	Polonnaruwa	5.3
Galle	6.4	Badulla	4.7
Matara	8.9	Monaragala	**
Hambantota	8.9	Ratnapura	4.2
Batticaloa	6.1	Kegalle	5.0

***Sample size is not sufficient to obtain reliable estimates*

Source: DCS Labour Force Survey, 2010 except Northern Province*



Source: DCS Labour Force Survey, 2010 except Northern Province*

The LFS-2010 results further reveal that both unemployment & underemployment rates remained higher in Hambantota & Matara districts compared to others.

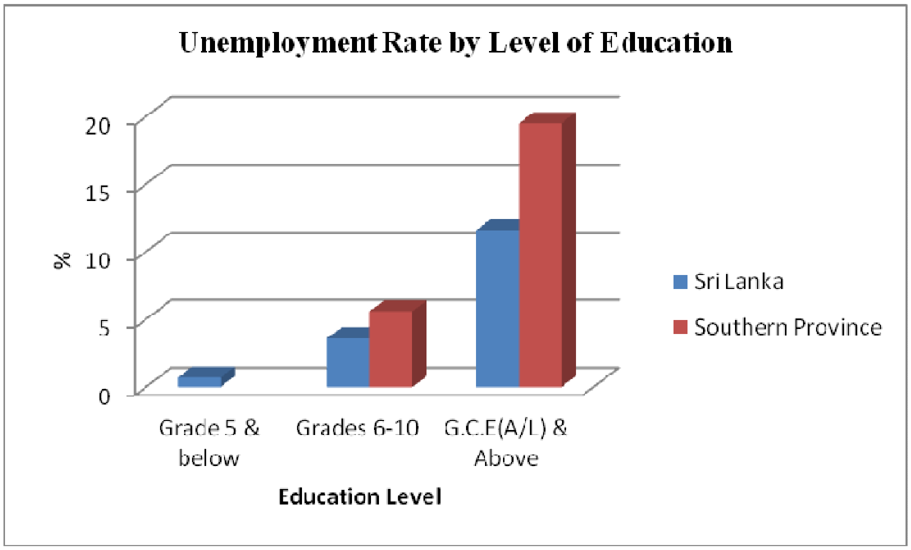
Table 2.20 shows the unemployment according to educational levels. Major shares of unemployment were in G.C.E (O/L) and G.C.E. (A/L) of education categories. In Southern province, unemployment rates among the people of the said education categories were 10.8 per cent and 19.5 per cent respectively. This was common for all the other provinces as well. The respective total figures for the country were 6.9 and 11.6 per cents (DCS, LFS-2010).

Table 2.20: Unemployment Rate by Level of Education in Southern Province –Both Sexes- 2010

Province	Level of Education				
	Total	Grade 5 & below	Grades 6-10	G.C.E(O/L)/NCGE	G.C.E(A/L)/HNCE & Above
Total	4.9	0.7	3.6	6.9	11.6
Southern	7.8	**	5.6	10.8	19.5

*Source: DCS Labour Force Survey, 2010 * except Northern Province*

***Reliable information has not been provided due to small cell size.*



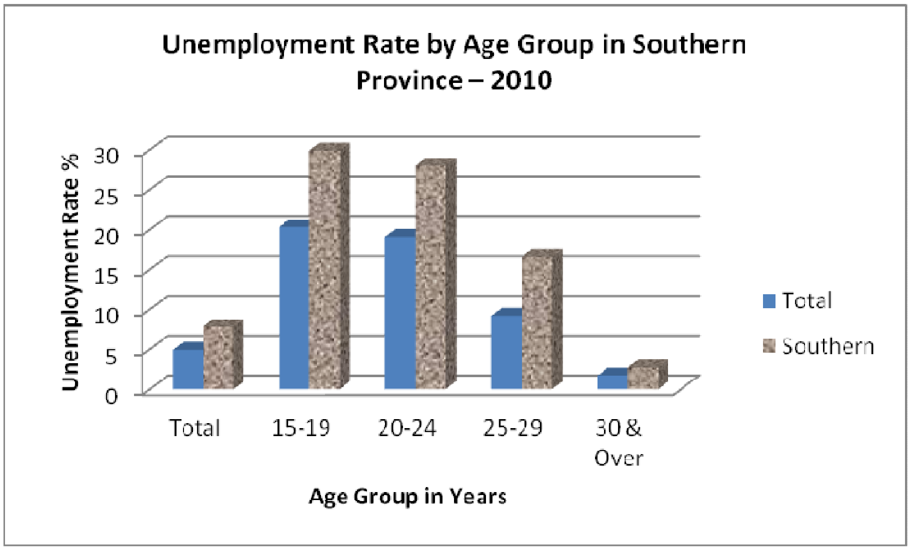
*Source: DCS Labour Force Survey, 2010 * except Northern Province*

The unemployment distribution in different age groups in Southern province is analyzed in the Table 2.21. In the Southern province, the age groups (15-19), (20-24) and (25-29) had recorded unemployment rates of 29.9, 28.0 and 16.6 per cents respectively. The unemployment rates for the whole country in the age groups (15-19), (20-24) and (25-29)) were 20.3, 19.1 and 9.2 per cents respectively. This shows that youth have a higher rate of unemployment than other age groups. This rate appears to decline as the age group range increases, possibly revealing that with gaining of skills and experience with age, more opportunities are available for employment. In Southern province, unemployment rates among the people of the said education categories were 10.8 per cent and 19.5 per cent respectively.

Table 2.21 Unemployment Rate by Age Group in Southern Province –Both Sexes- 2010

Province	Age Group				
	Total	15-19	20-24	25-29	30 & Over
All Country	4.9	20.3	19.1	9.2	1.7
Southern	7.8	29.9	28.0	16.6	2.7

*Source: DCS Labour Force Survey, 2010 * except Northern Province*



*Source: DCS Labour Force Survey, 2010 * except Northern Province*

Thus special attention of the civil administration and training providers in Southern province is drawn to the followings:

Southern province has the highest rate of 7.8 per cent in unemployment with second highest female unemployment rate of 11.6 per cent in the country. Highest unemployment rate of 9.6 per cent is in Kandy district and second highest are in both Matara and Hambantota districts with 8.9 per cent. Galle district has the third highest unemployment rate of 6.5 per cent. Both unemployment & underemployment rates remain higher in Hambantota & Matara districts compared to other districts. Unemployment rates among the people of the G.C.E.(O/L) and G.C.E.(A/L) education categories in Southern province are 10.8 per cent and 19.5 per cent respectively. The age groups (15-19), (20-24) and (25-29) have recorded unemployment rates of 29.9, 28.0 and 16.6 per cents respectively. This shows that youth has a higher rate of unemployment than other age groups.

2.4.4 Income

Table 2.22 shows the Mean and Median Monthly Household Income by District in Southern Province. An average household received LKR. 32,514 per month in Southern province in 2009/10. In 2006/07, the average monthly household income was LKR.24, 907 and from then within the 3 year period to 2009/10, the percentage increase of the household income at current prices was nearly 35.1 percent. The percentage increase of the average monthly household in the country in the three year period from 2006/07 to 2009/10 was 38.7 per cent.

The median monthly household income again in Southern province, which is a better indicator than the average when the relative growth is in question, was LKR.23,253 in 2009/10 showing an increase of about 38.1 percent from 2006/07. The country shows about 42 per cent increase from 2006/07 in the median monthly household income to 2009/10.

Table 2.22: Mean and Median Monthly Household Income by District in Southern Province

Sector and province	Mean (LKR)			Median(LKR)		
	2006/07	**2009/10**	**% Change**	**2006/07**	**2009/10**	**% Change**
Sri Lanka	**26286**	36451	38.7	**16735**	23746	**41.9**
Urban	41928	47783	14.0	23642	31000	31.1
Rural	24039	35228	46.5	16379	23126	41.2
Estate	19282	24162	25.3	10480	17366	65.7
Southern	24059	32514	35.1`	16837	23253	38.1
Galle	24907	31376	26.0	17517	21886	24.9
Matara	22914	30980	35.2	16229	23048	42.0
Hambantota	24076	36879	53.2	16784	26406	57.3

Source: HIES 2009/10 and HIES 2006/09 DCS

The median value is more descriptive than the mean value when comparing income as the mean value is highly affected by extreme values presence, which cannot be avoided among much varied income distributions. The districts reporting higher percentage increase of median than the mean, indicate a clear growth in overall living standards due to increase of income of the lower income receiving half of the households in such districts. Therefore, both Matara and Hambantota districts indicate a clear growth in overall living standard contributing to overall growth in the living standard in the Southern province, while Galle district does not show such growth in the living standard, although both mean and median household incomes in 2006/07 were higher than those for the other two districts. Similarly there is a clear growth in overall living standard in the country, and a remarkable growth is recorded in the standard of living in the Estate sector of 65.7 per cent increase in monthly median income.

Per capita income is frequently used and also a better indicator to understand and compare the country's standard of living over time as it does not depend as much the household income and the expenditure does on the household size. Table 2.23 illustrates both mean and median per capita per month. At national level their values are LKR 8931 and LKR 5863 respectively. In comparison, in Southern province the corresponding values are LKR 7995 and LKR 5647 which are 10.5 and 3.7 per cent less than those at the national level respectively.

Table 2.23: Mean and Median Monthly per Capita Income by Sector and by Province

Sector and Province	**2009/10**	
	Mean (LKR)	**Median(LKR)**
Sri Lanka	**8,931**	**5,863**
Urban	11,143	7,472
Rural	8,744	5,860
Estate	5,978	4,242
Western	11,106	7,278
Central	8,980	5,446
Southern	7,995	5,647
Eastern	4,520	3,938
North Western	8,487	5,550
North Central	9,642	7,098
Uva	6,710	5,006
Sabaragamuwa	8,595	5,271

Source: HIES 2009/10 , DCS

As Table 2.24 shows, the average daily income in 2009 and 2010 in the agriculture sector was higher in the Southern province than it was in rest of the country. Same was true for construction sector, where only master carpenters earn less than the national average. These wage trends generally indicate the shortage of these particular skills in Southern province compared to the rest of the country.

Table 2.24: Average Daily Wages of Informal Sector by Province 2009-2010

Sector	Southern Province		Sri Lanka	
	2009	**2010**	**2009**	**2010**
1. Agriculture Sector				
Tea -Male	491	543	496	543
-Female	447	396	356	391
Rubber - Male	507	589	532	588
-Female	492	466	416	463
Coconut - Male	706	702	652	699
Paddy - Male	675	660	615	658
-Female	692	455	432	453
2. Construction Sector				
Carpentry				
Master Carpenter - Male	940	1000	932	1002
Skilled and Unskilled Helper-Male	645	659	617	657
Masonry				
Master Mason - Male	908	999	935	995
(Un) Skilled Helper -Male	663	671	627	669

Source: CBSL-2010

2.5 Education

2.5.1 Literacy in the Province

Literacy is an important indicator of human resource development as well as the well being of the people.

A person who can both read and write with understanding a short statement is considered as "Literate"

A person who can read and write only person's own name, figures or memorized phrases is not considered as "Literate".

Table 2.25 shows that the Hambantota district reported a lower literacy rate of 91.1 per cent than the literacy rates in other districts in the province. The overall figure of the literacy rate for the country was 91.9 per cent. Female literacy rates remained less than those of male in the three districts and in the country as well.

Table 2.25: Literacy Levels by Districts and Gender-2010

District	Literacy Rate %		
	Total	Male %	Female %
Galle	93.6	94.6	92.7
Matara	90.6	91.6	89.8
Hambantota	89.6	91.1	88.2
SP	90.6	91.5	89.8
Sri Lanka	91.9	93.2	90.8

Source: Department of Census and Statistics, 2010

2.5.2 Number of Schools and Student Enrolment in the Province

Table 2.26 indicates that a total of 1,099 schools, function in the Southern province. The percentage of 1AB and 1C schools having Advanced Level classes of any stream in the Southern province is 32.9. In Galle district the schools having Advanced Level classes represent 33.2 per cent, taking slightly higher value than those in other two districts. Almost one fifth of schools have classes only up to Grade 5 or Grade 8.

Table 2.26: Number of Schools by Functioning Grade in Southern Province -2010

District	1AB	1C	Type 2	Type 3	Sub Total
Galle	46	95	197	87	425
Matara	30	88	177	66	361
Hambantota	31	72	151	59	313
SP	107	255	525	212	1,099

1AB - Schools having Advanced Level all streams including Science Stream Classes as well

1C - Schools having Advanced Level Arts and/or Commerce Streams but no Science streams

Type 2 – Schools having classes only up to Grade 11 Classes

Type 3 – Schools having classes only up to Grade 8 Classes

Source: School Census-2010 Ministry of Education

From the total 1099 schools, 1042 schools (95 per cent) represent single medium schools while only in one school, students learn in all three media i.e. Sinhala, Tamil and English. Three or more subjects for at least one grade are taught in English medium in 53 schools in the Southern province. (See the Table 2.27).

Table 2.27: Schools in Southern Province by Medium- 2010

Diastrict	Sinhala	Tamil	Sinhala & Tamil	Sinhala & English	Tamil& English	Sinhala, Tamil & English	Sub Total
Galle	388	13	3	20	1	-	425
Matara	327	15	1	16	1	1	361
Hambantota	291	8	-	14	-	-	313
SP	1,006	36	4	50	2	1	1,099

Source: School Census-2010 Ministry of Education

Table 2.28 shows that 2.8 per cent of students in the Southern province study in Tamil medium and 1.3 percent study in English medium. Of the total number of students studying in Tamil medium in the province, 48.5 per cent are in the Matara district and it is 4.3 per cent of the total enrolment of students in Matara district.

Table 2.28: Students by Medium of Study and District- Southern Province in 2010

District	Number of Students and % of Total Enrolment by District						
	Sinhala	%	Tamil	%	English	%	Total enrolment in District
Galle	209,868	96.4	4,905	2.3	2,903	1.3	217,676
Matara	151,292	94.3	6,915	4.3	2,282	1.4	160,489
Hambantota	122,237	97.0	2,445	1.9	1,324	1.1	126,006
SP	483,397	95.9	14,265	2.8	6,508	1.3	504,171

Source: Statistical Information-2010 Ministry of Education

Table 2.29 indicates the school densities worked out, from population and school statistics of the three districts. A school has to cater to population of 2,529 in Galle district, 2,302 in Matara district and 1,861 in Hambantota district. Overall, a school in the Southern province has to cater to a population of 2,263. Despite a school in Hambantota district has to serve a lower population and in contrast a larger area of 7.9 sq km than the other two districts, it has a lower literacy rate of 87.9 in comparison to other two districts. The area served by a school in Galle district is 3.8 sq.km and Matara district, 3.5 sq.km respectively.

Table 2.29: Comparison of School Densities in the Districts in Southern Province-2010

Item	Galle	Matara	Hambantota
Population	1,075,000	831,000	588,000
Total number of schools	425	361	316
Extent of land area	1,617	1,270	2,496
Schools per sq km	0.26	0.28	0.13
Area served by one school	3.8 sq.km	3.5 sq.km	7.9 sq.km
Population per school	2,529	2,302	1,861

Worked out from Population data available in District Statistical Hand Books-2010

Table 2.30 shows that admission of students to Grade one in Southern province has fluctuated around 41,500 from 2008 to 2010.

Table 2.30: Comparison of Student Enrolment in Grade 1- from 2008 to 2010

District	2008	2009	2010
Galle	17,553	18,087	18141
Matara	13,288	13,234	13079
Hambantota	10,123	10,681	10763
SP	40,964	42,002	41983

Source: Statistical Information-2010 Ministry of Education

2.5.3 Number of Teachers and Teacher Qualifications

Table 2.31 reveals that the Western and Eastern Provinces have highest student teacher ratios (STR) of 22.6 and 19.0 respectively, while students in all the other provinces are fortunate to have student teacher ratios lower than the national average of 18.2. In the Southern province STR took a value of 17.2 in the year 2010. In 2010 again, 95.4 per cent of teachers in government schools in Sri Lanka are either trained or graduate teachers. In the Southern province 39.5 per cent of teachers were graduates and 59.4 per cent were trained teachers, totaling an impressive figure of 98.4 per cent of teachers either trained or graduates.

Table 2.31: Teachers by Major Qualifications by Provinces in 2010

Province	Graduates	Trained	Untrained			Total	
			Absorbed to SLTS	Not absorbed to SLTS	Others		
	No	No	No	No	No	No	STR
Western	17697	22153	399	68	144	40461	22.6
Central	9960	18290	2297	50	19	30616	17.1
Northern	4813	7810	237	527	30	13417	17.9
Eastern	5917	13397	551	250	110	20225	19.0
North Western	9775	16108	601	718	17	27219	17.4
North Central	4730	8623	233	763	79	14428	17.2
Uva	6115	10363	1099	654	12	18243	15.2

Sabaragamuwa	7822	13001	658	231	14	21726	16.9
Southern	**11,601**	**17,442**	**287**	**12**	**15**	**29,357**	17.2
Province	**Graduates**	**Trained**	**Untrained**			**Total**	
			Absorbed to SLTS	**Not absorbed to SLTS**	**Others**		
	No	**No**	**No**	**No**	**No**	**No**	**STR**
% of each category of teachers in Southern Province	39.5	59.4	0.98	0.04	0.5		
Sri Lanka	78430	127187	6362	3273	440	215,692	18.2
% of each category of teachers in Sri Lanka	36.4	59.0	2.9	1.5	0.2	100	

Source: Statistical Information-2010 Ministry of Education STR-Students to Teacher Ratio

Graduate Teachers *Graduates, post graduate degree/diploma holders and graduate trainees*

Trained teacher *Teachers passed out from Teacher Training Colleges/National Colleges of Education and teachers having 2 year diploma in Science and Mathematics*

Untrained teachers

a. *Untrained SLTS* *Untrained teachers and 2-3 year diploma holders absorbed to Sri Lanka Teachers service*
b. *Teacher trainees* *Non SLTS teachers not absorbed to Sri Lanka Teacher's Service*
c. *Other teachers* *Teachers paid by other government institutions and teachers paid by nongovernmental institutes/organizations*

2.5.4 Student Teacher Ratios (STR) by Districts in the Southern Province

Table 2.32 shows the total number of students and teachers by district in the province. Based on the figures given in the table, the overall student teacher ratios in the three districts in the Southern province are worked out. In the Galle district STR has a higher value of 19.2 than in Matara and Hambantota districts where STRs have lower values of 15.9 and 15.8 respectively. The overall Student Teacher Ratio (STR) for the Southern province takes a lower value of 17.2 in comparison to 18.2, the country average.

Table 2.32: Number of Students and Teachers by Districts in Southern Province in 2009

District	Students	Teachers	Student/ Teacher Ratio
Galle	217,676	11,313	19.2
Matara	160,489	10,082	15.9
Hambantota	126,006	7,962	15.8
SP	504,171	29,357	17.2

Source: Statistical Information-2010 Ministry of Education

2.5.5 Student Performance at G.C.E. (O/L) and G.C.E. (A/L) Examinations

Table 2.33 shows that, on an average, 55.5 per cent of school candidates in Southern province appeared for the G.C.E (O/L) examination, during the past three years, qualified to follow the G.C.E(A/L) classes. This was the third highest pass rates recorded among the nine provinces, where Western province has the highest followed by North Western province having the second highest pass rates. The island average was 54.7 per cent.

Table 2.33: G.C.E O/L Examinations Results from 2008-2010-Qualified for G.C.E.(A/L) by Province-wise

Province	2008		2009		2010	
	No Qualified	%	No Qualified	%	No Qualified	%
Central	20,0400	53.52	18,835	44.91	22808	54.63
Eastern	10,108	48.87	11128	43.79	13698	57.43
Northern	8,498	53.46	8127	43.39	10886	55.00
North Central	9,083	48.85	8364	39.38	11150	54.06
North Western	19252	59.55	17941	50.68	21617	61.25
Southern	22288	57.42	19946	49.60	24475	59.31
Sabaragamuwa	15028	54.78	14148	46.28	17622	58.22
Uva	9629	47.56	92.54	40.38	12027	51.74
Western	45634	65.89	42923	57.71	48370	64.87
All Country	159920	56.84	150666	48.53	182653	58.79

Source: Department of Examination-2011

Table 2.34 shows that the schools candidates in Galle and Matara districts had always performed better at the G.C.E (O/L) examinations than the candidates in Hambantota and on average around 56.3 per cent and 56.7 per cent of students in Galle and Matara districts qualified for G.C.E(A/L) in the three consecutive years from 2008 to 2010. The performance figures in Hambantota district lagged behind by around 4 per cent, during the said three year period. Higher STRs in government schools in Galle and Matara districts were not reflected in G.C.E (O/L) examination results mainly may be students are dependent more on private tuition classes.

Table 2.34: G.C.E O/L Examinations Results from 2008-2010-Qualified for G.C.E.(A/L) by District

District/ Province		**2008**		**2009**		**2010**	
		No.	**%**	**No**	**%**	**No**	**%**
Western	Colombo	21493	71.36	20484	63.88	21933	69.60
	Gampaha	15557	62.06	14317	52.71	16672	60.80
	Kalutara	8628	60.97	8168	53.61	9765	62.47
Central	Kandy	12440	59.07	11253	49.62	13084	57.47
	Matale	3536	51.34	3225	42.37	4121	54.27
	Nuwara Eliya	4412	43.37	4345	37.28	5603	49.20
Southern	Galle	9591	59.00	8391	50.84	10220	59.00
	Matara	7567	58.79	6654	49.63	8365	61.63
	Hambantota	5124	52.89	4898	47.54	5890	56.82
Northern	Jaffna	5079	56.38	5179	46.94	5765	57.73
	Kilinochchi	632	35.45	336	17.50	1223	42.93
	Mannar	613	56.24	708	45.68	978	57.39
	Vavuniya	1517	65.33	1632	55.17	1989	62.39
	Mullativu	650	38.44	266	21.01	931	45.08
Eastern	Ampara	4746	51.54	4995	46.53	6042	59.90
	Batticaloa	3159	49.48	3523	45.01	4253	58.34
	Trincomalee	2198	43.17	2605	38.04	3403	52.56
North Western	Kurunegala	13886	61.14	12962	51.78	15721	63.12
	Puththalama	5363	55.75	4978	48.01	5896	59.77
North Central	Anuradhapura	6300	49.92	5928	40.59	7753	54.23
	Polonnaruwa	2781	46.57	2432	36.65	3397	53.61
Uva	Badulla	6738	51.06	6237	43.04	7885	54.46
	Monaragala	2887	40.95	3011	35.74	4142	47.25
Sabaragamuwa	Ratnapura	8193	50.72	7826	44.47	9504	55.33
	Kegalle	6830	60.55	6314	50.08	8118	60.02
All Country		**159920**	**56.81**	**150667**	**48.51**	**182653**	**58.79**

Source: Department of Examination-2011

Annually, a higher percentage of students (average 61.7 per cent) in Southern province qualified for University entrance at the G.C.E (A/L) examination in the last five years. (Please see the Table 2.35). It is interesting to note that best results at G. C. E (A/L) during the said five years were recorded in the Northern Province with an average pass rate of 70.9 per cent.

Table 2.35: G.C.E A/L Examinations Results from 2005-2009- Qualified for University Entrance by Province

Province	2005		2006		2007		2008		2009	
	No Sat	**Pass %**	**No Sat**	**Pass %**	**No Sat**	**Pass %**	**No Sat**	**Pass %**	**No Sat**	**Pass %**
Central	22,194	59.5	22,255	59.6	22,471	61.1	23,752	61.6	22,443	59.5
Eastern	10,255	60.6	10,061	64.7	9,735	65.2	10,506	66.4	10,682	64.7
Northern	10,384	63.5	10,438	68.8	8,581	74.2	9,471	77.1	9,772	72.0
North Central	9,443	55.1	9,169	56.8	9,343	55.7	10,203	59.3	9,565	58.0
North Western	20,671	60.9	19,836	61.3	19,706	62.6	20,718	63.8	20,408	62.1
Southern	26,346	59.9	25,871	59.9	26,427	61.7	27,473	64.2	27,588	62.9
Sabaragamuwa	16,876	61.7	17,237	63.1	17,055	64.4	18,679	64.8	18,678	63.3
Uva	10,622	56.8	10,543	57.6	10,967	58.1	11,609	61.1	11,299	58.9
Western	51,113	52.5	46,921	57.2	45,991	58.4	47,171	59.0	47,324	57.8
All Country	**174,034**	**59.1**	**172,319**	**60.1**	**170,161**	**61.4**	**179,437**	**62.9**	**177,655**	**61.2**

Source: Department of Examination-2010

Table 2.36 shows that in the Southern province, candidates in Galle district had always performed better at the G.C.E (A/L) examinations and a higher percentage around 63.8 per cent qualified for University admission in the five consecutive years from 2005 to 2009 than those in Matara and Hambantota districts. The performance figures in Matara district had been better than those in Hambantota district in all five years.

Table 2.36: G. C. E. (A. L) Examination 2005- 2009 Performance of School Candidates Qualified for University Entrance by District

District/ Province		2005		2006		2007		2008		2009	
		No.*	%	No.*	%	No.*	%	No*	%	No.*	%
Central	Kandy	8441	59.2	8382	59.5	8658	61.4	8905	60.8	8037	58.9
	Matale	2194	59.0	2211	58.1	2327	60.4	2496	60.5	2372	59.6
	Nuwara Eliya	2568	60.9	2665	61.1	2751	60.9	3242	65.1	2934	60.9
Eastern	Ampara	3015	58.5	3147	62.5	3135	63.6	3178	62.3	3234	63.0
	Batticaloa	1795	64.1	1966	68.5	1920	68.2	2236	70.6	2184	67.4
	Trincomalee	1406	61.1	1399	64.9	1296	65.1	1562	69.8	1494	64.7
Northern	Jaffna	4300	62.2	4606	66.8	4565	73.4	5196	76.8	5023	72.4
	Kilinochchi	478	68.3	501	71.7	236	63.2	308	73.8	291	57.0
	Mannar	520	64.7	583	68.2	506	75.9	570	77.3	548	73.6
	Mullativu	566	68.7	661	77.9	224	73.2	301	75.0	215	59.5
	Vavuniya	734	64.2	826	72.4	835	82.2	927	80.6	955	78.5
North Central	Anuradhapura	3671	55.8	3659	57.2	3711	56.5	4388	60.1	4040	59.9
	Polonnaruwa	1532	53.5	1547	55.8	1493	53.8	1666	57.4	1503	53.3
North Western	Kurunegala	9864	61.1	9511	61.7	9537	62.5	10175	63.3	9689	62.1
	Puththalama	2721	60.1	2648	59.9	2793	62.8	3037	65.4	2994	62.3
Southern	Galle	6811	61.2	6886	62.8	7296	64.6	7676	66.1	7522	64.5
	Matara	5581	60.4	5242	58.5	5533	60.0	6175	64.8	5946	63.7
	Hambantota	3383	56.6	3365	56.6	3470	58.7	3786	59.8	3896	59.1
Sabaragamuwa	Kegalle	4581	61.1	4717	61.9	4897	62.8	5201	62.9	4961	62.0
	Ratnapura	5824	62.1	6155	64.0	6082	65.7	6912	66.4	6854	64.2
Uva	Badulla	4366	57.6	4359	56.9	4408	58.0	4675	59.9	4396	57.3
	Monaragala	1667	54.8	1712	59.4	1963	58.3	2423	63.7	2263	62.4
Western	Colombo	13026	57.6	12921	57.6	12693	58.5	12949	59.7	12766	57.7
	Gampaha	8107	54.6	8102	54.1	8541	56.4	8876	56.2	8847	56.1
	Kalutara	5703	59.6	5793	60.9	5609	61.3	6006	62.0	5761	61.1
All Country		102854	59.1	103564	60.9	104479	61.4	112866	62.9	108725	61.2

**No. indicates number of school candidates passed*

Source: Department of Examination-2010

2.5.6 University Admission from Southern Province

Table 2.37 shows the total number of student admissions to all academic streams in the Universities from the three districts in the Southern province in academic years 2005/06 to 2009/10. The share of the Southern province in the total number of university admissions in the last five consecutive years was around 16.1 per cent and this was the second highest compared to other provinces in the country. The highest share was recorded in the Western province with around 25.5 per cent. However Galle district recorded the third highest (7.4 per cent) intake to the Universities with Colombo and Kurunegala districts recording the highest (14.2 per cent) and the second highest (8.0 per cent) respectively.

Table 2.37: University Admission by District in Academic Years 2005/06 to 2009/10

District/ Province		2005/06		2006/07		2007/08		2008/09		2009/10	
		No.	%	No.	%	No.	%	No.	%	No.	%
Central	Kandy	1170	6.8	1121	6.5	1291	6.4	1341	6.4	1290	6.0
	Matale	294	1.7	284	1.6	306	1.5	320	1.5	357	1.6
	Nuwara Eliya	380	2.2	351	2.0	411	2.0	446	2.1	464	2.1
Eastern	Ampara	475	2.7	511	3.0	550	2.7	533	2.5	565	2.6
	Batticaloa	385	2.2	391	2.3	416	2.1	408	1.9	467	2.2
	Trincomalee	239	1.4	233	1.3	251	1.2	291	1.4	276	1.3
Northern	Jaffna	868	5.0	869	5.1	961	4.8	960	4.6	967	4.5
	Kilinochchi	120	0.7	109	0.6	86	0.4	92	0.4	98	0.4
	Mannar	114	0.6	113	0.6	118	0.6	135	0.6	141	0.6
	Mullativu	141	0.8	116	0.7	91	0.4	84	0.4	96	0.4
	Vavuniya	153	0.9	172	1.0	213	1.1	185	0.9	230	1.1
North Central	Anuradhapura	511	2.9	525	3.0	623	3.1	622	3.0	619	2.9
	Polonnaruwa	204	1.2	269	1.5	243	1.2	271	1.3	260	1.2
North Western	Kurunegala	1398	8.1	1398	8.1	1622	8.1	1667	8.0	1640	7.6
	Puththalama	430	2.5	422	2.4	518	2.6	573	2.7	586	2.7
Southern	Galle	1297	7.5	1289	7.5	1471	7.3	1561	7.5	1585	7.3
	Matara	915	5.3	890	5.2	1054	5.2	1157	5.5	1243	5.8
	Hambantota	593	3.4	585	3.4	621	3.1	667	3.2	725	3.4
Sabaragamuwa	Kegalle	583	3.3	611	3.5	766	3.8	780	3.7	816	3.8
	Ratnapura	775	4.5	857	5.0	1077	5.4	1060	5.1	1169	5.4
Uva	Badulla	556	3.2	525	3.0	567	2.8	623	3.0	647	3.0
	Monaragala	253	1.4	269	1.6	299	1.5	334	1.6	358	1.7

Western	Colombo	2694	15.6	2496	14.5	2749	13.7	2874	13.8	2861	13.3
	Gampaha	1124	6.5	1075	6.2	1462	7.3	1454	7.0	1627	7.5
	Kalutara	832	4.8	714	4.1	946	4.7	902	4.3	1024	4.7
Total in Sri Lanka		17299	100	17196	100	20069	100	20846	100	21547	100

2.5.7 Drop Outs in Schools in the Southern Province

Table 2.38 shows that there are a total of 3,361 drop outs from Grade 8 to Grade 10 from schools in the Southern province. This is a group of potential customers for vocational training providers. Although drop outs from Grades 5 and above are considered, already a part of economically active population or labour force, as they are 10 years of age and above, they could enter the labour market directly or they could also join the formal vocational training. Or else, they could join as apprentices learning under craftsmen working in the informal sector to acquire employable skills before seeking employment. The total number of school drop outs in the country from the said Grades 5 to Grade 10 in 2010 was 49,648 while that in Southern province was 4, 463 which was 9 per cent of the country's total.

(MEdSL-2010)

Table 2.38: Drop outs in Schools by Grade, District and Gender in 2010 in Southern Province

Districts	Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10	
	M	F	M	F	M	F	M	F	M	F	M	F
Galle	37	-72	51	159	128	75	205	85	242	267	357	304
Matara	-19	19	188	53	200	108	157	132	255	201	284	287
Hambantota	-4	-65	52	79	55	58	106	51	81	103	136	108
SP	14	-118	291	291	383	241	468	268	578	571	777	699
Sub Totals	-104		582		624		736		1149		1476	
	1102						3361					

Total in SP	4463											
Sri Lanka	641	-375	3666	2868	4181	3318	4817	3720	7024	5056	8222	6431
Sub Totals	266		6534		7499		8537		12080		14653	
	14299						35270					
Total SL	49569											

Source: Ministry of Education 2010

Minus figures in certain grades include student admissions halfway through the given academic year.

2.5.8 Eligible Customers for the Vocational Training Providers in Southern Province

Table 2.39 indicates the estimated number of potential customers who could be motivated to join the training courses conducted by training institutes operating in the three districts in province. It was assumed that 60 per cent of all candidates failed to qualify for higher education at the universities at G.C.E (O/L) and G.C.E (A/L) examination and also those qualified, but still not selected for admission to the Universities due to lack of adequate places in the Universities, will give up and leave the school system.

Table 2.39: Total Number of Students available for TVET Sector in the Province by District

Category	Galle	Matara	Hambantota	Sub Total
Number at G.C.E (O/L) failed to qualify for G.C.E (A/L)	8087	6637	5474	20198
Number Failed at G.C.E(A/L) to Qualify for University Entrance	4094	3562	2570	10226
Assuming 80% of G.C.E (A/L) Qualified to enter University but not Selected	5790	4556	2864	13210
Total not Qualified	17971	14755	10908	43634

for higher level of education				
Assuming 60% Of above Students opt not to Continue & Leave Schools	10783	8853	6545	26181
School drop Outs from Grade 8 to Grade 11	1460	1316	585	3361
Total	12243	10169	7130	29542

Thus there are a total of around 30,000 eligible and potential customers available every year for vocational training in the Southern province.

2.5.9 E-Readiness of Citizens in the Southern Province

The successive governments of Sri Lanka have taken many progressive initiatives to develop Information and Communication Technology (ICT) sector in Sri Lanka. For all citizens, ICT has been found to be beneficial as it can provide solutions to the various needs of the citizens. For citizens to get the maximum benefits from these projects they need to be computer literate.

Certain groups are far less likely than others to have computers or online access. Lack of such access affects the ability of children to improve their learning with educational software, adults to acquire valuable technology skills, and families to benefit from them. This phenomenon was called 'digital divide'. There was growing concern about the implications of 'digital divide', whereby some social groups lack the means to access new Information and Communication Technologies, while others reap labour market rewards for being on the cutting edge of these technologies. A comprehensive examination of computer use in workplaces, homes and community settings is required, to plan and implement strategies to minimize this gap.

Department of Census and Statistics regularly conducts **Computer Literacy Surveys(CLS)** among the household population in the age group of 5 to 69 years of Sri Lanka, for planning and implementing strategies to minimize 'digital divide'.

(a) E-readiness, Computer Awareness and Literacy

Computers are used for wide range of activities starting from playing games to applications in aeronautics. Members, who were aware about at least one of those uses, were considered as knowledgeable/aware about computers. For this survey a person was considered as computer literate if he/she could do something on his/her own using a computer. For example, if a child of 5 years old could play a game using a computer on his/her own, he/she was considered as computer literate.

Table 2.40 shows that 43.8 per cent of the population in the age group of 5 – 69 years was aware about computers in 2009 in Sri Lanka while it was 37 per cent in 2006/07. The figures reported for the Southern province in 2009 and 2006/07 were 45.0 and 43.2 per cents. CLS-2009 results also reveal that the third highest computer awareness (45 per cent) among the provinces in the country was reported from the Southern province in 2009 with Western and Eastern provinces reporting higher percentages of 50.7 and 46.6.

It was obvious that the computer awareness has increased in all the provinces from 2006/07 to 2009 and the Southern province has gained about 4.2 per cent increase. Computer literacy as reported in 2009 shows Sri Lanka average mark a 20.3 per cent which was a 26 per cent increase, and in Southern province, 19.8 per cent in 2009 was a 27 per cent increase from 2006/07 respectively. The results also reveal that in 2009, highest computer literacy rate was recorded in Western province (27.7 per cent) followed by Southern province with 19.8 per cent in the second place.

Table 2.40: Computer Awareness and Literacy in the Sectors and in Provinces

Sector/Province	Computer awareness (%)		Computer literacy (%)	
	2006/07	**2009**	**2006/07**	**2009**
Country average	**37.1**	**43.8**	**16.1**	**20.3**
Western	**47.9**	**50.7**	**23.2**	**27.7**
Central	31.0	34.8	14.8	18.0
Southern	**43.2**	**45.0**	**15.6**	**19.8**
Eastern	31.5	46.6	11.4	12.9
North Western	31.8	42.1	12.6	16.5
North Central	27.5	40.4	8.9	14.1
Uva	22.3	29.3	9.9	14.7
Sabaragamuwa	30.2	44.6	12.3	19.1

Source: Computer Literacy Survey- 2009, DCS

The CLS -2009 results also reveal that at least one computer was available in one out of every 10 households on average in Sri Lanka. In the Southern province, 7 out of every 100 households own at least one computer in 2009, while the corresponding figures for the country and the province were 8 and 5 out of every 100 households in 2006/06 period.

Survey results also confirm that the pattern of using the Internet among provinces was similar to that of e-mail use and higher the use of Internet, higher the use of e-mail. 12 per cent of the household population aged 5 – 69 years has used e–mail facility at least once during the previous 12 months period of the survey. Highest e-mail use was reported from the Western province (18.5 per cent) followed by the Central province (12.3 per cent). The Southern province has recorded 8.5 per cent e mail usage. The internet usage in the country in 2009 was 13.1 per cent household population aged 5-69 years using atleast once during previous 12 months period, Western province 19.2 per cent and Southern province 10.6 per cent.

Chapter 3 Human Resource Profiles of Industry Sectors

3.0 Overview

Findings of nine sector studies improved with inputs from sector experts and professionals participated in respective sector validation workshops are analyzed and presented in this chapter. It contains forecasted demand for human resources in terms of types of skills required and numbers to be trained in each occupation in a given industry sector to meet skills requirements.

Following key economic sectors in the Southern province were studied and validated by the sector experts and professionals relevant to each sector.

1. Agriculture
2. Fisheries
3. Livestock
4. Hotels and Tourism
5. Construction
6. Small and Cottage Industries
7. Textiles, Garments & Handloom
8. Light Engineering Products & Services
9. Transport with Ports Related industries

3.1 Agriculture Sector in the Southern Province

The Agriculture Sector in the country grew by 7.0 per cent in 2010 compared to a 3.2 per cent growth in the previous year. This was due mainly to the favourable growth in paddy, tea and minor export sub sectors along with the significant improvement in the fisheries sector. In the Southern province, Agriculture sector growth in 2009 was 9.4 per cent over the previous year. Within the Agriculture sector, growth in the production in other food crops and plantation development along with fishing and livestock sub sectors were the main contributors to its overall growth in the province. (CBSL-2010).

3.1.1 Cinnamon Plantation

Cinnamon zeylancum, otherwise known as Sri Lankan cinnamon, is an indigenous plant that has played a crucial part to create the history of this island. The lure of cinnamon and other spices were a spur to the contest among European nations to grab Ceylonese spices. As reported by Wijesekara et al (1975), Cinnamon played a major role in world history, by motivating Christopher Columbus to discover the new world and Vasco De Gama to South India and Sri Lanka.

The trade and the economy of contemporary Sri Lanka continues to grow on the cinnamon trade as a source of foreign exchange. In 2009, Sri Lanka exported 12,106 metric tons, which represented 75 per cent of the total global production of cinnamon bark products. The export of cinnamon 12,106 metric tons earned LKR 8,513 million (US$68 million), a share of 60 per cents in total foreign exchange earnings from minor export crops. The export volume of Cinnamon had increased from 12,365 tons in 2005 to 13,138 in 2007, which was reduced to 12,106 in 2009, due to global financial crisis. It was envisaged to increase the export volume of cinnamon quills in 2010 up to 18,000 metric tons.

> [*Gunaratne W.D.L (2011), Current situation and future trends of Cinnamon Industry, Proceedings of the International Symposium on "Technology to reach future aspirations of Ceylon cinnamon" Abstracts Faculty of Agriculture, Univ. of Ruhuna 18th-19th July 2011]*

3.1.1 (a) Cinnamon Plantation and other Export Agriculture Crops Profile

Table 3.1.1(a) shows the extent of land under cultivation of export agriculture crops in Sri Lanka. The export crops are categorized under 5 major groups as spices, beverage crops, stimulants and essential oil crops.

Table 3.1.1(a): Distribution of Cultivation of Export Crops by Extent of Land in Sri Lanka.

Category	Crop	Extent ha-2002	Percentage	Estimated ha-2009
Spices	Cinnamon Pepper Clove Nutmeg Cardamom	26,953 27,662 7,608 911 2,779	35.8 36.8 10.1 1.2 3.7	29,415 30,506 7,611 926 2,794
Beverage crops	Coffee Cocoa	5,821 2,463	7.7 3.3	5,959 2,521
Stimulants	Betel Areca nut			2,735 14,219
Essential oil crops	Citronella Lemon grass	1,065	1.4	1,102
Other	Ginger Turmeric			1,892 997
Total		**75,262**		**100,676**

Source: Census of Agriculture (2002), Department of Export Agriculture Crops(General report 2005-2009),

Table 3.1.1(b) depicts the extent of cultivation of Cinnamon and other export agricultural crops in the three districts of the Southern province.

The bulk of Sri Lankan cinnamon farming and post harvesting occurs in Galle and Matara administrative districts of the Southern province due to a combination of historical reasons together with the suitability of local soils and climate. As depicted in Table 3.1.1(a) and 3.1.1(b), out of the total extent of 29,415 ha of Cinnamon in Sri Lanka, 73.7 % of the plantations scatter in Southern province of Sri Lanka (Galle 36.8 %, Matara 27.4% and Hambantota 9.42 %). Plans for expansion of cinnamon production will cover additional 2,905 ha in Galle and 2,540 ha in Matara districts.

Table 3.1.1(b): Land Usage in Hectares under Export Agriculture Crops in Southern Province

Crop	Galle	Matara	Hambantota	Total in SP
Cinnamon	10,820	,072	2,771	21,663
Pepper	457	761	1,783	3,001

Clove	192	489	54	735
Cardamom		34	1	35
Coffee	107	171	111	389
Cocoa Nutmeg	3 2	5 5		8 7
Areca nut	770	927	353	2,050
Betel	173	65	36	274
Citronella			714	714
Total	**12,533**	**10,543**	**5,828**	**28,904**

Source: Progress report Department of Export Agriculture-2009

The average age of cinnamon plantation in Sri Lanka is around 40 years and about 20% are over 70 years of age. Small holder cultivation is the dominant type, which is in average about 0.5 ha (1.5 acre). The size of holdings has been diminishing and only 5-10 % of the plantations are of sizable extent ranging from 8 - 20 ha (DEA-2003).

The potential production level of quills as per the estimates made by the DEA- 2003, is about 1000 kg/ha, in the age of 7 year plantation, which can be maintained at this level till about 40 years. However, the actual annual yield at present ranges from 300 – 400 kg/ Ha.

Traditionally, cinnamon is cultivated as a mono crop in large holdings. At present, about 90% of cinnamon holdings are cultivated as a mono crop.

3.1.1(b) Manpower Requirements in Cinnamon Industry

About 25,442 families are actively involved with cinnamon industry; it could be estimated that a total of 50,884 individuals are involved, considering that two persons from a family are engaged with cinnamon industry. Since the extent of Cinnamon plantation in Southern Province is 21,663 ha, it is evident that less than 1 ha of cinnamon plantations is accounted per family.

3.1.1(c) Labour Requirements in Field Operations and Quills Processing

According to the crop budget planning suggested by the DEA, labour requirement for 1-25 year cinnamon plantation is given in the Table 3.1.1(c).

Table 3.1.1(c): Labour Requirements in Field Operations and Quills Processing

Year of Operation	Field Operations	Field Labour Need- Man Days/ha	Skilled Labour for Hand Peeling, and Processing
1	Land clearance, plant establishment and other field work	190	
2	Infilling, weeding, fertilizer application	48	
3	Fertilizer application weeding	38	
4	Fertilizer application weeding	80	50
5	Do	80	63
6		80	75
7		80	125
8		80	150
8 to 25 years		80	188

Source: Dept. of Export Agriculture, 2001

Dearth of peelers is one of the major constraints in expanding the cinnamon industry to reach the maximum potential. More than 50 per cent of the plantations in the Southern province have the problem of finding the peelers. Moreover, peelers are demanding 50 per cent share, and peeling and selling is done by them. This hampers the quality of the production, since peelers' interest lie on quantity rather than the quality of production.

Peeling takes place in three phases: scraping, rubbing and peeling. The Department of Agricultural Engineering at the University of Ruhuna, Matara developed hand operated machine technology to assist with the rubbing stage, which is otherwise the most laborious part of the process. University has also developed a cinnamon peeling bench for the operation of the other two stages of the procedure, enabling the peeler to sit above the ground thus relieving kinetic strain.

However, the machines are too expensive for installation by small scale producers and their unfamiliarity means peelers prefer traditional methods. The most skilled procedure is the final peeling of the inner bark and its formation into a quill. The delicacy of the operation requires skills transferred across familial generations. Women peelers are traditionally associated with the final rolling and packing of the cinnamon quills where plantation owners have developed packaging depots, form the majority of women employees. (Pushpitha, 2006)

3.1.1 (d) Production of Planting Materials (Nurseries)

DEA provides planting materials free of charge to the registered farmers, which are raised by the registered private nurseries under the technical guidance and the supervision of the extension personnel. The present number of registered nurseries is 94 in the three districts. Table 3.1.1(d) shows that during the 10 year period only 15 new nurseries have been registered. Therefore, annual growth rate of nurseries will be approximately 2 per year. The number of workers required was calculated, assuming that one worker can make 250 nursery plants/ day.

Table 3.1.1(d): Number of Registered Cinnamon Nurseries in Southern Province by District

District	No. of Nurseries	Annual Production of Nursery Bags	No of Supervisors	No of Workers
Galle	36	3,125,000	36	180
Matara	38	2,800,000	38	190
Hambantota	20	1,050000	20	100
Total	94	6,975,000	94	470

Source: Cinnamon Research Station, Palolpitiya-2011

3.1.1(e) Post Harvesting Processes

31 numbers of leaf oil distillation units and 10 bark oil distillation units were constructed in the South and 34 leaf oil distillation units were repaired in 2001. More than 200 cinnamon distillation units are currently in operation. The labour need in distillation unit is a boiler supervisor and 2 workers (DEA 2009).

3.1.1(f) New Trends in Cinnamon Processing Industry

Recently, new trends in cinnamon industry are setup to produce certified cinnamon to cater to the emerging world demand. In the year 2001, a group of nine producers and exporters of premium cinnamon, has formed a Union of U 10 with the GTZ assistance to produce quality cinnamon. U10 is an ISO and HAACP certified consortium which is committed to push the boundaries of the cinnamon industry, focusing on the development of plantations, factories and businesses in Sri Lanka.

U10 members have upgraded their peeling centres to ISO 22000 certified factory level. These centres employ trained peelers to work on mechanized process lines. The workers, mainly females, are wage earners and work on 8 hr shifts.

Traditionally, adopted practice in cinnamon processing is the grouping of three persons (Scraper, Rubbing and Peeling person (Skilled Worker), and Quill Maker). The average production of troika (Kalli) process team is around 3.5- 4.0 kg/day per person who may earns about 1,500-1,800 LKR per day.

Table 3.1.1(e) shows the present manpower need, estimated based on the average figures of labour utilization in modern factories and experiences gained over the last ten years. (Weerasinghe et al 1998, 2006)

Table 3.1.1(e): Manpower Requirements by Managerial and Worker Levels

Category of Employees	Unit Requirement	Potential Manpower Requirement , for 21663 ha of Land
1.Plantation and factory manager (Graduates of Agriculture)	1 per factory+ plantation (50 ha land)	433
2. Factory supervisor (NDT training)	2 per factory	866
3. Nursery supervisor (NDT trained)	1 per nursery	94
4. Supervisor for distillation and drying units	1 per unit	367
Total		**1,760**
Field staff (Peelers and field workers)		
Quill processing Capacity (Assuming a peeler works 260 days/year,@ 3 kg/day quill production	780 kg	
Land extent which could be covered by a peeler at the production rate of 400 kg/year per ha land	1.95 ha	
Peeler need (trained on machine peeling)		11,110
Field labour need at the rate of 80 days of man power need per ha. (assuming 260 annual working days	0.33 persons /ha	7,150
Total		**18,260**

Source: Sector report by Prof K.D.N. Weerasinghe, Chair Dept of Agricultural Engineering, University of Ruhuna validated at workshop held on 22nd June, 2011 in Matara

3.1.1(g) Man Power Projections for 2011-2015

Man power projection for the five year period has been calculated to suit the projected land expansion during the next 5 years. According to the data of 2005-2009, average land expansion is estimated to be 498 ha/ year. The expansion of production of cinnamon is also envisaged to be implemented in Galle (additional 2,905 ha) and Matara (additional 2,540 ha) districts. However, during the next 5 year additional 2,500 ha of coconut is planned to be replaced with cinnamon due to the destruction of coconut lands in the province. Based on above figures, annual land increment for the projection has been rounded up to 1,000 ha.

Table 3.1.1(f) shows the estimated manpower requirement in the cinnamon sector, assuming entire cultivations will be organized as plantation works.

Table 3.1.1(f): Man Power Requirement of the Cinnamon Sector

Category of Employees	Unit Requirement	Total Manpower Requirement 21663 ha of land in 2010	Additional Requirement by 2015	Total Requirement in 2015 (total 26663 ha)
1.Plantation and factory manager (Graduates of Agriculture or NDT with Experience)	1 per factory+ plantation (50 ha land)	433(50)	100	533(150)
2. Factory supervisor (NDT)	2 per factory	866 (100)	200	1,066 (300)
3. Nursery supervisor(NDT)	1 per nursery	94	10	104
4. Supervisor for distillation and drying units	1 per unit	367	63	430
Total		**1,760**	**373**	**2,133**
Field staff (Peelers and field labourers)				
Annual Quill processing Capacity (Assuming a peeler works 260 days/year,@ peeling rate of 3 kg/day where yield is 400 kg/year)	780 kg			
Land extent which could be covered by a peeler /year	1.95 ha			
Peelers (trained on machine peeling and factory processing		11,110	2,565	13,675

Peelers (trained on machine peeling and factory processing machine rubber (Ratio 1:10 peelers)		1,111	256	1,367
Field labour need at the rate of 80 days of man power need per ha. (assuming 260 annual working days)	0.33 persons /ha	7,150	1,650	8,800
Total		**19,371**	**4,471**	**23,842**

(Parenthesis actual need in existing 2500 ha plantations with > 50 ha land allotment)

Source: Sector report by Prof K.D.N. Weerasinghe, Chair Dept of Agricultural Engineering, University of Ruhuna validated at workshop held on 22nd June, 2011 in Matara

3.1.1(h) Training Recommended

As shown in Table 3.1.1(f), the present manpower requirements in managerial and supervisory levels in all cinnamon plantation and factories (peeling centres) and distillation units is 1,760. Academic qualifications, for these categories ideally will be the graduates or NDT holders with experience.

As shown in Table 3.1.1(g) below, it is proposed to conduct four training cycles of three months duration, to train managers and award a diploma in cinnamon sector management. During the first two years 70 managers are proposed to be trained. Subsequently, annual intake of 40 during two years is proposed to be planned to avail 150 trained managers.

Similarly, 300 factory and plantation supervisors are projected to be trained by the end of 2015. In addition, 100 nursery supervisors and 300 Supervisors for distillation units are also to be trained to equip them with necessary technical and managerial skills.

Table 3.1.1(g): Annual Training Plan

Category	Basic Qualification	Training Program	Annual Intake				
			2012	**2013**	**2014**	**2015**	**Total**
1. Plantation and factory managers	(Graduates of Agriculture or NDT with Experience)	3 months Diploma at University level	35	35	40	40	150
2. Factory and plantation supervisors	Technical or Agric. Diploma)	Technical course at NDT level	50	50	100	100	300
3. Nursery supervisors	NDT (Agric)	Agric. Diploma course at NDT level	30	30	25	25	110
4. Supervisors for distillation and drying units	Technical training	NDT level	50	50	100	100	300
5. peeler and machine rubber (Ratio 1:10 of total peelers)	Technical training		300	300	400	400	1,400
Total			**465**	**465**	**665**	**665**	**2,260**

Source: Sector report by Prof K.D.N. Weerasinghe, Chair Dept of Agricultural Engineering, University of Ruhuna validated at workshop held on 22nd June, 2011 in Matara

For the factory processing and machine peeling, about 10 per cent of the total population of peelers (1400),

are to be trained in organized line processing centres. Therefore, out of the potential manpower need of 24,000 in 2015, a labour force of 2,260 are suggested to be trained to meet the emerging needs of the Cinnamon Sector.

3.1.2 Tea, Rubber, Coconut and Paddy Plantations and Kithul Cultivation

This section indicates the findings of human resource development needs with profiles in the Tea, Rubber, Coconut, Paddy, Kithul/ Palmyra and other agriculture crops, except Cinnamon, other oil crops and minor export crops.

Table 3.1.2(a) shows the land use pattern in the province. Tea plantation covering 50,000 ha is the major plantation in the Southern province followed by Coconut with 47,700 ha in the second place. Land extent under Paddy cultivation is close to 45,700 ha.

Table 3.1.2(a): Land Usage in Southern Province

Plantation	District			Total in Province
	Galle (ha)	Matara (ha)	Hambantota (ha)	
Tea	25,629	23,704	440	49,773
Rubber	6,676	3,731	71	10,478
Coconut	12,543	14,398	20,733	47,674
Paddy	16,684	14,635	14,337	45,656
Vegetable	358	443	1,712	2,514
Other Crops	232	42	5314	5,588
TOTAL	62,122	56,953	42,607	161,683

Table 3.1.2(b) shows the extent of land under cultivation by sector and District in Southern province.

Table 3.1.2(b): Extent Under Agriculture by Sector and by District (Extent in Hectares)

District	Small Holding Sector				Estate Sector		All Sectors	
	Less than or equal to 1/4 acre		1/4 acre and above		20 Acres and above			
	(less than 0.10 ha)*		(0.10 Ha and above) **		(8.09 Ha and above)			
	No. of Holdings	Extent	No. of Holdings	Extent	No. of Holdings	Extent	No. of Holdings	Extent
Galle	85,243	4,578	106,181	67,808	309	15,937	191,733	88,323
Matara	61,073	3,381	91,768	63,411	402	14,454	153,243	81,246
Hambantota	26,309	1,991	88,785	81,946	141	5,773	115,235	89,710
Southern Province	**172,625**	**9,950**	**286,734**	**213,165**	**852**	**36,164**	**460,211**	**259,279**
Sri Lanka	**1,462,904**	**81,822**	**1,783,473**	**1,475,997**	**6,577**	**384,843**	**3,252,954**	**1,942,662**

* Holdings reporting extent less than or equal to 40 Perches (0.10hectares) of land with agricultural output mainly for home consumption

** Holdings reporting extent more than 40 Perches (0.10hectares) of land or producing agricultural output mainly for sale purposes

Source - Extent under Agriculture by Sector and by District – 2002, Agriculture and Environment Statistics Division Department of Census and Statistics, Sri Lanka.

Table 3.1.2(c) shows that there are no plantation Companies in the Hambantota district

Table 3.1.2(c): Major Plantations Companies in the Southern Province

Galle	Matara	Hambantota
Namunukula Plantation	Mathurata Plantation	N/A
Watawala Plantation	Thalawakelle Plantation	
Elpitiya Plantation	Namunukula Plantation	

Source: Ministry of Plantations

3.1.2(a) Tea Plantation

Table 3.1.2(d) shows the total land extent under tea cultivation in the three districts in the two categories based on the extent of the land usages as small holdings and estates.

Table 3.1.2(d): Total Extent under Tea by District (Extent in hectares)

District	Small Holding Sector		Estate Sector		Total	
	No. of Holdings Growing Tea	Land Extent under Tea	No. of Holdings Growing Tea	Land Extent under Tea	No. of Holdings Growing Tea	Land Extent under Tea
Galle	58,314	22,062	235	3,568	58,549	25,629
Matara	45,863	17,326	289	6,378	46,152	23,704
Hambantota	1,619	440	-	-	1,619	440
Southern Province	105,796	39,828	524	9,946	106,320	49,773
Sri Lanka	**263,018**	**93,761**	**1,740**	**118,955**	**264,758**	**212,716**

Extent under Agriculture by Sector and by District – 2002, Agriculture and Environment Statistics Division Department of Census and Statistics, Sri Lanka

(i) Human Resource Profile in the Tea Plantations

Most of the tea factories in the province are situated in the Galle and Matara Districts. In Galle district, 135 numbers of tea factories are located (Statistical Department –District Secretariat, Galle).

Table 3.1.2(e) indicates the occupational categories in tea plantations. The Tea Plucker is the major employment category. Other occupations pertaining to the tea industry such as Pruner, Sprayer, Replanting Worker and Spraying Worker 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 and Welfare Supervisor in higher ranks. Factory Electrician and Factory Mechanic occupations are practiced in the factory set up.

Top-level managers such as Assistant Superintendent and Superintendent are not considered here because of very few opportunities exist and also these occupations require more experience and higher education levels.

Table 3.1.2(e): 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 (Pre School/Daycare)
Sprayer	Junior assistant supervisor (field/ factory)	Mid wife
Factory worker	Chief clerk	Driver
Worker supervisor (Kankani)	Senior assistant clerk	Motor mechanic
Watcher	Assistant clerk	
Factory mechanic/electrician	Junior assistant clerk	

(ii) Work Force Requirement in Tea Plantation

According to the plantation standards, standard labour requirement for tea cultivation is 2.3 workers per hectare. Therefore, total worker requirement for 49,773 ha of tea plantations in Southern province is around 114,478 workers. District wise estimated labor requirement is given in the Table 3.1.2(f)

Table 3.1.2(f): Estimated Worker Requirements for Tea Plantation by District

Description	District			Total in province
	Galle	Matara	Hambatota	
Land (ha)	25,629	23,704	440	49,773
Worker requirement ha x2.3	58,947	54,519	1,012	114,478

Source: Plantation Standards

At craft and field levels, key occupations in tea plantation are Tea Plucker, Pruner, Sundry Worker and Work Supervisor. In order to estimate the requirements of those worker categories, a sample requirement was identified for 100 ha and then it was extrapolated to total land extent as detailed in Table 3.1.2(g).

Table 3.1.2(g): Worker Requirements in Key Occupation Categories by District

Occupation Category	No of Workers per 100 Hectares	Requirements in Galle		Requirements in Matara		Requirements in Hambatota		Total	
		Land (ha)	No of Workers	Land (ha)	No of Workers	Land (ha)	No of Workers	Land (ha)	No of Workers
Plucker	186	25,629	47,670	23,704	44,089	440	818	49,773	92,578
Sundry Worker	50		12,815		6,407		3,204		24,887

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

(iii) Employer Perceptions on Human Resource Demand

At the workshop for tea plantation 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 shown in the Tables 3.1.2(h), 3.1.2(i) and 3.1.2(j) below.

As shown in Tables 3.1.2(h), 3.1.2(i) and 3.1.2(j), ~ 46% shortage of employees was observed in occupations of Plucker and ~ 66 % shortage of Pruners. Around ~ 25% shortage of employees was observed in the occupations of General Sundry Worker. Around ~15% shortage of employees was observed in Midwife occupation. Around ~10-15 % shortage of employees was found in Factory Worker and Factory Mechanic (Electrician). There was not much labour turnover except for Plucker (5%) and General Sundry Worker which was around 15%. New entrants and re- entrants remained 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 five years were estimated.

Table 3.1.2(h): 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 = -b+c+d				
					2011	2012	2013	2014	2015
Plucker (tea harvester)	- 46% (s)	5 %	3%	1%	-47%	-49%	-52%	-55%	-60%
					43512	45363	48141	50918	55547
General sundry worker	-25%	15%	10%	5%	-25%	-25%	-26%	-28%	-30%
					5599	5599	5823	6271	6719
Pruner	- 66%	2%	0.5%	0%	-68.5%	-71.5%	-73.5%	-76.5%	-78.5%
					852	890	915	952	977
Sprayer	- 35%	2%	0.5%	0%	-38%	-39.5%	-42%	-46.5%	-50%
					473	491	523	579	622
Factory worker	- 10%	2%	5%	3%	-4%	-8%	-	-	-

Worker supervisor (Kankani)	+ 5%	1%	0%	0%	+3%	+2 %	-	-	-
Watchers	+10%	1%	0%	0%	+7%	+6%	-	-	-

(more attention is given to occupations highlighted)

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

Table 3.1.2(i): 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		
					2011	2012	2013
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	-15%	0.5%	0%	1%	-14.5	-14	-13.5

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

Table 3.1.2(j): Human Resource Forecast Based on 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		
					2011	2012	2013
Driver	5%	2%	0%	2%	5%	5%	5%
Motor mechanic	-10%	0.5%	0%	1%	-9.5%	-9%	-8.5%
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%	-	-	-	-21%	-22%	-23%
Welfare supervisor	-5%	-	-	1%	-4%	-3%	-2%
Crèche attendant (Pre School/Daycare)	- 5%	-	-	1 %	-6%	1%	-
Mid wife	-15%	-	-	-	-15%	-15%	-15%

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

Table 3.1.2(k) shows manpower shortages in numbers by two main occupations based on employers' perceptions.

Table 3.1.2(k): Human Resource Shortages in Numbers by Occupation

Occupation	Requirement	Current Stock	Workforce Required
Plucker	92,578	92,578 x 53% = **49,066**	92,578.- 49,066 = **43,512**
Sundry Worker	24,886	24,886 x 75% = **18,665**	24,886-18,665 = **6,221**

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

3.1.3 Rubber Plantation

Rubber industry is another important industry in the Southern province where 10,478 hectares has been covered by the rubber plantation in the province. Of this total extent, 6,676 hectares is situated in the Galle District. Also, a few number of rubber factories can be found in the Galle District especially in and around Elpitiya.

Table 3.1.3(a): Total Extent under Rubber by District (Extent in Hectares)

District	Small Holding Sector		Estate Sector		Total of Small Holdings and Estates	
	No. of Holdings Growing Rubber	Total Extent under Rubber	Estates Growing Rubber			
			No.	Extent	No.	Extent
Galle	3,320	1,825	137	4,851	3,457	6,676
Matara	2,376	1,568	121	2,163	2,497	3,731
Hambantota	113	69	1	2	114	71
Southern Province	5,809	3,462	259	7,016	6,068	10,478
Sri Lanka	**82,166**	**50,451**	**1,331**	**66,026**	**83,497**	**116,477**

Extent under Agriculture by Sector and by District – 2002, Agriculture and Environment Statistics Division Department of Census and Statistics, Sri Lanka

(i) Human Resource Profile of Rubber Plantation

Table 3.1.3(b) shows the occupations in rubber industry identified at non managerial levels.

Of the occupation categories in rubber plantation, Tapper remains the key worker category. Other occupations belonging to the field; Nursery Worker, Replanting Worker and Spraying Worker do not normally work continuously and 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 and Welfare Supervisor in higher ranks similar to occupations in tea plantation. Factory Officer, Factory Worker and Factory Mechanic occupations are the positions in the factory environment.

Table 3.1.3(b): 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
Watcher		Crèche attendant
Factory mechanic/electrician		Mid wife
		Estate medical assistant

(ii) Work Force Requirements in Rubber Plantation

According to the plantation standards, standard labour requirement for rubber cultivation is 0.75 worker per hectare. Therefore, total worker requirement for 10,478 ha of rubber plantations in Southern province is 7,858 workers. Based on this estimate, district-wise labor requirement is calculated and given in the Table 3.1.3(c).

Table 3.1.3(c): Total Worker Requirement in General

Description	District			Total in Province
	Galle	Matara	Hambantota	
Land (ha)	6,676	3,731	71	10,478
Worker requirement ha x 0.75	5, 007	2,798	53	7,858

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

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 extrapolated to the total land extent as detailed in Table 3.1.3(d).

Table 3.1.3(d): Worker Requirement in Key Occupational Categories

Occupation Category	No of Workers per 100 hectares	Requirements in Galle		Requirements in Matara		Requirements in Hambatota	
		Land (ha)	No of Workers	Land (ha)	No of Workers	Land (ha)	No of Workers
Tapper	38.5	6,676	2,570	3,731	1,436	71	27
Sundry worker	23		1,535		858		16

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

(iii) Employer Perceptions on Human Resource Demand

At the workshop of rubber plantation 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 per details given in the Table 3.1.3(e) and 3.1.3(f) below.

Table 3.1.3(e) shows the status of the human resource availability in different craft and supervisory occupations forecasted for four years from 2011.

Around (~ 58%) shortage of employees is observed in occupations of Tapper with Re-planter(~46%), General Sundry Worker (~50%), Nursery Worker(~16%) and Sprayer(~38%). Around (~ 8%) shortage of employees is observed in the occupation of Factory Worker. Around (~2%) shortage of employees is observed in other occupations in factories. Around (~ 5%) labour turnover is observed in occupations of Tapper, Re-planter (10%), General Sundry Worker(20%) and Nursery Worker (10%) categories.

Table 3.1.3(e): Human Resource Shortages or Excesses Forecasted Based on Employer Perceptions - Craft and Supervisory Occupations in Rubber Plantation

Occupation	(a) Excess (+) / shortage (-)	(b)Annual labour turnover	(c) Re entrants	(d) New entrants	Excess/Shortage percentage = a-b+c+d				
					2011	2012	2013	2014	2015
Tapper	-60% (s)	5 %	10%	1%	-58%	-62%	-67%	-72%	-77%
No.					2339	2500	2702	2904	3105
General Sundry Worker	-40%	20%	10%	5%	-50%	-55%	-57%	-59%	-61%
No.					1084	1192	1236	1279	1323
Replanter	-40%	10%	5%	2%	-46%	-49%	-50%	-51%	-52%
No					55	59	60	61	63
Nursery Worker	-10%	10%	5%	2%	-16%	-19%	-20%	-21%	-22%
No.					12	14	14	15	16
Sprayer	-35%	2%	0.5%	0%	-38%	-39.5%	-42%	-44.5%	-47%
No.					18	19	20	21	23
Factory Worker	-	2%	5%	3%	-8%	-2%	-3%	-4%	-5%

	20%								
Worker Supervisor (Kankani)	+ 5%	1%	0%	0%	+3%	-2%	-3%	-4%	-5%
Watcher	+ 5%	1%	0%	0%	+3 %	-2 %	-3%	-4%	-5%
Junior Assistant Supervisor (field/ factory)	- 10%	0%	0%	2%	-6%	-4%	-5%	-6%	-7%
Assistant Supervisor (field/ factory)	-2%	0%	0%	0%	-2%	-2%	-3%	-4%	-5%
Field Officer		0.5%							
Factory Officer		0.5%							
Factory Mechanic/Electrician	-10%	0.5%	0%	1%	-9%	-8.5%	-9%	-9.5%	-10%

(more attention is given to occupations highlighted) *Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara*

Table 3.1.3(f) shows manpower shortages in numbers based on percentage values of shortages indicated in 3.1.3(e) as employers' perceptions.

Table 3.1.3(f): Human Resource Shortages in Numbers by Occupation

Occupation	Requirement	Current stock	Human resource shortage
Tapper	4,034	4,034 x 42%= **1,694**	4,034 – 1,694 = **2,340**
Sundry Worker	2,410	2,410 x 50%= **1,205**	2,410 - 1,205 = **1,205**

Source: Workout from table 3.1.3(d) & 3.1.3(e)

Table 3.1.3(g) shows manpower shortages or excesses in percentages in supporting occupations in rubber plantations, based on employers' perceptions

Table 3.1.3(g): Human Resource Shortages or Excesses Forecasted Based on Employer Perceptions -– Supporting Occupations in Rubber Plantation

Occupation	Excess (+) / shortage (-)	Annual labour turnover (b)	Re entrants (c)	New entrants (d)	Excess/shortage percentage = a-b+c+d		
					2010	2011	2012
Driver		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 Spervisor	-5%			1%	-4	-3	-2
Creech Attendant							
Mid Wife	-15%				-15	-15	-15

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

3.1.4 Coconut Plantation

In this analysis, attention was given only to the coconut plantation sector. However, there are many coconut related industries like coconut fibber, coir yarn, doormats, copra, coconut oil production etc. These industrial activities are scattered and no proper data base is available to identify the specific labor requirements. Although the export production data at the national level can be obtained, as these industries are mostly done at the cottage industry level, data is not generally available. Table 3.1.4(a) shows the extent of land under cultivation in the three districts in the Southern province. A total of 47,700 ha of land are under coconut cultivation with 44,500 ha as small holdings.

Table 3.1.4(a): Extent of Land Under Coconut Cultivation by District- 2002

District	Extent Under Coconut (in Acres)			Extent Under Coconut (in Hectares)		
	Small Holding Sector (1)	Estate Sector	Total	Small Holding Sector (1)	Estate Sector	Total
Galle	28,835	2,160	30,994	11,669	874	12,543
Matara	32,907	2,671	35,578	13,317	1,081	14,398
Hambantota	48,089	3,143	51,232	19,461	1,272	20,733
Southern Province	109,831	7,974	117,804	44,447	3,227	47,674
Sri Lanka	**799,357**	**176,302**	**975,659**	**323,489**	**71,347**	**394,836**

Extent under Agriculture by Sector and by District – 2002, Agriculture and Environment Statistics Division Department of Census and Statistics, Sri Lanka

(i) Human Resource Profile in the Coconut Cultivation

In the coconut industry of Southern province, the following occupations can be identified at non managerial levels as shown in the Table 3.1.4(b). There is no proper supportive occupational system that can be identified in the coconut cultivation. Some coconut plantation such as Monroviyawaththe (Rathgama- Galle) had some system developed similar to that of a tea plantation. However presently that too is not functioning. Coconut Plucker is the main occupation in the coconut plantation and other Sundry Workers are needed only occasionally.

Table 3.1.4(b): Occupational Map of Coconut Plantation

Craft Occupation	Supervisory Occupation
Coconut Plucker	Field officer (in Plantation)
Watcher	Care-taker/Supervisor (in Privet Lands)

Weeding/ Manuring Labour and other sundry workers	

(ii) Worker Requirements in Coconut Plantation

According to the plantation standards, standard labour requirement for coconut cultivation is 1 worker per 4 hectares. Therefore, total worker requirement for 47,674 ha of coconut plantations in Southern province is around 12,000 workers. District wise estimated labor requirements are given in the Table 3.1.4(c)

Table 3.1.4(c): Estimated Worker Requirement for Coconut Plantation

Description	District			Total in province
	Galle	Matara	Hambatota	
Land (ha)	12,543	14,398	20,733	47,674
Worker requirement ha x 0.25	3,136	3,600	5,183	11,919

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

In order to estimate requirements of those worker categories, a sample requirement was identified for 100 ha and then extrapolated to total land extent as detailed in Table 3.1.4(d)

Table 3.1.4(d): Worker Requirement in Key Occupational Categories

Occupation Category	No of Workers per 100 ha	Requirements in Galle		Requirements in Matara		Requirements in Hambatota		Total	
		Land (ha)	No of Workers	Land (ha)	No of Workers	Land (ha)	No of Workers	Land (ha)	No of Workers
Coconut Plucker	20	12,543	2,509	14,398	2,880	20,733	4,147	47,674	9,535
Sundry Worker	5		627		720		1,037		2,384

Under Sundry Worker – Watchers and other workers included. Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

(iii) Employer Perceptions on Human Resource Demand

Labour excesses and/ or shortages are given in detail in the Tables 3.1.4(e) below.

Around (~ 47%) shortage of employees is observed in occupations of Coconut Plucker and around (~ 27 %) of General Sundry Worker as per the perception of the employers.

Table 3.1.4(e): Human Resource Forecast Based on Employer Perceptions - Craft and Related Occupations in Coconut Plantation

Occupation	(a)Excess (+) / shortage (-)	(b) Annual labour turnover	(c) Re entrants	(d) New entrants	Excess/shortage percentage= a-b+c+d					
					2010	2011	2012	2013	2014	2015
Coconut Plucker	- 40% (s)	5 %	3%	1%	-42%	-47%	-49%	-53%	- 56.50 %	-60%
General Sundry Worker	-25%	15%	10 %	5%	-25%	-25%	-27%	-28%	-30%	-35%
Watcher	5%	1%	0%	0%	4%	2%	1%	-2%	-5%	-10%

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

Table 3.1.4(f) shows the worker requirements and the available number of workers based on the percentage values indicated as shortages by the employers in coconut plantations.

Table 3.1.4(f): Human Resource Shortages in Numbers by Occupation

Occupation	Requirement	Current Stock	Human Resource Shortage
Pluckers	9,535	9,535 x 53% = **5,054**	9,535 – 5,054 = **4,481**
Sundry Workers	2,384	2,384 x 75% = **1,788**	2,384 - 1,788 = **596**

Source:: Workout from Tables 3.1.4(d) & 3.1.4(e), Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

3.1.5 Paddy Cultivation

The total land extent under paddy cultivation in Southern province, is estimated to be about 45,650 hectares at present. In Southern province, there are two major cultivations classified according to the mode of water availability i.e. Rain fed cultivation and irrigated cultivation.

In paddy cultivation, most of the manual work has been replaced by machineries like tractors and the combined harvesters due to shortages of workers. Hence, it has become very difficult to predict the labor requirements. According to the focus group discussions held with farmer group and agriculture inspector at Ahangama, Galle, 50% of farmers are now using combined harvesters and threshing machines. Hence, the following estimates are made [Table 3.1.5(a)], assuming that 50% of farmers use combined harvesters and based on number of ha X number of workers required for 1 ha.

Table 3.1.5(a): Worker Requirement in Key Occupation Categories

Occupation Category	Work Task	Requirement in Galle		Requirement in Matara		Requirement in Hambantota		Total
		Workers per ha	Requirement (ha X workers per ha)	Workers per ha	Requirement (ha X workersper ha)	Workers per ha	Requirement (ha X workers per ha)	
Tractor Driver	Ploughing	0.02	334	0.02	293	0.02	287	**913**
Labourer	Bund Preparation Seeding Weeding threshing	1.4	23,358	1.4	20,489	1.4	20,072	**63,918**
Sprayer		0.03	556	0.03	488	0.03	478	**1,522**
Paddy Harvesting - Women	Harvesting	0.7	11,679	0.7	10,245	0.7	10,036	**31,959**
Combined Harvester Operator	Operating + Driving	0.01	167	0.01	146	0.01	143	**457**
Threshing Machine Operator	Operator	0.05	834	0.05	732	0.05	717	**2,283**
Rice Mills Operator		0.01	167	0.01	146	0.01	143	**457**
Total			**37,094**		**32,538**		**31,876**	**101,509**

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

(a) Worker Requirement for Paddy Cultivation up to 2015

Table 3.1.5(b) shows the human resource Shortage/Excess in paddy cultivation calculated based on the findings of a focus group discussions and the opinions of the sector specialists.

Table 3.1.5(b): Human Resource Shortage in Paddy Cultivation

Occupation Category	Requirements	Shortage/Excess	Current Stock	Shortage				
				2011	2012	2013	2014	2015
Tractor Driver	913	-10%	822	91	96	100	105	111
Labourer	63,918	-40%	38,351	25,567	28,124	30,936	34,030	37,433
Sprayer	1,522	-50%	761	761	799	839	881	925
Paddy Harvesting (Women)	31,959	-50%	15,980	15,980	16,939	17,955	19,032	20,174
Combined Harvester Operator	457	-10%	411	46	48	51	53	56
Threshing Machine Operator	2283	-20%	1826	457	466	475	485	495
Rice Mill Operator	457	-5%	434	23	23	24	24	25
Total	101,509		58,584	42,924	46,495	50,381	54,611	59,218

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

3.1.6 Kitul, Palmyra Industry and Products

Kithul/Palmyra Industry is one of the traditional industries still existing in Southern province which can be developed to be more productive. Table 3.1.6(a) shows the details of availability of Kithul plants in the Southern province.

Table 3.1.6(a): Kithul Plants Availability in the Southern Province

District	No of Plants				No of productive Trees
	Under 5 years	Middle age	Matured	Total	
Galle	12,102	6,655	4,688	23,445	11,343
Matara	21,319	17,007	12,575	50,901	29,582
Hambatota	3,753	2,925	2,218	8,896	5,143

Source : Statistics of Kithul Palm Industries in Sri Lanka 2009-Ministry of Traditional Industries and Small Enterprises Development

(i) Worker Requirement for Kithul Industry

Table 3.1.6(b) shows the worker requirements in key occupations while Table 3.1.6(c) shows the current stock and manpower shortages in the shown key occupations.

Table 3.1.6(b): Worker Requirement in Key Occupation Categories

Occupation Category	**Requirement in Galle**		**Requirement in Matara**		**Requirement in Hambatota**		**Total**
	Workers per plant	Requirement	workers per plant	requirement	workers per plant	requirement	
Tapper	0.2	2,269	0.2	5,916	0.2	1,029	**9,214**
Juggerey / Honey and other Product Maker	0.2	2,269	0.2	5,916	0.2	1,029	**9,214**
Total		**4,537**		**11,833**		**2,057**	**18,427**

Work out from Table 3.1.6(b): and Statistics of Kithul Palm Industries in Sri Lanka 2009-Ministry of Traditional Industries and Small Enterprises Development

Table 3.1.6(c): Human Resource Shortages in Numbers by Occupation in Kithul Industry

Occupation Category	Requirements	Current Stock	Shortage
Tapper	9,214	3,310	5,904
Juggy / Honey and other Product Maker	9,214	3,500	5,714
Total	**101,509**	**6,810**	**11,617**

Source : Statistics of Kithul Palm Industries in Sri Lanka 2009-Ministry of Traditional Industries and Small Enterprises Development

3.1.7 Other Plantation and Agricultural Sectors

Other main crop category is basically composed of vegetables. Extent of land cultivated with vegetables and other such crops are given in the table 3.1.7(a) below.

Table 3.1.7(a): Extent of Land (in ha) Under Cultivation of Field Crops

Crop	Galle	Matara	Hambantota	Total
Other Crops				
Green chilli	31	27	248	306
Big onion	0	0	5	5
Maize	0	7	494	501
Kurakkan	0	3	687	690
Green Gram	0	4	2,063	2,067
Cow Pea	0	1	472	473
Gingerly	0	0	1,013	1,013
Ground Nut	0	0	298	298
Manioc	61	0	0	61
Sweet Potato	29	0	34	63
Other yams	111	0	0	111
Total	**232**	**42**	**5,314**	**5,588**
Vegetables				

Capsicum	25	25	29	79
Radish	21	50	62	133
Red Pumpkin	0	11	227	238
Snake Gourd	30	19	146	195
Tomato	8	15	88	111
Cucumber	11	13	118	142
Bitter Gourd	23	41	154	218
Ash plantain	12	26	57	95
Okra	40	61	167	268
Brinjall	39	52	190	281
Mae	36	56	89	181
Luffa	27	40	126	193
Winged Bean	15	34	39	88
Leafy vegetable	71	0	220	291
Total	**358**	**443**	**1,713**	**2,514**

Source: Crop Forecast Department of Agriculture 2010/2011

Major share of field crop belongs to small holders and is grown in small scale. Also, they are not formally organized. Therefore, it is difficult to capture their dynamism for central planning.

(a) Agriculture Nurseries

Table 3.1.7(b) and Table 3.1.7(c) depict how fruit nurseries and seed suppliers are distributed by district in the Southern province.

Table 3.1.7(b): Distribution of Nurseries by District in Southern Province

Item	Galle	Matara	Hambantota	Total
A grade fruit nurseries	0	0	2	2
B grade fruit	4	2	12	18

nurseries				
Total				20

Source: Registered fruit nurseries under Department of Agriculture 2011

(b) Agriculture - Seeds Producers

Table 3.1.7(c) : Distribution of Seed Suppliers by District in Southern Province

Item	Galle	Matara	Hambantota	Total
Yala seeds suppliers	90	131	101	322

Source: 2011 Yala Certified Seeds Suppliers' Name list – Department of Agriculture

(c) Human Resource Development Needs in Nurseries and Seed Supply Units

Table 3.1.7(d) shows the numbers in workforce estimated to be trained during the next five years.

Table 3.1.7(d): Numbers in Workforce to be Trained from 2012 to 2016

Sector	**Human Resource Development Needs**				
	2012	**2013**	**2014**	**2015**	**2016**
Fruits Nursery	20	30	40	50	50
Seeds Supply units	100	100	100	100	100
Total	120	130	140	150	150

Source: Sector report by Mr. M.S.Chaminda de Silva (Galle District Chamber of Commerce and Industries), validated at workshop held on 22nd June, 2011 in Matara

3.2 Fisheries Sector in Southern Province

The Fisheries sector in the province supplies 30.4% of the national marine fish production in the country. Total marine fish production in Southern province was around 90,100 metric tons in 2009.

In Southern province fisheries play an important role for the economy by providing employment, food security and foreign exchange earnings. In 2010 the fisheries sector of Sri Lanka contributed 2.8% to gross domestic product and employed over 300,000 persons directly and in related activities. The fishing industry became an important foreign exchange earner for the country. (DFAR- 2009).

Socio-cultural aspect of the fishing community is that, there is a greater ancestral relationship between fishing and fishers. Generational link (relationship of fishing as an occupation pass down from father to son) was reported to be 75% of 196,470 active fishers in 2009. There are three reasons for this high generational link. These are the fishers' low level of education, lack of alternative employment opportunities and relatively higher incomes from fishing accompanied with more independence in the livelihood. As far as education level of fishers is concerned, 80% of the active fishers have attended only primary schools.

3.2.1 Marine Fisheries Sector

Sri Lanka's marine fisheries resource base has a total extent of 538,500km^2 and is rich in species diversity. The marine area from the shore to the edge of the continental shelf (the average of which is 22km) is referred to as the coastal sub-sector. Balance area i.e. beyond continental shelf up to 200 miles Exclusive Economic Zone is considered as off-shore and deep sea sub sector.

Table 3.2.1 shows marine fish production by district in the Southern Province. Total marine fish production in 2009 in Southern province was 90,100 metric tons. Matara is a district that brings the largest marine fish catch in the country. Matara district accounted for a share of 15% of total fish production in the country.

Table 3.2.1: Marine Fish Production by District - Southern Province. (Metric Tons)

District	2000	2005	2007	2008	2009	Production as % of Total in the Country in 2009
Matara	35,480	17,090	48,460	47,810	44,180	15.1
Galle	27,830	11,210	17,820	14,800	24,930	8.5
Hambantota	33,470	6,220	20,990	20,850	20,990	6.8
Southern Province	96,780	34,520	87,270	83,460	90,100	30.4

Source: Fisheries Statistics Sri Lanka, Ministry of Fisheries (2009, Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Acquatic Resources validated at *workshop held on 22nd June, 2011 in Matara*

Marine fisheries are of considerable social and economic importance around the entire 1,770 km. of Sri Lanka's coastline. Southern province has only about 300 km coastal belt, but it contributes more for national fish production. It has a total of 26,390 active fisher population.

Table 3.2.2 shows the distribution of number of active fishers by district in the Southern province.

Table 3.2.2: Active Fishers by District

Fisheries District	Active Fishers	% Distribution
Matara	9,360	4.8
Galle	6,780	3.4
Tangalle/Hambantota	10,180	5.1
Total	26,320	13.3

Source: Fisheries Statistics Sri Lanka, Ministry of Fisheries (2009,) Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

The marine fisheries sector is further sub divided in to Coastal and Off-shore sectors.

(a) Coastal fishing

The coastal fishery in Southern province is labour intensive as there are many small-scale fishing crafts engaged in fishing. In the province, Beach Seine, FRP boats, Mechanized Orus and None Mechanized Orus are used for fishing in the coastal belt. Most of the fishers in the coastal belt are fishing from their own villages because sea as well as landing sites are familiar to them. Also the protection of fishing vessels and fishing gear is also easy, when they fish near their homes or in their own villages. Some fishery farmers do fishing in other provinces (North East) which depends mainly on seasonal variations in fishing. Traditional crafts are generally used in coastal areas, with a typical trip lasting about 12 hours: three hours traveling out, six hours fishing, and three hours in returning to shores.

Table 3.2.3: Number of Boats Available in Coastal Fishing by District in Southern Province

Fisheries District	NBSB	OFRP	MTRB	NTRB
Matara	6	739	223	737
Galle	51	539	382	399
Tangalla/Hambantota	102	907	123	898
Total	159	2,185	728	2,034

Source: Fisheries Statistics, Department of Fisheries and Aquatic Resources Sri Lanka (2010) Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

(i) Beach Seine (NBSB)

Beach seine (Madel) Paru consists of a flat planked hull and its length is 11-14 meters and is manned by 7-8 crew members. Boats are used to lay nets to surround shoals of fish. When operating Beach seine, participation of 20-40 crew members are required to pull the net ashore.

(ii) OFRP Boat (Outboard Fiberglas Reinforced Plastic Boats)

Fiberglas reinforced plastic boats (FRB) are now widely spread around the country. The length of the boats is 5-6 meters and is powered by an outboard motor with capacity ranging from15 hp to 25 hp. A boat requires a crew of 2-3 members and fishing operations are carried out with gillnets, loglines and handlings.

(iii) Mechanized Orus

Mechanized Orus are of two categories and are equipped with outboard motors. A mechanized Oru which is called Vallam is normally 12-14 meters powered with 25 hp to 30 hp motor and is used to trawl a long net in the deep sea and is manned by a crew of 8-9 fishermen. Other Mechanized Oru is normally less than 20 feet/ 6m and is powered by a 9.9 hp or 15 hp motor.

(iv) Non Mechanized Oru

Non-motorized Oru is made out of fiberglass or traditional wood and is 5-6 meters in length and is manned by a crew of 2-3 persons.

Presently, there are about 5,106 day boats in operation and estimated 16,750 workers, some attending to tasks of navigating the boats and operating the engines and others as helping hands, but all are active fishermen, engaged in marine fishing. It is expected that about 1,300 more workers of these categories could enter into this sector easily by year

2015. Table 3.2.4 gives a forecast of Human Resource requirements in 2015, based on a 2 per cent growth for the sector.

Table 3.2.4: Coastal Fishing Sector with Forecast of HR Requirements in 2015

Specific Feature Reffered to	**Occupation**	**Current Workforce**	**Additional Workforce by 2015**
OFRP boats - 2185	Engine Operator	2180	200
	Throtller	2180	200
	Helper	3500	400
Mechanized Oru- 728	Engine Operator	728	50
	Throtller	728	50
	Helper	2500	250
Non mechanized Oru – 2,034	fishers	2500	100
Beach Seine Craft- 159	fishers	2,400	50
Total (5,106)		**16,716**	**1,300**

Source- Ten year plan (DFAR -2009) Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

(b) Training Requirements in Coastal Fishing Sub Sector

Most of the fishers, in Southern province do not have much knowledge on engine repairing, boat operation and maintenance, fishing gear technologies, knowledge of finding the fishing grounds and navigations. Most of them become a fisher by generation to generation. As such provision of training on the above fields is vital to boost the marine fish production by day boats. The estimated yearly addition to the workforce in coastal fishing is 500. The training areas recommended are Engine repairing, Fiber work, Net mending, Satellite navigation and GPRS, Fish handling, Post harvest technology and Value addition in fish processing for Coastal fishing in Southern province.

(c) Deep Sea/Off Sea Fishing

Deep sea fishing/ off shore fishing refers to fishing beyond the territorial waters extending up to the Exclusive Economic Zone (EEZ) and beyond. The offshore and deep sea fishery resources are mainly migrating and constitute of large pelagic species and ocean squids. The fish resource includes tuna, billfish, and shark and seer fish. As an island nation, the country has more potential in exploiting offshore fishing. Offshore fisheries are generally conducted beyond the continental shelf, up to the margin of Exclusive Economic Zone and also in high seas. EEZ is a sea zone over which a nation has special sovereign rights for the exploration and use of marine resources under the Third United Nations Convention on Law of the Sea (UNCLOS). It extends 200 nautical miles from the shore and more under specified circumstances. Offshore boats stay out for more than a day during a single fishing trip. Mostly Multiday fishing craft are engaged in fishing in this zone. In Sri Lanka around 3,900 registered Multiday boats are operating and more than half of the total Multiday boats are in Southern province. The Table 3.2.5 shows the distribution of 1 Day and Multi- Day Boats in the province by district in 2010.

Table 3.2.5: Number of Boats by District-2010

Fisheries District	Multi-Day Boats	I-Day Boats
Matara	994	113
Galle	373	42
Hambantota/ Tangalle	648	30
Total	**2,015**	**185**

Source: Fisheries Statistics, Department of Fisheries and Aquatic Resources Sri Lanka (2010)) Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

There is about 11,000 strong workforce of different categories including Skippers and Deck Hands in the areas of navigation and boat operation, Engine Room Assistants, Long Line Fishers, Cooks and Helpers engaged in Multi-day fishing operations. It is expected that 670 more workers in these different categories will enter into this field by 2015. Table 3.2.6 indicates the estimated additional number of workforce required in Off- Shore fishing by 2015.

Table 3.2.6 Off Shore Fishing Sector with Forecast of HR Requirements in 2015

Sector and Specific Vessel Type		**Occupation**	**Current Workforce**	**Additional Workforce by 2015**
Off- shore Fishing	IDAY- 185	Skipper	185	20
		Deck Handler/Engine Room Assistant	270	25
		Helper	270	25
	Multi day Boats- 2015	Skipper	2015	200
		Deck Handler/Engine Room Assistant	4000	200
		Helper	4000	200
Total	**2,200**		**10,740**	**670**

Source – Ten year plan (DFAR 2009) Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

(d) Training Requirements in Off-Shore Fishing Sub Sector

Knowledge of the modern marine equipment handling and fishery forecasting system will help to tackle highly migratory fishery resources. Minimizing of search time and catch per unit effort affect the economics of the operation. Ministry of Fisheries will introduce vessel monitoring system for Sri Lanka, therefore training on use of the GPRS and Satellite Navigation is compulsory for all Multi-day boat skippers.

3.2.2 Inland Fisheries in Southern Province

(a) Characteristics of Inland Fisheries

Inland Fisheries are abound in inland collections of water, both brackish and fresh water. The fish that live in brackish water are quite different from those living in fresh water. The Island's distributions of brackish water are in lagoons and the estuaries of Puttalam, Negombo, Batticoloa and the lagoons of Koggala, Dodanduwa and Balapitiya. These are famous for crustacean like crabs and prawns while the rivers, streams, tanks and villus where there is natural fresh water, the types of fish are different. They are the Ara, Loola, Hunga, Valaya, Magura, Pethiya and Madakariya. Fish like Magura, Hunga, Loola, Kanaya and Kawaiya can exist for long periods buried in damp mud.

Different methods are used to catch fish by inland fishermen. However, the most popular method of fishing is with the 'Wisi Dela'. This is a conical shaped net of small mesh, with a strong string attached to its apex. The large circular base or the periphery is weighted with heavy pellets of lead enclosed in a frill, so that no sooner the net touches the water after it is cast, it sinks to the bottom, preventing the fish from escaping.

The fishermen also fix barricades across narrow arcs of the lakes, with sheets of woven bamboo tats, called 'Bata Pelali'. In this barricade called the Kotuwa, is a chamber at the deep point of the water, where the fish entering are unable to get out. Fish thus trapped are fished out with the help of a hand net or 'Athanguwa'.

Table 3.2.7 depicts the distribution of inland fishery areas by district in the province giving areas of inland waters in sq.km.

Table 3.2.7: Extent of Inland Fishery Areas by District - Southern Province

District	Total Area (sq.km)	Land Area (sq.km)	Inland Waters(sq.km)	Percentage of Inland Water
Galle	1,652	1,617	35	2.1
Matara	1,283	1,270	13	1.0
Hambantota	2,609	2,496	113	4.3

Sri Lanka	5,544	5,383	161	2.9

Source: Fisheries Statistics Sri Lanka, Ministry of Fisheries (2009), Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

Inland water body and fishery in Southern province is small compared with other provinces. The extents of inland water resources in Galle and Matara districts are small. However, Hambantota district with some seasonal tanks and natural inland waters, its fishery resources are relatively large. Tissa wewa is a major perennial tank in Hambantota district and as well in Southern province. Table 3.2.8 shows the number of fishers, fishing crafts and amount of fish production by district in the province.

Table 3.2.8: Inland Fish Production, Fishing Crafts and Number of Fishers-2009

District	Fishers		Fishing Craft		Fish Production	
	No	**Island %**	**No**	**Island %**	**Mt.**	**Island%**
Matara	443	1.7	40	0.5	30	0.1
Galle	688	2.7	40	0.5	50	0.1
Hambantota	1,965	7.7	540	6.7	2,720	5.8
Total in SP	**3,096**	**12.2**	**620**	**7.7**	**2,800**	**6.0**

Source: Fisheries Statistics Sri Lanka, Ministry of Fisheries (2009), Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

At present, 620 crafts are operating in inland fisheries in Southern province with around 1,240 persons engaged as canoe paddlers and helpers. Southern province inland fish production is about 6.0 per cent and it comes from 12.2 per cent of island's fisher population. Table 3.2.9 depicts the brackish water resources and extent of lagoons in ha by district in the province.

Table 3.2.9: Brackish Water Resources by District

District	Mangroves (ha)	Salt Marshes (ha)	Lagoons (ha)	Total Brackish Water Resources(ha)	Length of Beach(km)	Density by Beach Length(ha/km)
Matara	6			6	55	0.1
Galle	187	185	1,144	1,516	75	20.2
Hambantota	539	318	4,488	5,345	135	39.6
Total	**732**	**503**	**5,632**	**6,867**	**265**	**25.9**

Source: Fisheries Statistics Sri Lanka, Ministry of Fisheries (2009), Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

Southern province has comparatively less areas of lagoons and brackish water resources. Hambantota district is relatively better in the availability of resources than the other two districts and therefore is the main district engaged in aquaculture in the province. Brackish water shrimp culture and capturing of mud crabs are highly profitable compared to other cultivated fish species. Mud crabs and shrimp are in high demand in local market and are mainly transported to Colombo. Table 3.2.10 shows the number of current workforce and forecasted figures of additional workforce by 2015.

Table 3.2.10: Inland Fishing Sector with Forecast of Annual HR Requirements

Specific Features Referred to	Occupation	Current Workforce	Annual Additional Workforce
Canoes-620	Throtller	620	25
	Helper	600	25
Shrimp and Crabs	Fishers	500	30
General	Fishers	2000	50
Total		**3,720**	**130**

Source – Ten year plan MFAR 2009 given in Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

(b) Training Requirements in Inland Fishing Sub Sector

There is no commercial culture of shrimp and crabs in Southern province. However, there are more possibilities to do the aquaculture industry in Southern province. Actually, the problem is in the transfer of new technology. However, vocational training on breeding technology, shrimp culture technology, crab fattening and site selection will greatly benefit in transferring and teaching the new technologies to fishers, eventually leading to raise the economic standards in the Southern province.

Training programmes on modern fishing technology, canoe repairing, net mending, post harvest technology, fisheries management, marketing are also suggested to increase the production of inland fish. The estimated annual addition of workforce is around 130.

3.2.3 Ornamental fishery

The ornamental coral reef fishery is a multi-million dollar industry that supports thousands of fishers in developing countries and provides aquarium hobbyists with over 1,400 species of marine fishes. This industry began in the 1930s in Sri Lanka as a small export fishery. The largest component of marine ornamental fisheries is fishes, which are currently exported from 45 countries. Indonesia and the Philippines share approximately 65 per cent of the global trade, and the United States is the largest importer in the world. Ornamental marine organisms can be divided into four distinct components: stony corals; black coral and precious corals; other live invertebrates such as soft corals, anemones, crustaceans and echinoderms, and fishes. Marine fishes are primarily collected on coral reefs, but associated sea grass beds, mangroves, lagoons, algal flats, rubble fields and other habitats are also important sources. Juveniles are preferred, as they are less costly to transport, they generally survive better due to their small size, and they are typically much more colorful than the adult fish.

The ornamental coral reef fish are mainly collected in Matara and Galle districts. However, climatic conditions greatly limit reef fish collection around coastal line in Sri Lanka. The southwestern monsoon normally lasts from May to November and the northeastern monsoon normally exists during the remaining months. Therefore these constrains affect the collection on both coasts for approximately half the year. Monsoon activity thus provides a closed season for collection which allows fillies to identify areas which are heavily collected and may correlate with recruitment periods for many species.

The area with the greatest recruitment of most reef fish species is apparently the South Western coast of Sri Lanka. Collectors say that the largest abundance of small juveniles along the western and southwestern coasts are in December following the decline in wave activity driven by the South-Western monsoon. Wind and wave activity is from the southwest from April to November during the southwestern monsoon. During off season, divers and collectors in Southern province migrate to other provinces such as Eastern and North Western provinces. Although most divers engaged in this industry use scuba diving, they are not professionally trained in scuba diving. For sustainable improvement in this industry, it should be made compulsory for divers to obtain diving licenses for diving in sea issued by authorities. Table 3.2.11 shows the distribution of number of fishers in the current workforce by district in Southern province.

Table 3.2.11: Number of Fishers by District in Ornamental Fishery

District	Number of Fishers
Matara	450
Galle	220
Total	**670**

Source: Fisheries Statistics Sri Lanka, Ministry of Fisheries (2009), Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

3.2.4 Sea Cucumber Fishery in Southern Province

At present, Sri Lankan fishermen from the Southern province are exploiting sea cucumber beds in distant parts of the Indian Ocean. Around 35 boats are engaged in the sea cucumber fishery along the southern coast. Fishermen use multi-day craft and global positioning systems (GPS) to navigate far from shore. The lengths of boats range from 10.7–15.2 m (35–50 ft), but all use 45 hp inboard engines. These boats are usually four to six years old and modified to accommodate 10 to12 crew members. The crew consists of a skipper, divers, a cook, a compressor operator, and an electricity generator operator. At times, these boats operate in groups of three or four; by doing so they are able to maximize their profits by carrying fewer support personnel and a larger number of divers.

3.2.5 Fish Handling

Fish is more perishable than most other protein foods. The use of ice for chilling is still one of the most important methods of preserving fish, though ice merely slows down micro-bacterial activity since fish can support a population of cold-tolerant bacteria. Recent investigations indicate that the fish caught in unpolluted waters carry only a few micro-organisms on their surfaces and in the gut. Most of the bacterial contamination found on the landed fish appears to be related to the handling practice of the fish and bacterial growth during storage. The problems derive from inadequate understanding of the proper methods for handling raw and processed fish and shortage of technical personnel in the fishery industry.

Improper handling on board and lack of preservation techniques and equipment are important elements to consider when identifying reasons for fish loss.

The fishermen do not use ice or gut the fish. Icing is done in transport boats which collect the fish. Fish are distributed through a complex series of middlemen, particularly in large towns. Retail sales of fish are generally through small fish stalls or via foot or bicycle peddlers or motor. The processing of fish for export requires high standards of hygiene and has therefore called for improvements in the handling of fresh fish. Some have been made in this direction even though there is still room for further improvement. Among the notable improvements is the use of ice and insulated containers during the transportation of fish from the landing sites to the factories. Nearly 10,000 of fish handlers and 2,000 of fish vendors and distributors are in southern province. Training on fish handling, freezing, loading and unloading, distributing and transporting, preservation and post harvest quality improvement are required to fishers in Southern province.

3.2.6 Sector Related Industries

Ice factory, fish sales, dry fish, Maldives fish and Jadi production, fish related products and tourism are related industries in fisheries sector.

(a) Ice industry

Ice is important item in fish preservation. Table 3.2.12 shows that there were 03 governments owned ice plants and 24 privately owned ice plants operating in 2010 in the province. However, ice production from these plants does not meet the ice requirements of this province. As such harvested fish is packed in wooden boxes containing ice to fish in the ratio of 1:2. Ice packed in the fish box is not enough to preserve the fish in such packing systems. Table 3.2.12 also indicates the distribution of number of ice plants and their capacities by district.

Table 3.2.12: Ice Plants and Production Capacity - 2010

District	Plants (Numbers)	Capacity (tons/day)
Matara	9	265
Galle	8	145
Hambantota	9	250
Total	**26**	**660**

Source: District Fisheries Extension Office statistics -2010, Sector report by Mr.A.G.L.A. Sumith Kumara, Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara

Ice processing plant managers, technical staff, refrigeration technicians, electricians, maintenance staff, general office staff and sales staffs are needed for the operation of ice processing plant. Nearly 100 ice plant operators, 60 workers for both electrical and mechanical maintenance works, 150 ice crushing and unloading labourers and 75 numbers in general office and sales staff are needed.

(b) Dry Fish, Maldives Fish and Jadi Production, Fish Related Products (Value Addition)

Mostly, these industries are traditionally perceived to be home based cottage type economic activity undertaken largely by family units. The Department of Fisheries and Aquatic Resources promote the development of these industries under 'Divi Naguma' programme. This will also provide livelihood for the majority of unemployed in the Southern province. The fishermen could also get involved in these industries during off season. The Department also provides necessary technical consultation and training with supporting organization such as NIFNE and NARA.

Dry fish is a type of value added fish, which are directly sun dried or salted and dried. During sun drying, contamination can occur because of flies and the sand of the polluted beaches. Birds and animals feeding on the exposed fish, also could contribute to the losses. Bad weather conditions (rain and high humidity) can also accelerate the rate of spoilage.

Smoked fish, Cooked fish (Ambul thial), Fish meal, Jadi and Maldive fish are also types of value added products in Southern province. A large number of women involved in these fish production could be trained in high quality fish processing.

Table 3.2.13 shows that there are a total of 575 entrepreneurs engaged in fish related home industries in the Southern province, who are beneficiaries of 'Divi Naguma' subsidy project. The recommended training for them include training on entrepreneurship development, skills of the trade, concept of quality and customer satisfaction and marketing strategies.

Table 3.2.13: Number of Entrepreneurs Engaged in Fish Related Home Industries

District	Current Workforce
Matara	290
Galle	197
Hambantota	88
Total	**575**

Source: District Fisheries Office statistics -2011, Sector report by Mr.A.G.L.A. Sumith Kumara, *Assistant Director, Department of Fisheries and Aquatic Resources validated at workshop held on 22nd June, 2011 in Matara*

3.3 Livestock Sector in the Southern Province

Livestock are spread throughout all three districts with concentrations of certain farming systems in particular areas due to cultural, market and agro climatic reasons. e.g. Hambantota district which is reputed for buffalo milk and curd, contribute significantly to the regional economy. However, livestock keeping still remain mainly as a traditional subsistence level activity in the province, but has a great potential to be improved as a commercially viable rural enterprise, providing an opportunity for farmers to increase their income and build assets to improve their livelihoods. This could only be achieved by focusing greater emphasis on farmer training and awareness as well as by adopting new technologies in livestock production.

The statistics of the Department of Animal Production and Health show that total farmer families involved in livestock keeping were 4,511; 3,537; and 4,132 in Galle, Matara and Hambantota districts respectively. They were all involved in neat cattle, buffalo, goat, swine, poultry and sheep or either mixed type of farming. The total number of farmer families involved, in livestock keeping in the Southern province were 12,180.

3.3.1 Dairy Sector

Dairy sector is the most important of all livestock sub sectors in the province. This is primarily because of the influence it can make on the rural economy. Sri Lanka imports around 65,000 MT of dairy commodities, dairy development is therefore, seen as an instrument to replace this large volume of imported commodities and also to generate rural employment. Unlike with pigs and poultry where certain religious and socio-cultural sentiments are seen resisting, in promoting the development of such species, dairying is acceptable to all ethnic groups and religious sectors in the province. A large number of farmers are involved with dairying as a means of self employment and source of income generation, even though the prevailing farm gate prices of milk are not attractive to them. More than 80 per cent of farmers live under subsistence level with no land for grazing. Animals are mostly reared under extensive system. The farmers rearing animals under semi-intensive or intensive systems are very few. More than 70 per cent farmers are rearing neat cattle while 30 per cent farmers rear buffaloes in the province. These small holder dairy farmers operating at subsistence level face the problems of marketing, inadequate input supplies and support services. When their farm gate prices are compared with consumer prices, they receive only one third of it as a result of lengthy production marketing chain and heavy involvement of intermediaries. Therefore, they have not shown any interest to further invest or expand their activities. Youth participation continues to be at negligible level. If this consumer- producer distance could be narrowed down, dairy farmers will be able to enjoy a reasonable share of domestic milk market and uplift their living standards substantially. It is possible to promote local sales of fresh milk and milk products with the assistance of farmer organizations and private sector entrepreneurs. Since present productivity of lands in most of these farms has not reached up to optimum levels, there is a necessity to promote integrated agriculture farming for milk production in the country. Required inputs and supporting services need to be adequately organized in this regard.

It is pathetic that our consumption of imported milk from foreign countries not only deprives improvement of local small farmer based milk production but also the resulting chain of job opportunities in Sri Lanka from production to consumption. Goat, Sheep, Poultry, Pigs and Rabbit Husbandry especially in back yard production systems provide important sources of part time job opportunities, particularly for landless women and children.

The Tables 3.3.1 and 3.1.2 show the number of farmer families by district and the characteristics of the farmer families by district involved in rearing animals in the Southern province respectively.

(a) Galle District

There were altogether 3,228 and 549 farm families in 19 Divisional Secretariat divisions involved in neat cattle and buffalo farming respectively, consisting mostly the immediate family with an average family size of 4.6 per cent per house. Among them 53.5 per cent were males and 46.5 per cent were females. They were involved in dairying either as full time (35.4 per cent) or part time

(64.6 per cent) occupations. 57.7 per cent of farmers were already involved in rearing of cross-bred cattle while 40.3 per cent of farmers were rearing indigenous types of animals.

(b) Matara District

There were altogether 2,665 and 282 farm families in 17 DS divisions involved in neat cattle and buffalo farming respectively, consisting mostly of the head of households, spouse and children with an average family size of 4.5 persons per house. Among them 88.3 per cent were involved in dairy farming as a family occupation. 54.6 per cent males and 45.4 per cent females were engaged in dairy activities at village level. In the district 33.1 per cent of farmers were involved in dairy activities as full time occupation while 66.7 per cent were involved as part- time occupation. 48 per cent of farmers already rearing cross-bred cattle while 52 per cent of farmers had indigenous types of animals.

(c) Hambantota District

There were altogether 2,432 and 830 farm families in 12 DS divisions involved in neat cattle and buffalo farming respectively, consisting mostly the family members with an average family size of 4.4 presents per house. Among them 56.3 per cent of males and 44.6 per cent of females were involved either on full time (46.2 per cent) or part time (54.7 per cent) occupation. 53.7 per cent farmers are having experience in rearing of cross-bred cattle.

Indications are that the work related to dairying was done by immediate family members in all three districts. All females engaged were mainly housewives and household heads without a spouse. The involvement of women in dairying has considerably increased in all three districts and could be considered as a positive factor for future improvements. Although, female work responsibilities related to livestock keeping is not up to standard in all three districts

Table 3.3.1: Livestock Farms by District in the Southern Province

District	Neat cattle	Buffaloes	Goat	Swine	Mixed	Sheep	Total
Galle	3,228	549	176	32	516	0	4,501
Hambantota	2,432	830	172	50	648	0	4,132
Matara	3,537	1,661	602	19	1,479	2	7,300
Total	**12,180**	**3,040**	**950**	**101**	**1,479**	**2**	**15,933**

Source – Dept. of Animal Production & Health -Farm Registration Programme 2008, Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

Table 3.3.2: Household Characteristics of Farmers by District in Southern Province

District	No of people involved		Avg. Family size	Occupation	
	Female	Male		Full time	Part time
Galle	(53.5%)	(40.7%)	4.6	(35.4%)	(64.7%)
Hambantota	(55.3%)	(44.6%)	4.4	(45.2%)	(54.7%)
Matara	(54.6%)	(45.4%)	4.5	(33.1%)	(66.9%)

Source – Revitalization of the Dairy Industry –Southern Development Agency 2007, Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

Table 3.3.3 shows that the highest neat cattle population is found in Hambantota district with 43,120 animals followed by Galle with 16,450 animals while the least population of 12, 710 animals were found in Matara district. The same trend was observed with buffaloes and the numbers were 46,880; 12,580 and 8, 060 for three districts respectively.

Table 3.3 3: Livestock Population by District in the Southern Province in 2010

District	Neat cattle	Buffaloes	Goat	Swine	Poultry	Sheep	Total
Galle	16,450	12,580	4375	1,010	214,450	0	248,865
Hambantota	43,120	46,880	6,565	810	66,300	0	163,675
Matara	12,710	8,060	3,055	95	114,940	27	13,887
Total	72,280	67,520	13,995	1,915	395,690	27	426,127

Source –Dept. of Animal Production & Health – Livestock Statistics –2010, Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

(d) Milk Production, Value Addition and Processing

The average milk yield of indigenous animals was less than 2-3 liters per day while crossbred animals under intensive management produced 8-10 liters /day. Table 3.3.4 shows that the total milk production was 49,513 l/d I Southern province of which 13,474; 26,360 and 9,680 liters/day were from Galle, Hambantota and Hambantotoa districts respectively. Number of milk collection centers in Galle, Matara and Hambantotoa districts were 13, 10 and 23 respectively. Milk procurement agencies such as Lak Lanka, Milco, Lucky Lanka etc. were involved in milk collection activities. When provincial data is considered, 13 per cent from the production was used for household consumption and 20 per cent used for processing while 67 per cent were sold.

Table 3.3.4: Milk Production, Consumption, Processing and Sales by Districts in the Southern Province

District	Total production (l /d)	Household Consumption (l/d)	Used for Processing (l/d)	Sales (l/d)
Galle	13,474	2,161 (16%)	2,869 (21%)	8,572 (63%)
Hambantota	26,360	2, 845 (10%)	5,948 (22%)	18,330 (68%)
Matara	9,680	2,025 (21%)	1,080 (11%)	6,561 (67%)
Total	49,513	7,031 (14%)	9,898 (20%)	33,463 (67%)

Source –Dept. of Animal Production & Health –Farm Registration Programme 2008, Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

Table 3.3.5 shows that the number of milk collection centers in Galle, Matara and Hambantota were 13, 10 and 23 respectively. The highest total collection was recorded from Hambantota district followed by Matara. The least collection was recorded from Galle district. The requirement of new collection centers are 11, 20 and 05 for Galle, Matara and Hambantota districts respectively. The possible collection would be 725; 1,925 and 1,150 liters per day for three districts.

Table 3.3.5: Number of Milk Collection Centres, Daily Collection and Requirement of New Collection Centres

District	Number of milk collection centers	Daily collection (L)	Requirement of new collection centers	Possible collection (L)
Galle	13	1,480	11	725
Matara *	10	2,300	20	1,925
Hambantotoa	23	4,590	05	150

*Including Lucky Lanka Dairy processing company

Source –Dept. of Animal Production & Health, Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

Table 3.3.6. presents the artificial insemination(AI) statistics for year 2010. The AI success percentage of all three districts is around 33.9 per cent to 39.5 per cent which seems to be rather a low value. Therefore, the results imply that there is huge room for improvement of AI services in the region. Artificial Insemination is performed by Livestock Development Officers. There are few private AI technicians are also available in the province e.g. Matara district 3-5. It was also found that around 30-40 per cent cattle and fewer amounts of buffaloes in the province are served with AI. AI practices in all three districts are not evenly distributed.

Table 3.3.6: Statistics on Artificial Insemination in the Province

Year- 2010			
District	**AI**	**Calving**	**Success**
Galle	5,999	2,256	37.6%
Matara	2,944	999	33.9%
Hambantota	1,545	611	39.5%
	10,488	**3,866**	**36.9%**

Source: Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

3.3.2 Goat Sector

Goat production is a traditional form of livestock production among farms especially in the Southern province. Goat rearing under intensive and semi-intensive system for commercial production is also gaining momentum in the province while it is called as poor man's cow due to its milk production potential and high demand for meat due to religious rituals. Its tremendous scope has not been fully exploited in the Southern province and not much information is available to evaluate the productivity and economic situation of the goat sector.

Highest goat population is located in Hambantota district with 6,565 animals followed by Galle district with 4,375 while Matara district has 3,055 animals. However, production systems of goat farming vary according to the district, land/fodder availability, type of breed and socio-cultural patterns of the society. Semi-intensive management system is practiced mainly in Galle and Matara districts due to limitation of land while intensive management system is also becoming popular while extensive system is popular in Hambantota district.

Goats in the extensive and in the semi-intensive systems are produced primarily for meat. Goat milk is becoming popular for its health benefits and, rearing dairy goats under intensive management is therefore getting popular mainly in Galle district. However, the total population of goats in the province has not shown any significant increase over the past decade.

3.3.3 Pig Sector

Pig production is not a popular industry in the Southern province. Semi-intensive and intensive management systems are seen in this sector. Present swine population is around 1,500 animals in the province with the highest number of 1,010 animals for Galle followed by 390 animals in Hambantota with a least of 95 animals in Matara district. Swine industry also has not shown any remarkable growth over the past decades.

No considerable demand for pork and pork products in the Southern province, lack of market development and diversification is a major constraint for industry expansion. Added to this, religion and environmental related issues have become a major limitation to pig farming in the province.

3.3.4 Poultry Sector

From being a back-yard type of an industry, poultry industry in the Southern province has developed into a commercially viable industry over the past three decades.

In early 1950's the government of Sri Lanka launched a program to upgrade local indigenous poultry population in the country. Since then, this sector has shown a phenomenal growth, most prominently in the broiler sector, mainly due to active participation of the private sector. The industry today is in the hands of the private sector; the role of the state being confined mostly for implementation of poultry health management programmes, research and policy development for further consolidation of the industry.

About 70 per cent of the contribution to livestock sub-sector in Sri Lanka comes from chicken meat and eggs. With the current purchasing levels of consumers, the industry is capable of producing all local requirements of chicken meat and eggs. Chicken meat and eggs becoming relatively cheap compared to other animal products have thus made these products the most consumed animal protein sources in the average Sri Lankan diets.

Highest poultry population is found in Galle district with 214,450 birds followed with 114,940 birds in Matara district. The least population of 66,300 birds was available in Hambantotoa district.

3.3.5 Institutional support

Technical leadership on many aspects of livestock development including research, extension, animal health management and breeding services such as artificial insemination inputs for the dairy sector are provided by the **Department of Animal Production and Health** which is the principal state organization functioning under the Ministry of Livestock Development. However, the livestock development being a devolved subject under the constitution of Sri Lanka, livestock development programmes are implemented by **Southern Provincial Departments of Animal Production and Health**, through its network of Veterinary Offices located in three districts.

The **National Livestock Development Board**, which is a statutory board under the Ministry of Livestock Development, is the custodian of Ridiyagama and Weerawila farms. It is primarily responsible for maintaining nucleus herds of buffalo and cattle species and for supplying improved animals both males as well as females to interested farmers. It is also engaged in the promotion of liquid milk by establishing fresh milk outlets at strategic locations for the popularization of fresh milk consumption in the province.

Milco (Pvt) Ltd. is a subsidiary company wholly owned by the government, coming under the purview of Ministry of Livestock Development. The company is engaged in milk collection, processing and marketing of processed dairy products and holds a market share of about 54 per cent of total milk collected in the formal market. Milk collection is done by nearly Farmer Managed Societies (FMSs) spread throughout the province and established by this company.

Lucky Lanka Dairies (Pvt) Ltd, and Lak Lanka are the other player with sizeable milk processing engagement in the province. Also, there are small-scale private sector organizations and dairy cooperatives involved in milk collection and milk processing in the Province.

3.3.6 Institutional Human Resource Requirements

Provincial Department of Livestock Development is headed by a Provincial Director and district level units are headed by three Assistant Directors. There are 37 Veterinary Surgeons (VS) and 60 Livestock Development Instructors (LDI) in the Department are the key persons who handle technical matters as well as extension work at field level. LDI's are mainly involved in livestock extension, farmer awareness enabling farmers to involve in better animal husbandry practices. The Government policy is to employ a Veterinary Surgeon to each Divisional Secretariat area while recruiting a LDI to cover each Govijanaseva center. The total requirement of Veterinary Surgeons are 48, but available cadre is 37 and there is a shortage of 11 Veterinary Surgeons. Total requirement of Livestock Development Officers are 71 but the available cadre is only 60. There is a shortage of 11 LDI's in the province. To provide effective veterinary and extension services, the required cadre positions should be filled. In addition, it could be suggested that to recruit more LDI's to the province in order to enhance the extension services more effectively.

Table 3.3.7: Human Resource Requirements in the Institutional Extension Services in SP

District	Veterinary surgeons (Requirement)	Available cadre	Shortage	Livestock development officer (Requirement)	Available cadre	Shortage
Matara	16	10	6	22	16	7
Galle	19	17	2	34	34	0
Hambantota	12	10	2	15	10	5
Total	47	37	10	71	60	11

Source: Sector report by Prof Thakshala Seresinhe, Depart of Animal Science, Faculty of Agriculture, University of Ruhuna validated at workshop held on 17th June, 2011 in Matara

3.3.7 Livestock Sector Training Plan in the Southern Province

The question frequently asked is whether more scientific knowledge alone is sufficient, or is it awareness, attitudes and behavioral changes that are required to meet the challenges faced by farmers.

(a) Dairy Sector

- Establishment of model demonstration dairy units/systems at dairy farmer organization level to train farmers in breeding, management, feeding, housing, disease control and hygienic production of milk. (During first year)
- Establishment of model demonstration dairy units/systems at dairy farmer organization level to train farmers in value addition of fresh milk and milk products with necessary equipment, machinery and utensils. (During second year)
- Strengthen the group activities of farmer organizations to improve education and group based activities and bargaining power in the market. (During second year)
- Market orientation. (During second/third year)
- Development of feed rations by using available resources in rural areas while assuring their quality. (During first year).

- Training on fodder cultivation and development. (During first year)
- Training of full time Artificial Insemination (AI) Technicians. (During second/third year)
- Management of dairy wastes especially in semi-intensive/intensive production system. (During second/third year)
- Identification of strength and weaknesses of livestock production systems, and situation analyses (During second/third year)
- Reproductive management, diseases control and transferring them to rural farmers. (During second/third year).
- Filed visits to successful farms (During first year)

(b) Goat sector

- Training on strategic feeding during dry periods (During second year).
- Training on clean and quality milk production and value addition (During second year).

(c) Poultry Sector

- Developing an integrated package of practices for appropriate husbandry, feeding, breeding, disease control and low cost feed formulation (During third year).

3.3.8 Suggested Training Programmes in Livestock Sector

(a) Short term training programmes

- Awareness programmes –Clean milk production, Proper housing
- Capacity building programmes – Strengthen the service of Extension Officers

(b) Medium term training programmes

- Training in Artificial Insemination
- Training in low cost feed formulation
- Training in strategic feeding in the dry season
- Training in Dairy Processing

(c) Long term training programmes

- Participatory research methods
- Leadership and decision making

3.4 Hotels and Tourism Sector in Southern Province

The tourism industry continues to be one of the most dynamic economic sectors in the country, generating a wide range of benefits. These include a growing contribution to GDP, in some cases over 10 per cent and substantial foreign exchange earnings of $497 Mn in 2010 (an increase of 52 per cent compared to 2009). Tourism is also considered a reliable tool for sustainable employment creation with a total of 52,071 direct jobs in 2009.

The Southern province has been in the vanguard with Sri Lanka Tourism. People of the Southern province accepted tourism as an economic activity and one which could benefit the region. Beach Hotels have come up in Ahungalla, Beruwala, Galle, Hikkaduwa, Unawatuna, Koggala, Weligama, Tangalle and Hambantota bringing in economic benefits to a large number of people. Beaches are not the only tourist attraction in the Southern province. Several historical, cultural**,** social and natural attractions are there to make the visitors interested.

Ruhuna is rich in culture. Its music and dance, occupy a leading place in the present day cultural arena popularly known as Ruhunu Dances or Low Country Dances, these dances once confined to the rural areas are now performed to the tourists. Ruhunu dances are ritualistic in character associated with folk religion. The main dance forms are" Kolam" and "Sanni Yakum "connected to healing rituals. Colorful masks are worn in the performance of these dances which lead to the development of a tradition of handicrafts in mask carving.

Table 3.4.1 shows that more foreign guest nights (32.5 per cent) and local guest nights (28.1 per cent) are spent in South Coast, both higher than the number of nights spent in other resort regions in the country. Room occupancy rate in South Coast is 49.6 per cent in comparison to the rates in Colombo city (57.8 per cent) and Greater Colombo (52.7 per cent). However, there isn't a big difference even though Colombo being the main city or the capital of the country. In addition, South coast has a higher number of registered accommodation units compared to rest of the resort regions in the country.

Table 3.4.1: Distribution of Tourist Destinations by Resort Region, Room Occupancy Rate and Number of Guest Nights-2009

Region	No of Units	No of Rooms	Room Occupancy Rate	Foreign Guest Nights		Local Guest Nights	
				Number	%	Number	%
Colombo City	25	3,190	57.8	758,595	26.9	181,441	15.6
Greater Colombo	46	2,494	52.7	602,223	21.4	217,587	18.7
South Coast	88	4,940	49.6	915,517	32.5	325,892	28.1
East Coast	8	230	37.8	26,205	0.9	26,731	2.2
Hill Country	24	928	42.2	92,720	3.3	86,175	7.4
Ancient Cities	51	2,679	44.4	423,397	15	325,294	28
Northern Region	-	-	-	-	-	-	
All Regions	***242**	**14,461**	**48.4**	**2,818,457**	**100**	**1,163,220**	**100**

Source: SLTDA, Annual Report 2009

Table: 3.4.2 shows that the number of hotel rooms available in the South coast is higher than any other cities or regions in Sri Lanka in 2009. To cater to the expected tourist arrivals in Sri Lanka by year 2016 based on past data, the number of rooms in the Southern province required, works out to be 13,400.

Table 3.4.2: Number of Hotel Rooms by Region /Location in 2009 and Targeted Number of Rooms by 2016

Region	Number of Rooms		
	Actual- Year 2009	Target- Year 2016	Shortfall in Capacity- Year 2016
Colombo City	3,242	8,000	4,578
Greater Colombo	2,555	9,500	6,945
South Coast	**4,938**	**13,400**	**8,462**
East Coast	184	7,000	6,816
Hill Country	794	2,000	1,206

Ancient Cities	2,417	7,200	4,783
Northern Region	-	2,700	2,700
All Regions	14,130	49,800	35,670

Source: SLTDA included in, sector report by Mr. W.W.S.Managala, Ass Director (Planning), District Planning Secretariat, Matara validated at workshop held on 17th June, 2011 in Matara

3.4.1 Employment in Tourism Sector

Tourism is a subject directly or indirectly linked to other sectors of the economy. Growth in tourism will therefore benefit all other industries and service providers. Statistics show that the visitors to employee ratio in Sri Lanka tourism are around 4:1. In general, it has been found that the indirect employment is much higher than the direct employment. Ratio of the direct employment to indirect employment is around 1:1.4. Manpower requirements in both direct and indirect employment should be addressed in order to provide attractive tourism services for the expected 2.5 million tourists in 2016.

3.4.2 Human Resource Profile – Direct Employment in the Tourism Industry

Table 3.4.3 illustrates the numbers employed in Managerial, Supervisory and Operative levels, the three main categories of direct employment in the tourism industry. Total number in direct employment in close to 2000 establishments is 52,071 in 2009. This is an increase of 1.5 percent of the total employment in all categories over the year 2008.

Table 3.4.3: Direct Employment in the Tourism Industry- 2008-2009

Category of Establishments	Number of Establishments		Managerial Scientific and Professional		Technical Clerical allied and Supervisory		Manual and Operative		Total	
	2008	**2009**	**2008**	**2009**	**2008**	**2009**	**2008**	**2009**	**2008**	**2009**
Hotels and Restaurants	1,246	1,264	4,895	4,940	17,202	17,321	9,529	9,630	31.626	31,891
Travel Agents, Tour Operators	495	500	2,027	2,053	4,201	4,201	872	880	6,725	7,134
Airlines	20	20	770	775	3,480	3,480	994	990	5,251	5,245
Agencies providing recreational	15	21	33	47	147	159	79	85	259	291
Tour Shops	144	151	230	242	1,005	1,040	250	264	1,485	1,546
Guides	-	-	-	-	3,460	3,477	-	-	3,460	3,477
National Tourist Organization	4	4	87	92	121	125	105	110	313	327
State Sector	18	18	650	640	691	680	846	840	2,187	2,160
Total	**1,942**	**1,978**	**8,692**	**8.789**	**26,479**	**30,483**	**12,675**	**12,799**	**51,306**	**52,071**

Source: SLTDA Annual Statistics 2009

Table: 3.4.4. shows the summary of the worked out employment composition by sub sectors of tourism based on data from SLTDA. The figures in brackets in the first column of the Table indicate the percentage share by each sub sector of total number in direct employment in the tourism industry averaged over the years 2008 and 2009. The highest percentage of employment is in the Hotels and Restaurants sub sector and in the Technical Clerical Allied and Supervisory category.

Table 3.4.4: Direct Employment Composition in Sub Sectors of Tourism

Category of Establishments with % of total in Direct Employment	Managerial Scientific and Professional	Technical Clerical Allied and Supervisory	Manual and Operative
Hotel and Restaurants (61.2%)	15.6%	54.3%	30.1%
Travel Agents and Tour Operators(13.7)	28.8%	58.9%	12.3%
Air Lines (10.1)	14.8%	66.3%	18.9%
Tourist Shops (3%)	15.6%	67.3%	17.1%
Guides (6.7%)	-	100%	-
Others (5.3%)	28.1%	34.7%	37.2%

Source: SLTDA, Annual reports 2008, 2009

There are 84 registered In-bound Tour Operators and 490 SLTDA registered Travel Agents in the country, of which only 17 Travel Agents are located in the Southern Province. All tour operators had hired transportation from outside and handled both individual and group tours; foreign: local tourists' ratio had been 81:19 and individual: group ratio 54: 46. All tour operators provided services to most key destinations, but few alternative tourism activities were covered. (Tourism Survey, UNDP ART GOLD- 2010)

3.4.3 Future Scenario in Tourism in Southern Province

The government of Sri Lanka has set itself a target of 2.5 million tourists arrivals by 2016. In order to achieve this target, the required manpower is one of the major areas that need attention and focus as soon as possible. The industry currently provides direct and indirect employment to approximately 125,000 persons and by 2016 it is estimated that there will be a fivefold increase representing approximately 625,000 personnel providing sustenance to 15 percent of the population both directly and indirectly. It is estimated that tourism will be the third largest foreign exchange earner by 2016. Creating an additional manpower of 500,000 within six years seems an uphill task, considering the fact that the current output of all training school combined together is only around 1,200 annum. (Tourism development action plan, SLTDA).

Table 3.4.5 shows that a total number of 13,065 persons were in direct employment in 1,580 registered units in the establishment categories in the areas of hotels and restaurant operations, tour guiding, travel agency and tour operations and air line ticketing etc. in Southern province in 2010.

Table 3.4.5: Direct Employment Composition in the Tourism Industry in Southern Province

Category of Establishments	**No of Units**	**Direct Employment**	**Managerial Scientific and Professional Category**	**Technical, Clerical Allied and Supervisory Category**	**Manual and Operatives Category**
Hotels, Boutique hotels and villas Guest houses, restaurants and home stays	947 161 **1,108**	7135 2976 **10,111**	1420 241 **1,661(16.4%)**	3348 2333 **5,681(56.2%)**	2367 402 **2,769(27.4%)**
Guides	-	581	-	581	-
Travel agencies and Tour Operators	101	505	101	253	151
Chauffeur Guides	-	902	-	902	-
Air lines	4	40	40	80	40
Tourist shops	175	525	-	350	175
Others	192	401	51	75	275
Total	**1,580**	**13,065**	**1,853**	**7,922**	**3,410**

Source: Baseline survey on the tourism sector of the southern province, UNDP Art Gold Sri Lanka Program -2010 included in Sector report by Mr. W.W.S.Managala, Ass Director (Planning), District Planning Secretariat, Matara validated at workshop held on 17th June, 2011 in Matara

3.4.4 Forecast for Additional Employment in Hotels

The Research and Statistics Division of the SLTDA has projected that the all island accommodation requirements to serve the needs of 2.5 million visitors to country in year

2016 would be 49,800 of rooms, while the estimated share in the Southern Region will be 13,400 Rooms. The additional number of 8, 460 rooms need to be built over a six year period, implying an average number of 1, 410 rooms annually to be added to the room stock in Southern province. As per the present industry standard, each new room creates two additional employment positions and the total manpower requirement to run these new hotel rooms will be around 16,920 over a six year period or an average of 2,820 persons per year at all occupational levels.

Estimate of additional number in employment in hotels from 2011 to 2016= 2,820 per year

Human Resource demand in non managerial occupations category (100-15.6) = 2,380 per year

Human Resource Demand per occupation/78= 2380/78

Human Resource Demand Factor = 30.5

Table 3.4.6 indicates that estimated additional human resource demand for popular occupation in non managerial levels and possible employment ratios among key job categories in a typical tourist hotel in Southern province.

Table 3.4.6: Estimate of Annual Additional HR Demand in Hotels Sector in Southern Province

Popular Occupations in Non Managerial Levels	Employment Ratio	Annual Additional HR Requirements (X31)
Front Officer/Receptionist	5	155
Chef	1	31
Chef de party	6	186
Cook	10	310
Kitchen Assistant	6	186
Steward	7	217
Waiter	5	155
Barman	2	62
Stores Worker	3	93
Room Boy	10	310
Pool Attendant	1	31
Mechanic	3	93

Electrician	4	124
Gardner	2	62
Security staff	4	124
Cashier	1	31
Life Guard	2	62
Night Auditor	1	31
Middle Level Staff	3	93
Laundry Staff	3	93
Total	**78**	**2,449**

Source: Sector report by Mr. W.W.S.Managala, Ass Director (Planning), District Planning Secretariat, Matara validated at workshop held on 17th June, 2011 in Matara

3.4.5 Demand for Skilled Manpower in Hotels and Tourism Industry in Foreign Countries

In addition to the anticipated increase in demand for skilled manpower at provincial and national levels to cater the four-fold increase in tourist arrivals by 2016, training providers in the country need to seriously take note of the existing job orders for all levels including professional, middle level, skilled and unskilled in the foreign labour market. The demand of the job orders had never been matched by the supply from Sri Lanka. Table 3.4.7 shows the numbers of foreign employment opportunities and relevant departure numbers for some selected 34 vocations in Hotels industry. It shows that some of the job categories had significant demand at skilled and semi skilled levels. In Technical Grade (Equivalent Clerical & Related) 11.8 per cent, Skilled Category 19.7 per cent, Semi skilled category 17.2 per cent and Unskilled category 16.3 per cent of jobs offered in the foreign labour market in Hotel industry to Sri Lanka in 2010 were met by Sri Lankan workers. The overall supply for the relevant jobs in 2010 was only 16.5 per cent. In 2009, the percentages of departure for foreign employment in the same selected job categories were 12.1 per cent, 16.2 per cent, 33.5 per cent and 19.4 per cent respectively, totaling only 19.9 per cent as the percentage of overall supply to foreign job market in Hotel industry. This situation of continuing mismatch in skill manpower supply to the foreign labour market needs further studies and analyses, followed up with necessary training delivery to identified target groups for any gap fillings.

Table 3.4.7: Foreign Employment in Hotels and Tourism Industry

Job Category	2009		2010	
	Order/ Demand	Departure/ Supply	Order/ Demand	Departure/ Supply
Manpower Level - Clerical & Related				
Chef -Demi	269	15	342	26
Chef-Executive	85	5	65	4
Chef-Pastry	130	5	199	15
Chef-Sous	138	8	97	7
Chef-Commis	92	87	39	8
Commis-First	509	46	790	83
Commis- 2nd	276	39	249	45
Commis-3rd	250	21	215	53
Commis Cook	72	6	57	10
Head Barman	6	0	52	1
Supervisor- Restaurant	91	4	102	4
Supervisor-House Keeping	244	30	238	27
Supervisor-Bar	10	2	21	1
Supervisor-Catering/F&B	166	16	315	43
Sub Total	**2,338**	**284**	**2,781**	**327**
		12.1%		**11.8%**
Manpower Level-Skilled				
Barman	252	39	396	37
Chef	646	52	807	109
Bartender	106	15	85	6
Cook-Head	93	7	355	20
Steward -Hotel	553	120	1,290	326
Cook_Hotel	433	90	305	108
Cook - Pastry	188	17	100	19
Life Guard	336	83	569	144
Sub Total	**2,607**	**423**	**3,907**	**769**
		16.2%		**19.7%**
Manpower Semiskilled				
Assistant Cook	476	92	734	125
Attendent-Room	230	31	236	43
Attendent-Pool	69	11	68	1
Room Boy	1,362	606	530	115
Waiter-head	99	8	316	40
Sub Total	**2,236**	**748**	**1,884**	**324**

		33.5%		**17.2%**
Manpower-Unskilled				
Bar Attendent	31	4	19	1
Bell Boy	197	21	104	12
Food Server	242	16	400	98
House Keeping Attendant	114	34	297	50
House Keeper	629	107	431	51
Waiter-Bar	85	4	87	14
Waiter- General	4,436	1,035	,365	611
Waitress	627	14	649	35
Sub Total	**6,361**	**1,235**	**5,352**	**872**
		19.4%		**16.3%**
Total	**13,542**	**2,690**	**13,924**	**2,292**
		19.9%		**16.5%**

Source: SLBFE Annual Reports- 2009 and 2010

3.4.6 Fisheries Sector Related Tourism

Southern province coastal line of Sri Lanka is an excellent location to participate in, and enjoy the exciting sport of inland and deep sea fishing. Inland fishing can be arranged at any time of the year due to the relatively smooth flow of water on inland waterways and reservoirs located around province. However, as with all sea-based activities, deep sea fishing in Sri Lanka is also seasonal, with the Western and Southern coasts accessible from November to April. Fishing from the beach itself or venture out to sea in an in-built or out-board fibre-glass motor boat to try hand at troll fishing will be an optional recreation activity. Safety equipment such as jackets as well as rods and bait, and other equipment are supplied and Fishing expeditions are also arranged as day tours or as part of a longer itinerary.

Whales and Dolphin Watching Tours are also the most popular fisheries sector related tourism attraction. Sri Lanka is situated within the International Whaling Commission's protected zone in the Indian Ocean. Whale and dolphin watching is a seasonal activity in Sri Lanka, available in locations in the south west coast from November to March.

3.4.7 Human Resource Development in Tourism Industry in Southern Province

As per Table 3.4.6 the annual human resource requirement for non managerial levels of the hotels sector in Southern province alone is about 2,450 personnel. The tourism season of the Southern province is normally from November to March of the year. There are a substantial number of hotels, guest houses, restaurants, villas, home stays, etc which are not registered under any responsible authorities in the country. These establishments too will be looking for non managerial level personnel to be recruited and consideration need to be given to such kind of informal or hidden demands in tourism occupations.

(a) Special Training Requirements Identified

- Training and awareness programs for local people through local level training institutes with the assistance of SLIHM or any other relevant authorities.
- Training for community oriented river and beach tourism –small boats and ferry services to interior places through rivers
- Training programs to provide livelihood opportunities for informal beach boys, vendors, small tourist shop owners etc:
- Explore with the University of Ruhuna the option for inclusion of tourism development related subject into to their university degree programs.
- Organize training programs in private public partnership for training in hotels and tourism sector in the Southern province.
- Organize tourism trainings programmes in collaboration with foreign training institutes
- Design and develop programmes related to nature tourism, agro tourism, adventure tourism, sports tourism, etc.
- Design and develop tourist site specific training programs for the local people who are living and engaged in tourism activities in particular sites or areas.
- Design and develop awareness programs on **"importance of tourist site protection and maintenance for the future"** to the people living in neighboring sites
- TVEC can standardize or certify training units which are established by the reputed tourist hotels in the province.

- It is important to identify specific tourism activities such as Ayurvedic, home stay tourism, etc and design and develop training programs for such activities.
- All the training programs and awareness workshops should be organized and conducted during the off season of the Southern province (April to October)
- Finally, the responsible authorities should prepare proper monitoring and evaluation system for the successful implementation of the training and awareness programs.

3.5 Construction Industry in Southern Province

The construction industry is an important contributor to the economies of the Sri Lanka and has performed strongly in recent years, due to increased business attractiveness and confidence in the private sector and an injection of government investment in infrastructure and public sector projects.

The construction industry is the prime mover of development and its outputs have only derived demand and will not generate a direct demand for final consumption, unlike other industries. When the demand for industrial or agricultural products and services increase, the demand for construction industry too increases. When demand for outputs of other sectors falls in an economic recession or due to any other disturbance, demand for construction also falls. However, with a large number of infrastructure development projects are planned and being implemented and also more buildings units such as Hotels, Conference halls, Government offices and Apartments are being built as a result of the mega economic revival in the Southern province, the construction sector in the Southern province is expected to continue to develop sharply.

3.5.1 Macro Economic Environment and the Construction Industry in the Southern Province

Table 3.5.1 below depicts the macro and provincial economic variables related to construction industry. The share of the Southern province contribution to the Gross Domestic Product (GDP) of the country, remained around 10.0 to 10.5 per cent from year 2006 to 2010. While the share of the construction industry in total GDP of the country remained around 7.5 per cent from 2006 to 2010, the share of the construction industry in Southern province in the provincial GDP recorded higher values of 21.5, 20.4 and 15.3 per cent in 2007, 2008 and 2009 respectively. In real terms, the construction sub sector indicated a 9.3 percent growth for the year 2010 and 5.6 percent for the previous year. This growth was supported by the introduction of new development projects and the large scale projects already in operation in Western and Southern provinces.

Table 3.5.1 also shows, at national level, expenditure or outputs in the construction sector remained somewhat constant at 7.5 per cent of GDP, while revival in most sectors in the Southern provincial economy has resulted in impressive increase in derived demand of its construction sector. Southern province contribution to construction sector in the country remained at 20.6 per cent of GDP at current prices in 2007, 2008 and 2009.

Table 3.5.1: Selected Macro Economic Variables Related to Construction Industry

No	***Item***	***2006***	***2007***	***2008***	***2009***	***2010***
1	*Southern Provincial Gross Domestic Products in LKR Million*	*292,500*	*377,469*	*464,723*	*493,292*	*N/A*
2	*All island GDP in LKR Million*	*2,938,680*	*3,578,688*	*4,410,682*	*4,835,293*	*5,602,321*
3	*Contribution of Southern Province to national GDP (%)*	*10.0*	*10.5*	*10.5*	*10.2*	*N/A*
4	*Contribution to GDP (%) by Sector* *Agriculture* *Industry* *Services* *Construction*	*11.3* *30.6* *58.0* *7.4*	*11.6* *29.9* *58.4* *7.4*	*13.4* *29.4* *57.2* *7.4*	*12.7* *29.7* *57.6* *7.6*	*12.8* *29.4* *57.8* *7.6*
5	*Contribution to Provincial GDP (%) by sector* *Agriculture* *Industry* *Services* *Construction*	*15.6* *35.1* *49.3*	*16.9* *30.0* *53.1* *21.5*	*17.5* *29.9* *52.6* *20.4*	*17.9* *30.8* *51.2* *15.3*	

6	*Southern Province contribution to Construction sector in the country*		*20.6*	*20.6*	*20.7*	

Sources: Sri Lanka Socio-Economic Data 2009 & 2010, Annual Reports of Central Bank of Sri Lanka, Economic and Social Statistics of Sri Lanka 2010& 2011- CBSL & DCS- based on estimates of current prices and Central Bank of Sri Lanka

The employment in construction industry in the country as a percentage of total employment runs around 7.7 percent while the provincial figures changed from 13.3 percent in 2008 to 14.0 percent in 2009, still a higher value for the province indicating higher level of economic activity and labour participation in construction sector compared with the country in general (see Table 3.5.2)

Table 3.5.2: Employment in Construction Industry in All Island and Southern Province

Item	2008		2009		2010	
	2008- All Country Excluding North & East	**Southern Province**	**2009- All Country Excluding North & East**	**Southern Province**	**2010- All Country Excluding North & East**	**Southern Province**
Labour Force	8,082,000		8,074,000		8,107,739	1,024,182
Employed persons	7,648,000	980,905	7,602,000	961,717	7,706,593	943,919
Unemployed	434,000 (5.4%)	35, 154 (8.1%)	472,000 (5.8 %)	44,368 (9.4%)	354,503 (4.9 %)	27,651 (7.8 %)
Employment in Construction Sector	588,896	78,246	562,234	78,257	549,401	
% Employment in Construction Sector	7.7	13.3	7.4	14.0	7.1	

Source: Sri Lanka Socio-Economic Data 2009, 2010, Central Bank of Sri Lanka, Annual Report -2009 CBSL and Chapter 03, Statistical Handbook-2008 DCS

Note: Mining and quarrying, electricity, gas and water are also categorized under construction sector

3.5.2 Construction Industry Profile in the Southern Province

(a) Number of Registered Construction Contractors (RCs) in the Southern Province.

The Institution for Construction Training and Development (ICTAD) maintains a register of contractors and it shows that the number of construction contractors registered with the ICTAD in the Southern province was 226, in May, 2011. This comprised all categories of specialized contractors such as construction of Bridges, Buildings, Dredging and Reclamation, Highways, Irrigation and Land Drain, Storm Water and; Water Supply and Drainage. The number of contractors of the Southern province registered with the ICTAD under each Grade (C) is shown in Table 3.5.3.

Table 3.5.3: Number of Contractors in the Southern Province by District - May, 2011

District	C - Grade										
	C1	**C2**	**C3**	**C4**	**C5**	**C6**	**C7**	**C8**	**C9**	**C10**	**Total**
Galle	0	2	1	4	12	9	47	15	10	1	101
Matara	0	0	3	2	5	13	35	19	1	1	79
Hambantota	0	0	1	2	7	3	21	9	2	1	46
Total	0	2	5	8	24	25	103	43	13	3	226

Source: ICTAD included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28^{h} June, 2011 in Galle

Tables 3.5.4, 3.5.5 and 3.5.6 summarize nationally valid construction contractors in each specialized category in each district of the Southern province. In the construction sector Bridge Construction, Building Construction, Dredging and Reclamation, Highway

Construction, Irrigation and Land Drain, Storm Water and Water Supply and Drainage specialized number contractors in Galle, Matara and Hambantota districts are summarized in the following tables. Hambantota district has very less number of specialized contractors compared to other two districts (i.e., Galle and Matara).

Table 3.5.4: Nationally Valid Construction Contractors in each Specialty (Galle District)

Specialty	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	Total
Bridge Construction	0	0	0	0	0	2	62	0	0	0	64
Building Construction	0	2	1	4	12	6	50	15	10	1	101
Dredging and Reclamation	0	0	0	0	0	3	67	14	10	1	95
Highway Construction	0	0	0	1	5	6	63	15	10	1	101
Irrigation and Land Drain	0	0	0	0	1	2	70	14	10	1	98
Storm Water	0	0	0	0	0	1	1	0	0	0	2
Water Supply and Drainage	0	0	1	0	1	2	67	14	10	1	96
Total	0	2	2	5	19	22	380	72	50	5	557

Source: ICTAD included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28^{h} June, 2011 in Galle

Table 3.5.5: Nationally Valid Construction Contractors in each Specialty (Matara District)

	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	Total
Bridge Construction	0	0	0	0	2	1	49	0	0	0	52
Building Construction	0	0	3	2	2	8	43	19	1	1	79
Dredging	0	0	0	0	0	0	55	18	1	1	75

and Reclamation											
Highway Construction	0	0	2	1	5	9	41	19	1	1	79
Irrigation and Land Drain	0	0	0	0	0	1	57	18	1	1	78
Storm Water	0	0	1	0	0	0	1	0	0	0	2
Water Supply and Drainage	0	0	1	0	1	0	53	18	1	1	76
Total	0	0	7	4	10	19	299	92	5	5	441

Source: ICTAD included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering, University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle

Table 3.5.6: Nationally Valid Construction Contractors in each Specialty (Hambantota District)

	C1	**C2**	**C3**	**C4**	**C5**	**C6**	**C7**	**C8**	**C9**	**C10**	**Total**
Bridge Construction	0	0	0	0	0	1	30	0	0	0	31
Building Construction	0	0	1	2	5	4	22	9	2	1	46
Dredging and Reclamation	0	0	0	0	0	0	33	6	2	1	42
Highway Construction	0	0	0	1	3	2	28	8	2	1	45
Irrigation and Land Drain	0	0	0	0	1	2	31	8	2	1	45
Storm Water	0	0	0	0	0	0	0	1	0	0	1
Water Supply and	0	0	0	0	1	0	33	7	2	1	44

Drainage											
Total	0	0	1	3	10	9	177	39	10	5	254

Source: ICTAD included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle

Table 3.5.7 shows minimum requirement of employees for each occupational category. However, data related to craftsmen and below occupational category is not considered by ICTAD.

Table 3.5.7: Minimum Requirement of Occupation Category for each Grade specified by ICTAD

	C1	**C2**	**C3**	**C4**	**C5**	**C6**	**C7**	**C8**	**C9**	**C10**
Engineers	8	5	4	2	1	1	1	Not necessarily required		
Technical Officers	13	8	6	5	3	2	1	1	1	1
Craftsmen	ICTAD is not considering individual details									

Source: ICTAD included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering, University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle

Table 3.5.8 shows labour force involved in construction sector in-directly. These occupational categories are very much essential for the construction sector. The number of workers identified in different occupational categories was approximate values obtained from Department of Census and Statistics in Galle and Matara districts. It is identified that some of occupational categories include different occupational levels, however survey data include all these occupational levels in same category. Therefore, clear work force in each occupational category was not identified properly.

Table 3.5.8: Labour Force Indirectly Related with Construction Sector

District	River Sand Mining	Metal Quarry	Timber Sawing	Carpentry / Wood Works	Metal fabrication and iron works	Cement Works	Metal Crushing	Water pumping and plumbing	Landscaping	Wood Crafting
Galle	514	559	670	1,322	575	543	446	154	321	328
Matara	371	238	128	998	124	316	95	38	35	18
Hambantota	372	877	379	1,505	382	174	368	254	N/A	120
Total	1,257	1,674	1,177	3,825	1,081	1,033	909	446	356	466

Source: Department of Census and Statistics (Galle and Matara) included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle

3.5.3 Human Resource Profile in Construction Industry in the Southern Province

(a) Estimate of Number of Construction Industry Craftsmen (CT) Working with Contractors in 2010

Table 3.5.9 shows the number of craftsmen in the construction sector. It is estimated that the 203,495 number of craftsmen in the construction industry are working in the country while the estimated number of craftsmen (CT) working in the Southern province is 19,180.

Table 3.5.9: Number of Craftsmen in Construction Industry in Southern Province

Item	Number of RCs		Average Number of Craftsmen per Establishment	Number of Craftsmen in the country	Number of Craftsmen in Southern Province
Grade of Registered Contractors (RCs)	**All Country**	**Southern Province**			
C1	24	0	300	7,200	0
C2	26	2	150	3,900	300
C3	47	5	50	2,350	250
C4,C5, C6, C7	1,637	160	10	16,370	1,600
C8, C9, C10	615	59	05	3,075	295
Sub Total	**2,349**	**226**	32,895 / 2,349 = 14 (All Country) 2,445 / 226 = 11 (Southern Province)	**32,895**	**2,445**
Number of Non registered Contractors (NRCs) / Craftsmen with NRCs	7,500	678		105,000 (171,139)	7,335
Total Number of Craftsmen with Contractors				**137,895**	**9,780**
Number of Self Employed Craftsmen at average of 200 numbers in a Divisional Secretariats				**328 x 200 = 65,600**	**47 * 200 = 9,400**
Total Estimated Number of Craftsmen in Construction Industry in 2010				**203,495**	**19,180**

Source: ICTAD-2010 included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering, University of Ruhuna, validated at workshop held on 28^{h} June, 2011 in Galle

(b) Predicted Human Resource Requirements at 2015 for Construction Industry

Trend Analysis of registered number of contractors (RCs) can be taken as a better indicator for the trend analysis in other occupational categories in the construction sector. Table 3.5.10 indicates the variation of the number of construction contractors in the country registered at ICTAD from 2000 to 2010 in five year intervals and the number of contractors for the year 2015 is forecasted based on the assumption that number of contractors is increased in the same rate.

Table 3.5.10: Forecast of Number of Registered Contractors

Year	Number of Registered Contractors at ICTAD
2000	1,800
2005	2,000
2010	2,500
2015	3,000 # assuming the same gradient of increase from 2005 to 2010 continue through to 2015

Source: ICTAD-2010

Number of Registered Contractors in the Southern province is assumed to increase at the same gradient as for the whole country,
226 / 2500 x 3000 = 271

Number of construction craftsmen with RCs by 2015 in RCs = 2445 / 226 x 271 = 2,932

It is expected that number of registered contractors and number of non-registered contractors (NRCs) are also increased in the same order.

The estimated number of NRCs in 2015 = 678+ 500 / 2500 x 678 = 810

Number of Craftsmen with NRCs in the Southern Province = 2445 ÷ 226 x 810 = 8,765

It is assumed that the number of self employed craftsmen with the 10 % annual increase (with reference to year 2010) over the next five years from 2011 to 2015 as suggested for other similar economic sectors in the province expected demand in the Southern Province is 14,100.

Table 3.5.11 shows the summary of results in estimating the number of craftsmen in construction industry working in 2010 and the number of craftsmen required in 2015 in the Southern Province.

Table 3.5.11 Summary of Number of Existing and Forecasted Craftsmen in the Southern Province

Description	2010	2015
Number of Registered Contractors	226	270
Estimated number of unregistered Contractors (* Assuming that 3 times above)	678*	810
Craftsmen with Registered Contractors	2,445	2,932
Craftsmen with Unregistered Contractors (* Assuming that 3 times above)	7,335*	8,765
Self employed Craftsmen in 47 DS divisions assuming that 200 Nos. per division (Assuming that 50% increased of Self employed craftsmen by 5 years)	9,400	14,100
Total Number of Craftsmen in Construction Industry	**19,180**	**25,797**

Source: Sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28^{h} June, 2011 in Galle

Increase of number of Craftsmen by 2015 = 25,797- 19,180 = 6,617

Approximate increase of number of craftsmen per year from 2010 to 2015 approximately 6,617 / 5 = 1325

Table 3.5.12 shows the breakdown of total Construction Industry estimated Employment by four major categories based on the Construction Industry Survey, the study completed in 2006 for the development of VET Plan for the Construction Industry for the country.

Table 3.5.12: Additional Number of Workforce in Southern Province from 2010 to 2015

Employment Category	Estimated Ratio*	Estimated Annual additional Employment
Professionals	3.5	63
Clerical & Related	8.0	145
Technical grades	10.0	180
Crafts and Related	73.5	1325
Machine operators	5.0	90
Total	**100**	**1,803**

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle*

Professionals include Contractors, Administrators and Managers and all other professionals such as Engineers, Architects, Quantity Surveyors and Accountants. The Technical Grades include Technical Officers, Work Supervisors, Foremen, Electrical Technicians, Mechanical Fixers, Draftsmen and Landscapers. The Crafts and related category includes Masons, Carpenters, Plumbers & Pipe Fixers, Electricians, Bar Benders & Steel Fixers, Concrete: Shuttering: & Aluminum Workers, Painters etc; Machine Operators & Mechanics category includes Heavy and Light machine Operators and Mechanics

The Professional and Clerical related occupations have been purposely excluded from the demand for employment in the construction industry due to reason that such occupational categories are not expected to be undertaken by the TVET Sector Training Institutes. These categories are being trained by general educational and training institutions and the services of these persons are not necessarily limited to the construction industry.

(c) Breakdown of Additional Craftsmen to be Trained by Training Providers in the Southern Province

Table 3.5.13 indicates the numbers to be trained for craft related occupations in each year from 2011 to 2015 to meet the skills requirements in the construction industry in the Southern province.

Table 3.5.13: Craft Related Occupations in Construction Industry in Southern Province

Vocation	Estimated Coefficient / Ratio*	Estimated Annual Additional Employment
Masons	26.0	480
Tile layers	2.2	40
Concrete Workers	10.5	195
Plasterers	10.6	195
Painters	2.2	40
Carpenters	13.0	240
Shuttering Workers	0.1	05
Aluminum Workers	0.3	10
Electricians	4.1	75
Plumber s and Pipe Fixers	1.7	25
Bar Benders and Steel Fixers	1.8	25
Scaffold Fixers	1.0	20
Sub Total	**73.5**	**1,325**

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry (CIVP) included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28^{h} June, 2011 in Galle*

Table 3.5.14 indicates the numbers to be trained for technical grade occupations in each year from 2011 to 2015 to meet the skills requirements in construction industry in the Southern province.

Table 3.5.14: Technical Grade Occupations in Construction Industry in Southern Province

Vocation	Estimated Coefficient / Ratio*	Estimated Annual Additional Employment
Civil Work Supervisors	2.8	50
Technical Officers	3.7	65
Foremen	0.9	15
Electrical Technicians	0.9	20
Mechanical Fixers	1.2	20
Draftsmen	0.3	10
Landscapers	0.2	05
Sub Total	**10.0**	**180**

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle*

Similarly, Table 3.5.15 indicates the annual estimated employment opportunities for Machine Operators & Mechanics in various occupational categories from 2011 to 2015, where interested training providers could plan to cater to these skills requirements in the construction industry in the Southern province.

Table 3.5.15: Machine Operators and Mechanics in Southern Province

Machine Operators & Mechanics	Estimated Coefficient / Ratio*	Estimated Annual additional Employment
Heavy Machine Operators	2.1	38
Light machine operators	1.2	22
Mechanics	1.7	30
Sub Total	**5.0**	**90**

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Dr. G.S.Y.de.Silva Senior Lecturer (Structural Engineering) Faculty of Engineering , University of Ruhuna, validated at workshop held on 28h June, 2011 in Galle*

3.5.4 Demand for Skilled Manpower in Construction industry in Foreign Countries

Table 3.5.16 shows the numbers of foreign employment opportunities and relevant departure numbers for selected 32 vocations in construction industry. It reveals that some of the job categories had significant demand in the construction industry at skilled and semi skilled levels. Annual Reports of Sri Lanka Bureau of Foreign Employment show that the foreign employment opportunities offered to Sri Lankans are high but the acceptance or supply from Sri Lanka has been very low in many of the job categories. Under Technical Grade only 10.3 per cent, in Skilled Category only 30.5 per cent and Mechanic and Operator of Construction Equipment Category only 12.6 per cent totaling 27 per cent of jobs in the construction industry offered in foreign labour market in 2010 to Sri Lanka were filled by Sri Lankan workers. In 2009, the percentages of departures for foreign employment in the above job categories were 12.7 per cent 20.0 per cent, and 15.6 per cent respectively, totaling 19.2 per cent of total job offers; These lower percentages of skill manpower supply to the foreign labour market may be due to the fact that the required skills levels expected from the workers had not been reached by the Sri Lankan skilled work-force and this situation warrants for further studies and analyses, followed up with necessary training delivery to identified target groups for any gap fillings.

Table 3.5.16: Foreign Employment in Construction Industry

Job Category	2009		2010	
	Order	Departure	Order	Departure
Technical Grades				
Draftsmen- Auto CAD	131	19	144	4
Draftsmen- General	163	20	119	20
Foreman- Civil	245	35	178	14
Supervisor- Site	107	3	65	4
Quantity Surveyor	442	61	372	48
Sub Total	**1,088**	**138**	**878**	**90**
		12.7 %		**10.3%**
Skilled				
Carpenter -				
Building	719	187	626	168

Shuttering	2,659	450	1570	362
Electrician				
Building	555	40	221	39
General	9,363	2,010	5,589	1,927
Industrial	362	34	150	14
Erector				
Duct	129	1	92	10
Steel	36	1	35	-
Fabricator				
Aluminium	948	192	164	72
Duct	177	1	55	3
Steel	205	11	157	16
General	366	24	495	86
Piping	90	-	45	2
Fitter				
Aluminium	874	94	726	595
Plumber / Pipe	7,801	1,471	4,965	1,508
Fixer -Steel	3,944	887	2790	535
Mason				
Brick Laying	25	5	140	98
General	8,659	1,872	7,481	2,339
Plastering	350	230	300	35
Tile Fixer	1,201	194	1580	484
Sub Total	**38,463**	**7,704**	**27,181**	**8,293**
		20.0 %		**30.5%**
Mechanic				
General	3,462	728	2,576	349
Heavy Equipment	331	41	574	11
Hydro Equipment	97	7	172	24
Job Category	**2009**		**2010**	
	Order	**Departure**	**Order**	**Departure**
Operator				
Crane and Hoist	562	30	539	38
Dozer	259	54	251	20
Excavator	620	77	597	98

Fork Lift	662	51	384	75
Heavy Equipment	1,096	118	599	102
Sub Total	**7,089**	**1,106**	**5,692**	**717**
		15.6 %		**12.6%**
Total	**46,640**	**8,948**	**33,751**	**9,100**
		19.2 %		**27.0%**

Source: SLBFE Annual Report 2009 and 2010

3.6 Livelihood Occupations- Micro, Small and Cottage industries

Cottage industries were traditionally perceived to be an economic activity undertaken largely by home-based artisans and craft workers. Today these Small and cottage industries (SCI) are considered twofold as traditional and newly emerging sub sectors, each growing at different growth rates. However, both types may be characterized by their low capital inputs, simple tools and equipment, locally available skills, and they are seen to belong to economically and socially disadvantaged families. While the family itself is often the production unit, women tend to be active participants in gender segregated tasks, as well as sharing in mainstream economic activities.

Many of these SCI or micro-enterprise entrepreneurs in Sri Lanka, however, could be viewed as 'employers' or 'own account' workers operating independently, or using a different categorization, as self-employed individuals, self-employed groups of workers, or those engaging in home-based or cottage industries. Subcontracting by dependent producers can also be included within the defined small enterprise sector. The distinguishing features of an "entrepreneur" are those of innovation, accelerated economic activity and the effective use of a wide range of inputs.

Many of this industry in a village could be initiated with the minimum capital cost of Rs.25000.00 to Rs.200000.00 for necessary equipment and running capital for its sustainability. The monthly earning for the entrepreneur or the family or production unit will depend on the investment made. Through this investment will earn monthly a certain amount can be earned which depends on the amount of investment. Therefore, the development of these industries facilitate very important part to make the livelihoods sustainable among the village people.

Most SCIs operate as part of informal economy, sometimes defined as the part of an economy that is not taxed, monitored by any form of government, or included in any gross national product (GNP), unlike the formal economy.

3.6.1 Present Small and Cottage industry Profile in the province

The following small and cottage industries exist in the province, where livelihood occupations of a number of smaller groups of people could be identified. The data indicated in Table 3.6.1 below has been collected by the Provincial Rural Development Authority through the respective DS offices, 19 in Galle, 16 in Matara and 12 in Hambantota districts in the province and presented in the SCI Sector report.

The Table 3.6.1 shows that the largest number of production units: 3,270 are in the coir industry followed by dress making shops (1,628), carpentry shops (1,519), sweet and food preparation centres (1,089) and grinding mills (829) in the decending order. The total number of enterprises or production units in the identified 31 main SCIs are 17,119.

Table 3.6.1: Summary of the Small and Cottage Industries in Southern Province

Cottage Industry	Galle	Matara	Hambantota	Total
Carpentry	644	512	363	1519
Coir Yarn making	1212	1300	758	3270
Grinding Mills	428	203	198	829
Sweet and Food Production	564	264	261	1089
Dress Making	912	327	389	1628
Clay Bricks	102	440	147	689
Cement Works	367	182	173	722
Hair Dressing and Beauticulture	378	237	193	808
Bakery and Catering	435	180	192	807
Jewellery Making	276	128	126	530
Kithul Production	276	352	197	825
Bamboo/ wetakei/ indikola/ Cane Handicrafts	140	320	97	557

Leather Production	63	40	20	123
Flower Pots and Plants	84	36	28	148
Coir Brushes & Door Mats Making	206	130	67	403
Milk Products	163	140	160	463
Mush Room Cultivation and Packaging	70	46	12	128
Lace Making	105	300	35	440
Wood Carving & Mask making	171	48	29	248
Black Smithy	118	67	89	274
Iron Works	201	122	70	393
Stationery making	63	40	26	129
Manufacture of Coconut oil	67	56	70	193
Refining Other Oils	49	13	46	108
Incense Making	91	60	56	207
Fibre Techniques	13	7	4	24
Batiks	23	22	12	55
Gems & Stone Setting	15	18	6	39
Fruit Drinks	59	30	18	107
Copra & Kernnel Products	15	32	40	87
Rice Mills	30	28	68	126
Tea Packaging	62	60	29	151
Total	7402	5740	3979	17119

Source : Respective DS offices-2011 and included in the sector report by Mr. Sampath Mallawaarachchi, Director General, Southern Provincial Industrial Development Authority, validated at workshop held on 28h June, 2011 in Galle

Table 3.6.2 shows the total number of workers estimated for various types of production units (enterprises). The total number of workers in coir yarn industry units are 6,540; followed by 4,557 workers in carpentry work shops, 3,256 in dress making or tailoring shops closely followed by 3,228 workers in bakeries and catering services, 2,178 in sweet making units, 2,166 in cement works, 2,067 in clay brick making and 1,658 in grinding mills so on; totaling around 42,200 workers in a total number of about 17,200 enterprises in the Southern province. Table 3.6.2 also tabulates the estimated annual addition of workforce to the 31 categories of SCIs covered in the study.

Table 3.6.2 Number in Work Force Engaged in Small and Cottage Industries in Southern province

Cottage Industry	Total	Labour per Production Unit	Total Work force	Grow th Rate	Annual Additional workforce
Carpentry	1,519	3	4,557	6	273
Coir Yearning	3,270	2	6,540	6	392
Grinding Mills	829	2	1,658	5	83
Sweet and Food Production	1,089	2	2,178	10	218
Dress Making	1,628	2	3,256	10	326
Clay Bricks	689	3	2,067	2	41
Cement Works	722	3	2,166	5	108
Hair Dressing and Beauticulture	808	2	1,616	8	130
Bakery and Catering	807	4	3,228	6	193
Jewellery Making	530	3	1,590	5	80
Kithul Production	825	2	1,650	2	33
Bamboo/ wetakei/ indikola/ Cane Handicrafts	557	2	1,114	5	56
Leather Production	123	3	369	5	18
Flower Pots and Plants	148	3	444	5	22
Coir Brushes & Door Mats Making	403	2	806	6	48
Milk Products	463	3	1,389	10	139
Mush Room Cultivation and Packaging	128	2	256	10	26
Lace Making	440	3	1,320	2	26
Wood Carving & Mask making	248	3	744	2	15
Black Smithy	274	3	822	2	16
Iron Works	393	3	1,179	5	59
Stationery making	129	4	516	5	26
Manufacture of Coconut oil	193	2	386	5	19
Refining Other Oils	108	3	324	2	6
Incense Making	207	2	414	5	21
Fibre Techniques	24	4	96	5	5
Batiks	55	2	110	5	6
Gems & Stone Setting	39	3	117	2	2
Fruit Drinks	107	3	321	5	16
Copra & Kernnel Products	87	2	174	5	9
Rice Mills	126	4	504	2	10

Tea Packaging	151	2	302	3	9
Total	17,119		42,213		2,431

Source : Respective DS offices-2011 and included in the sector report by Mr. Sampath Mallawaarachchi, Director General, Southern Provincial Industrial Development Authority, validated at workshop held on 28h June, 2011 in Galle

(a) Suggested Training In SCI sector

- Identification of raw materials
- Introduction to relevant equipment, machinery and tools
- Skills of the trades
- Entrepreneurship training
- Focus on concept of quality and need for customer satisfaction
- Training on relevant modern technology
- Training on marketing skills strategy
- Design Upgrading
- Diversification
- Time management
- Value addition and Productivity improvements

3.6.2 Footwear and Leather products industry in Southern Province

In the development of the Southern VET plan, the Footwear and Leather Products Sector was not studied and analyzed as such, although sector study done on the Small and Cottage Industries in Southern province covered human resource and skilled requirements of small production units involved in Leather Production and Footwear making.

As the Footwear and Leather Products Sector is identified as one of the thrust industry sectors in the country, it will play an important role in the Sri Lankan economy in both export earnings and job creation.

As per the data collected by SPIDA from DS divisions, there are 123 small enterprises involved in Footwear and Leather production in the Southern province, with a higher number of establishment (63) in Galle district followed by 40 and 20 in Matara and Hambantota districts. The number in workforce is estimated to be around 369 with average number of workers per establishment taken as 3. Annual addition to the workforce will be around 18. (Sector Expert Report)

The total number of firms with less than five people in the Southern Province is 166 and this as a percentage of the total number of firms with less than 5 people in the whole country is 21.3. The total number of firms with more than 5 people in the Southern Province is 50 and this as a percentage of the total number of firms with more than five people in the whole country is 10.8 . Total number of firms of both types in the Southern Province is 216. This as a percentage of the total number of firms in the whole island is 17.4 per cent (IDB/TVEC Survey of Enterprises-2009).

Occupations in Footwear sub-sector are

Operative and other labour grades

Checker - Cut components and Finished goods

Maintenance Worker - Repair and Maintenance of Machinery and Equipment: Mechanical, Electrical and Electronics (common to leather products as well)

Pattern cutter and sample maker (for SMEs)

Occupations in Leather Products sub-sector are:

Operative and other labour grades

For General Leather Products

- Components cutter
- Components Preparer (strap cutting, splitting, embossing, skiving, cementing, Folding, H.F. welding)

- Leather goods stitcher and assembler by Hand and Machine
- Fixer and Attacher – Buckles, Accessories, Ornaments
- Finisher and Packer
- Quality checker - Components and Finished goods

For Specific Leather Products

Operation

- Leather Goods Craftsman (Fancy Goods)
- Strap cutter and Belt Maker (Waist belts and Industrial belts)
- Leather Goods Maker (Industrial Goods – Washers, Seals)
- Leather Goods Maker (Small Leather Goods)
- Tailor (Jackets and Aprons)
- Leather Upholsterer (Cushions, Chair Covers)
- Leather Glove Maker (Dressing and Industrial Gloves)
- Travel and Officer Bag Maker
- Hand Bag Maker
- Quality Checker - Leather Goods

The Manufacturing enterprises expect to train 25 per cent of their staff of which estimated 79 per cent are to be given short term training within the next 4 years. Technical, Operator and Craftsmen grades are the priority staff categories to get qualified through external training. In addition there will be In- house Taining and On the Job Training facilities within manufacturing enterprises which will mainly cater for training of supervisory grades (VET Plan for Footwear and Leather Production-2010).

The training providers in the Southern province should now plan to accept this challenge of training youth to meet the skills requirements in Occupations in Technical, Operative, Craftsmen grades in this sector.

3.7 Textiles, Garments and Handloom Industry

Sri Lanka's apparel industry has grown to be one of the largest contributors to the export revenue of the country. The country having established itself as a reliable supplier of quality garments at competitive prices, also upholds ethical practices backed by legislation, thus being identified as a producer of "garments with no guilt"

Being the single largest employer in the manufacturing sector the apparel industry provides close to 75 per cent of Sri Lanka's employment either directly or indirectly. The industry has been positioned as a socially responsible and preferred destination for apparel sourcing. Sri Lanka is also the only outsourced apparel manufacturing country in Asia having signed up to 30 of the ILO conventions. It stands out as a reliable source that pays fair wages to its workers while discouraging sweat shops and child labor in its businesses.

Environmental issues too are given precedence, thus ensuring that raw material used in the manufacturing of garments have passed all the standards specified and approved by high street customers; this has gone a long way in creating a friendlier and more sustainable environment.

The Industry itself, after decades of assembling garments together is now moving towards positioning itself as a 'fashion' industry.

One of the key advantages of sourcing from Sri Lanka is the island's central and advantageous location which facilitates the shortest shipping time to Europe, which under normal circumstances takes less than 16 days.

3.7.1 Overview of Garment Industry in Southern Province

Table 3.7.1 shows the district-wise distribution of garment factories and the work force in the Southern province. In Southern province, there are a total number of 78 garment factories and Galle, Matara and Hambantota districts account for 51.1; 30.7 and 18.2 per cents of these respectively. The total employed in the garment sector in the Southern province is 47,812. Galle and Hambantota districts with 40,166 persons account for 84 per cent of the total work force.

Table 3.7.1: Distribution of Factories and Employment District-wise in Southern Province

District	Number of Garment factories	Percentages	Work force involved	Percentages
Galle	45	51.1	24,508	51.3
Matara	27	30.7	7,646	16.0
Hambanthota	16	18.2	15,658	32.7
Total	88	100	47,812	100

Source: BOI Statistics -2008 included in the sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

The Garment Factories in Sri Lanka can be classified by size as follows.

(a) Small – up to 100 Employees

(b) Medium – 101 to 500 Employees

(c) Large -- 501 to 1000 Employees

(d) Extra Large – Over 1000 Employees

Table 3.7.2: Distribution of Garment Factories by District, Size and Workforce in Southern Province

District	Small		Medium		Large		Extra Large	
	No of Factories	Workforce	No of Factories	Workforce	No of Factories	Workforce	No of Factories	Workforce
Galle	02	182	15	3862	12	11301	02	7200
Matara	08	565	29	5825	04	3219	-	-
Hambantota	-		10	2345	04	3488	02	9825
Total in SP	10	747	54	12032	20	18008	04	17025

Source: BOI Statistics -2008 included in the sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

3.7.1 (a) Present Employment in the Garment Sector

Table 3.7.3 shows the job categories in a typical garment factory. Only relatively important job categories are listed in the table below and hence this is not an exhaustive list. The job designations may vary from company to company.

Table 3.7.3: Job Titles by Categories of Garment Industry

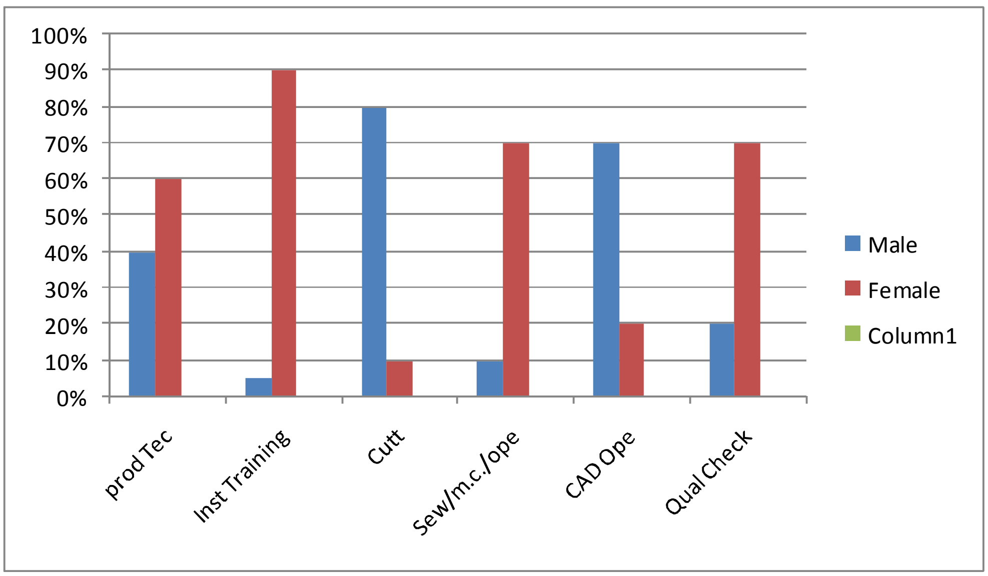
Categories			
Operator Categories	**Supervisory Categories**	**Middle Management Categories**	**Senior Management Categories**
AQL Checker	AQL Supervisor	Cutting Executive	Supply Chain Manger
Attachment Maker	Cutting Supervisor	Embellishment Executive	Product Development Manager
CAD-CAM Operator	Finishing Supervisor	Fabric Technologist	Cutting Manager
Garment Production Technician	Production Supervisor	IT Executive	Factory Manager
Fabric Inspector	Quality Supervisor	Merchandiser	IT Manager
Helper		Production Executive	Maintenance Engineer
Instructor-Training		Product Development Executive	Merchandising Manager ager
Line Feeder		Wash &Dye Executive	Planning Manager
Line Leeder		Garment Technologist	Production Manager
Marker Maker		Supply Chain Executive	Quality Manager
Mechanic /Fitter		Management Trainees	Sample Manager
Packer			Works Study Manager
Pattern Maker &Grader			
Production Reconder			
Garment AQL/Quality Checker			
Sewing M/C Operator			
Spreader			
Washing Machine Operator			

The present employment in all categories is around 47812 as indicated in Tables 3.7.1 and 3.7.2 above. The large and extra large factories have been able to offer more employment.

(a) Employment in Operative Grades

The survey conducted by Textile Training & Services Centre for the development of the VET plan for the Textile and Garment sector in the country shows that 81% of operative grades are female. But when comparing the gender proportion for sewing machine operators, around 84% are female. (Please refer the chart below)

Figure 3.7.1: Gender Analysis – Operative Grades



Source: TT & SC survey 2006 October included in the sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

The Table 3.7.4 shows a shortage of around 5, 140 in the operative grades. The shortage is mainly in the sewing machine operator grades. In the categories of production technician, instructors and CAD operators the shortage is around (10-20) % of the requirement.

Table 3.7.4: Number Employed in Operative Grades

Occupation	Present Employment	2011 cadre Requirement	Shortage (Excess)			
			2011	2012	2013	2014
Production Technician	117	136	19	21	23	25
Instructor- Training	62	68	06	07	08	09
Cutter	392	402	10	11	12	13
Sewing machine operator	22,396	27,275	4,379	5,367	5,904	6,494
CAD operator	48	52	4	5	6	7
Quality checker	2,840	3,057	217	239	263	289
AQL Checker	204	208	4	5	6	7
Fabric Inspector	131	136	5	6	7	8
SUB TOTAL	26,190	31,334	5,144	5,661	6,229	6,852

Source: Sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

(b) Employment in the Management and Supervisory Grades

Table 3.7.5 indicates the numbers presently employed in the managerial and supervisory levels and also the shortages in the senior and middle management grades. The important point to note here is that the majority in the managerial grades are males and the supervisory grades are dominated by females.

Table 3.7.5: Employment in Management Grades

Occupation	Present Employment	Cadre Requirement for 2011	Shortages (Excesses)			
			2011	2012	2013	2014
Senior Manager	468	481	13	14	16	18
Middle Level Manager	703	736	33	36	40	44

Supervisor	1,445	1,530	85	94	103	113
Total	2,616	2,747	131	144	159	175

Source: Sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

(c) Employment in the Technical and Allied Grades

Table 3.7.6 shows numbers employed in various occupations in the technical and allied grades in the Garment sector, totaling 1,482 numbers. However, there is a shortage of about 52 numbers of which Mechanic and Fitter account for 10 numbers. Compliance Officer is a new occupation which has emerged to ensure the production processes and relevant human resource management activities in a production unit in garment sector are complying with new regulations covering quality, safety and environmental requirements.

Table 3.7.6: Employment- Technical & Allied Grades

Occupation	Present Employment	Cadre Requirement for 2011	Shortages (Excess)			
			2011	2012	2013	2014
Quality Executive	106	111	5	6	7	8
Merchandising Executive	185	194	9	10	11	12
Work study Executive	90	98	8			
Cutting Executive	38	41	3	3	4	5
Fabric Technologist	17	19	2	2	3	4
IT Executive	-	-	-			
Production Executive	154	159	5	6	7	8
Electrician	175	178	3	3	4	5
Mechanic/ Fitter	510	520	10	11	12	13

Attachment Maker	15	19	4	5	6	7
Pattern Maker	197	200	3	3	4	5
Sub Total	1,487	1,539	52	58	68	78

Source: Sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

(d) Employment in Senior Managerial Grades

More Managerial Occupations have been included in the referred survey to obtain a better overview of the distribution of the managerial grades in the industry. The managerial jobs are dominated by males accounting for 85% of total managerial employment. It is only in the occupations of merchandizing manager that females account for 35%.

Table 3.7.8: Employment in Senior Managerial Grades

Occupation	Present Employment	Cadre Requirement for 2011	Shortages (Excess)			
			2011	2012	2013	2014
Operation Manager	29	30	1	1	2	3
Factory Manager	67	70	3	3	4	5
Production Manager	80	82	2	2	3	4
Quality Manager	64	66	2	2	3	4
Planning Manager	20	21	1	1	2	3
Merchandizing Manager	46	46	-			
Work study Manager	47	45	2	2	3	4
Cutting Manager	46	48	2	2	3	4
Sample Room Manager	33	35	2	2	3	4
IT Manager	14	14	-			
Maintenance Engineer	26	26	-			
Sub Total	468	483	15	15	23	31

Source: Sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

3.7.2 Handloom Textile Sector in Southern Province

(a) Overview of the Sector

The Handloom textile sector in the past was a thriving industry which provided livelihood to many in the Southern province. This industry has a great potential in providing employment opportunities for the people in the region and uplift their livelihood.

There are about 20 numbers of various products in handloom industry. The three main processes involved with this industry are as follows.

1. Manufacturing (Handloom centers)
2. Coloring (Coloration centers)
3. Selling (shops)

(b) Distribution of all Manufacturing, Coloring and Sales Points with Employment by District in Southern Province

Tables 3.7.9 and 3.7.10 show the distribution of all centers related to handlooms with workforce figures. There are a total number of 102 handloom centre with a total workforce of 502.

Table 3.7.9: Distribution of Handloom Centers and Workforce by Districts in the Southern Province

District	Number of Handloom centers	Workforce Involved
Matara	26	149
Galle	42	192
Hambantota	34	161
Total	102	502

Source : Southern Provincial Department of Industries-2009 included in Sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

Table 3.7.10: Distribution of manufacturing centers, coloration centers and shops in by Districts in Southern province

Institute	NUMBER			
	Galle	Matara	Hambantota	Total
Handloom centers	42	26	34	102
Coloration Centers	02	01	02	05
Shops	08	09	07	24
Total	52	36	43	131

Source : Southern Provincial Department of Industries-2009 included in sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

Table 3.7.11 shows the distribution of villages which are prominent in handloom industry, among the three districts in the Southern province.

Table 3.7.11: Distribution of Villages Prominent in Handloom Industry by Districts in Southern Province

District	No of Centres	Villages for Handloom Industry
Galle	52	Polgahawila,Panamgoda, Dope, Eluketiya, Boralukada,Aluthwala, Yakkatuwa, Malalgadapitiya,Meemeduma, Yatalamatta, Heppupulla, Kobeythuduwa, Wattahena, Ketapola, Kotulampe,Indipallegoda, Kahawa, Bandungoda, Nakiyadeniya Hikkaduwa, Owatta and Kurunduwatta
Matara	36	Akurubebila, Navimana, Uda- Apraekka, Thubbe, Gammeddapitiya, Kotawila, Batuwita, Walasgala, Warakapitiya, Malimbada, Pahalavitiyala,Motagedara,Beddegammedda, Kapugama, Welipitiya,Amalagoda, Kodikaragoda and Mee-Ella
Hambantota	43	Kirana, Ambagahahena, Medamulana, Dembarawewa, Nihiluwa, Ranna, Horewela, Yahalmulla, Oluara, Warapiliya,

		Sooriyawewa, Bogahapelessa, Buddiyagama, Lunugamwehara, Wijesiripura, Sitinamaluwa, Mahaheella, Pahala Beligala, Ethgalamulla, Demmulla,
Total	**131**	*SHbDSs-2010*

Source : Southern Provincial Department of Industries-2009 included in sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

Table 3.7.12 shows the distribution of both government assisted and private sector handloom centres among the three districts in the province. There are 26 numbers in Galle, 26 in Matara and 34 in Hambantota totaling 102 handloom centres in Southern province. The total workforce is 502 with 192 in Galle, 149 in Matara and 161 in Hambantota districts respectively.

Table 3.7.12 : Distribution of the Private and Government Sector Handloom Centers in Southern Province

District	**Private Sector**		**Government Sector**		**Grand Total**	
	No of handloom centers	**Total work force**	**No of handloom centers**	**Total work force**	**No of handloom centers**	**Work force**
Galle	18	105	24	87	42	192
Matara	07	62	19	87	26	149
Hambantota	14	71	20	90	34	161
Total	**39**	**238**	**63**	**264**	**102**	**502**

Source : Southern Provincial Department of Industries-2009 included in sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

Table 3.7.13 shows that there are only 05 colouring (dye) centres in the province with only 17 persons working in these units.

Table 3.7.13 : Distribution of the Colouration Centers in Handloom Industry

District	No of centers	Total work force
Matara	01	10
Galle	02	04
Hambantota	02	03
Total	**05**	**17**

Source : Southern Provincial Department of Industries-2009 included in sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

(c) Training Suggested

- Introduction to basic handloom weaving technology
- Yarn winding
- Methods of handloom yarn knotting
- Yarn counts, hanks, bundles, labels and its types
- Weaning methodology and creel capacity
- Analysis of market trend and production

3.8 Light Engineering Products and Services Industry Sector

Although Light Engineering Products and Services sector, seems to comprise numerous and varied sub sectors, the processes and the economic activities in the sector are generally less complicated. Therefore, these numerous and varied economic activities are combined into a single economic sector for the study of human resource and skills requirements in the province. This grouping into a single sector of light engineering sector especially with automobile service sector could also be justified due to the characteristics of these sectors. The functions in light engineering are activities in production and or services which are manual (high labour component), sometimes indigenous which use simple technologies.

This sector in Southern province is dominated by private sector informal units and their distribution is not restricted to any identifiable locations. The production or services units are scattered throughout the districts based on demands, accessibility and availability of other basic infrastructure facilities like electricity for their locations.

These enterprises are mainly owned by micro or small time entrepreneurs who have basically learnt their skills on-the-job with the guidance of skilled craftsmen, without attending any formal training institutions. They have received no further training after being employed. Some have given employment to a few people and few others work alone.

3.8.1 Sector Profile

Table 3.8.1 shows the distribution of the establishment in the light engineering products and services sector in the Southern province among the three districts Galle, Matara and Hambantota. The highest number of establishments are in Foot cycle and Tricycle Repairing with 591 closely followed by Welding and Steel Fabrication (573); Three Wheeler, Motorcycle and Scooter Repairing (551); Vehicle Engine Repairing and Painting (423); Electrical Appliances Repairing (336) and Radio, TV and Home Appliances Repairing(300) in the province. These higher numbers in above sub sectors apparently indicate the extensive daily usage of the related items and appliances by the people in the province. Table 3.8.1 also shows that there are 2,090 establishments in Matara, 2,060 in Galle and 623 in Hambantota districts respectively, totaling 4,769 units in light engineering products and services sector.

Table 3.8.1: Distribution of the Light Engineering Products and Services Enterprises in Southern Province by District

Sectors	District and registered Industry			Total
	Galle	Matara	H'thota	
1) Welding and steel fabrication	249	256	68	573
2) Tractor and land masters repairs	64	64	28	156
3) Small Agricultural tools and equipment repairs	41	28	23	92
4) Water pumps repairs	66	76	08	150
5) Vehicle engine repairing and painting works	205	177	41	423
6) 3 wheeler, motorcycle, scooter repairs	246	235	70	551
7) Foot cycle and tricycle repairs				

8) Phone and mobile phone service and repairs	199	307	85	591
9) Refrigeration and auto A/C repairs	84	78	09	171
10) Hydraulic hose repairs	73	123	30	226
11) Excavator repairs	07	15	01	23
12) Tyre services and repairs	01	05	01	07
13) Black smithy industries	129	102	33	264
14) Auto electrical motor winding and repairs	78	110	79	267
15) Radio TV and Home Appliances repairs	49	45	08	102
16) Computer repairs	130	138	32	300
17) Lath machine works	101	50	27	178
18) Boat engine repairs and services	86	44	27	157
19) Aluminum fabrication work	15	29	03	47
20) Foundry works (Brass and Aluminum)	23	36	13	72
21) Electrical Appliances repairing centers	31	14	08	53
	149	158	29	336
Total	**2,026**	**2,090**	**623**	**4,739**

Source – Respective DS office and Industrial Development Board in Southern province – 2011 included in sector report by Mr Mr. Ranjith Dharmasiri, Assistant Director Industrial Development Board, Galle validated at workshop held on 28h June, 2011 in Galle

The summary of the numbers in the workforce engaged in the different light engineering products and services enterprises in the three districts in the Southern province is tabulated in Table 3.8.2. The highest numbers of workforce are employed in Welding and Steel Fabrication (1,194); Three Wheeler , Motorcycle and Scooter Repairing (1,151); Vehicle Engine Repairing and Painting Works (920); Foot cycle and Tricycle Repairing (733) ; Black Smithy (551) and Electrical Appliances Repairing (490) and so on. Female employment is really negligible in the above enterprises and is limited mainly to office work only. The total numbers in workforce in Galle, Matara, Hambantota districts are 3,599; 3,408 and 1,454 respectively giving a grand total of 8,461 in Southern province.

Table 3.8.2: Number in Workforce Engaged in Light Engineering Enterprises in Southern Province

Sectors	Registered Enterprises by District			Total
	Galle	Matara	H'tota	
1) Welding and steel fabrication	488	501	205	1,194
2) Tractor and land masters repairs	122	131	58	311
3) Small Agricultural tools and equipment repairs	83	57	48	188
4) Water pumps repairs	76	101	08	185
5) Vehicle engine repairing and painting works	470	339	91	920
6) 3 wheeler, motorcycle, Scooter repairs	485	476	190	1,151
7) Foot cycle and tricycle repairs	323	318	92	733
8) Phone and mobile phone service and repairs	133	125	14	272
9) Refrigeration and auto A/C repairs	149	183	52	384
10) Hydraulic hose repairs	20	29	02	51
11) Excavator repairs	02	13	02	17
12) Tyre services and repairs	236	172	67	475
13) Agriculture equipment industries and black smithy industries	108	141	302	551
14) Auto electrical motor winding and repairs	76	55	16	150
15) Radio, TV and Home Appliances repairs	163	159	68	390
16) Computer repairs	172	88	33	293
17) Lathe machine works	152	105	76	333
18) Boats engine repairs and services	34	73	07	114
19) Aluminum fabrication work	43	93	33	169
20) Foundry works (Brass and Aluminum)	54	21	18	93
21) Electrical Appliances repairing centers	210	228	52	490
Total	**3,599**	**3,408**	**1,454**	**8,461**

Source – Respective DS office and Industrial Development Board in Southern province – 2011 included in sector report by Mr Mr. Ranjith Dharmasiri, Assistant Director Industrial Development Board, Galle validated at workshop held on 28h June, 2011 in Galle

Table 3.8.3 gives a summary of the distribution of enterprises and employed workforce in the Southern province among the three districts based on the data collected from DS divisions and Industrial Development Board district offices in the province.

Table 3.8.3: Summary of the Light Engineering Products and Service Sector in Southern Province

District	No of Enterprises & Service Centres	No in Employment
Galle	2,026	3,599
Matara	2,090	3,408
Hambantota	623	1454
Total	**4,739**	**8,461**

Source – Respective DS office and Industrial Development Board in Southern province – 2011 included in sector report by Mr Mr. Ranjith Dharmasiri, Assistant Director Industrial Development Board, Galle validated at workshop held on 28h June, 2011 in Galle

Table 3.8.4 tabulates the estimated annual addition to the first eight categories of establishments employing more than or equal to 5 per cent of the total number of employment in the light Engineering Products and Services Sector in the Southern province. Estimate is based on 5 per cent growth rate in the sector.

Table3.8.4: Forecast of Annual Addition to Workforce in Selected Sub -Sectors

Sub Sectors with more than 5% of Total Employment in Light Engineering Products & Services Sector	Number of Employed		
	Present (2011)	Percentage of Total Employment in the Sector	Annual Addition to Workforce @ (5%)
Welding & Steel Fabrication	1,194	14.1	60
Three Wheeler, Motorcycle Repairing	1,151	13.9	58
Automobile Repairs and Auto Painting	920	10.9	46
Bicycle Repairing	733	8.7	36
Agriculture Implements Making and Black Smithy	551	6.5	28
Electrical Appliances Repairing	490	5.9	25
Tyre Repairing & Services	475	5.6	24
Radio, TV and Electronic Items Repairing	390	5	20

Source: Sector report by Mr Mr. Ranjith Dharmasiri, Assistant Director Industrial Development Board, Galle validated at workshop held on 28^{h} June, 2011 in Galle

3.8.2 Training Suggested

Short Term Programmes suggested are listed below.

- Tig -Mig Welding
- Vehicle Engine Repairs
- Boat Engine Repairs
- Foundry Works
- Mobile Phone Repairs
- Development of Entrepreneurship Skills
- Customer Focus and Quality Delivery of Products and Services
- Product Development and New Designs
- Accounts and Book Keeping
- Financial Management

The suggestions are also made to develop and deliver a Module on Metrology or Precision Measurements for Aluminium Fabrication and other Courses, Develop Skills Profile and Curriculum for Training of Mobile Phone Repairers and also to explore the possibility of Networking and Franchise Dealerships for servicing Electronics Appliances, to familiarize with new technologies and changing features in consumer products sold in the market.

3.9 Transport Sector

This sector includes following sub sectors;

Roads-

Highway Development Trends-Super Highways

Public and Private Bus Services

Railways-Coastline Rail Services for Passenger and Goods Transport

Hambantota Harbour as Service and Industrial Port, Ancillary Investments related Industries/ Economic Functions due to the Operation of Oil Refinery and Commonwealth Games Complex Projects related Manpower Requirements, International Airport at Mattala related Manpower Needs

3.9.1 Roads and Railways

(a) Sector profile

Public transport accounts for nearly 73 per cent of the total motorized passenger transport and serves as the only means of transport for majority of the population. Of this, bus transportation accounts for nearly 68 per cent, with state owned bus service share of 23 per cent and private operator share of 45 per cent provided by small scale operators.

Sri Lanka Railway accounts for only 5 per cent, carrying 120mn passengers per year. Despite attempts made during the recent past, the quality and service of passenger transport have largely been neglected. Increase in public transport modal share will reduce traffic delays and congestions on roads and need for expensive road infrastructure developments.

Nearly, 99 per cent of freight movements are handled by the road transport subsector. The freight market share of the Sri Lanka Railway has come down to 1 per cent in the recent past, which was 32 per cent in 1979 showing a drastic decline in the efficiency and competitiveness of SLR in handling freight.

Sri Lanka Railway manages a 1,412 km length of rail network with 323 stations that covers most part of the country except the southeast. The main railway lines radiate from Colombo and branch off at regular intervals. However, except for 116 km double-track lines around Colombo, rest of the network is single-track line.

(b) Human Resource Profile

(i) The following categories of manpower have been identified by the RDA as required for construction and maintenance of roads:

General

- Technical Officers
- Work Supervisors
- Technical Assistants
- Masons
- Carpenters
- Painters
- Welders
- Bar benders
- Material Technicians Mechanics

Operators for Heavy Machinery

- Static Rollers
- Bulldozers
- Wheel Loaders
- Vibrating Rollers(16-20)
- Vibrating Rollers (4-7)
- Pneumatic Rollers
- Water Bowsers
- Tippers
- Motor Graders
- Backhoe Loaders
- Air Compressors
- Asphalt Concrete Pavers
- Cranes
- Browsers for Bitumen

Drivers/Operators of Light Vehicles

- Tippers
- Tractors
- Lorry

(ii) The following categories of manpower have been identified for operation and maintenance by the Sri Lanka Transport Board

- Driver
- Conductor
- Mechanics
- Clerks and Allied Grades

(iii) The following categories of manpower have been identified for construction, operation and maintenance by Sri Lanka Railways

- Engineer (civil)
- Technical Officer
- Surveyor
- Draughtsman
- Quantity Surveyor
- Architect
- Planner
- Technician (Welder)
- Technician (Electrical)
- Fitter

(c) Estimation of Human Resources Available and Future Needs

Estimation of manpower currently available and their future demand depends on the availability of data in the various organizations related to the transportation sector. While a scarcity of such data exists, this is further complicated by the fact that whatever data that is available is mostly not Southern province specific. Besides, considering the nature of the transportation sector, the identified manpower cannot be designated as that exclusively for the Southern province. Under these circumstances, the figures that are given in Table 3.9.1 below have been arrived at based on various mathematical projections.

According to the DCS SL the Southern province labour force as a percentage of the total labour force in the country (excluding the Northern and Eastern Provinces) is about 13.1 per cent.

Table 3.9.1 Workforce in Road and Railway Sectors

Year	Total in the Country	Southern Province
2010	382,563	50,116
2009	333,544	43,694
2008	347,975	45,585
2007	388,769	50,929
2006	351,277	46,017

*Source : DCS-2010 * Excluding North and East Provinces included in sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota*

Table 3.9.2 shows the distribution of total workforce in all economic sectors in the country by occupational levels. Assuming the distribution of workforce by the occupational levels is applicable to each key economic sectors separately as well, relevant percentage figures are worked out for the Transport sector excluding Skilled Agricultural and Fishery Workers.

Table 3.9.2: Distribution of Labour Force by Occupation Group

Occupation Group	All Sectors in the country	Transport Sector
	%	%
Senior Officials and Managers	1.6	2.0
Professionals	6.3	8.0
Technicians & Associate Professionals	5.4	6.8
Clerks	4.0	5.0
Sales and Service workers	14.5	18.3
Skilled Agricultural and Fishery Workers	20.8	-
Craft and Related Workers	16.2	20.4
Plant & Machine Operators & Assemblers	7.1	9.0
Elementary Occupations	23.4	29.5
Not Identified	0.8	1.0

*Source : DCS-2010 * Excluding North and East Provinces included in sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota*

Based on the numbers employed in the Southern province as given in Table 3.9.1 and the percentages given in Table 3.9.2, the estimated number of persons employed in various occupational levels of employment are as indicated in Table 3.9.3.

Table 3.9.3: Number of Persons Employed in Road and Railway Sub Sectors in Southern Province by Occupational Group

Occupational Group	Road and Railways				
	2006	2007	2008	2009	2010
Senior Officials and Managers	929	1,029	921	882	1,012
Professionals	3,660	4,050	3,625	3,475	3,985
Technicians & Associate Professionals	3,137	3,472	3,107	2,978	3,416
Clerks	2,323	2,571	2,302	2,206	2,530
Sales and Service workers	8,423	9,322	8,343	7,997	9,173
Craft and Related Workers	9,410	10,415	9,322	8,935	10,248
Plant & Machine Operators & Assemblers	4,124	4,564	4,085	3,916	4,492
Elementary Occupations	13,592	15,043	13,465	12,906	14,803
Not Identified	465	514	460	441	506

Source : Sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

Taking the stability of the country and development initiatives of the government into consideration, the figures for the year 2010 could be taken as the numbers on which to base the forecast for the next few years.

Assuming an average growth rate of 8 per cent in the transportation sector in the Southern province, the additional manpower required for the next five years could be forecasted as follows:

Table 3.9.4: Additional Manpower Required in Road and Railway Sub Sectors in Southern Province by Occupational Group-2011-2015

Occupational Group	Road and Railways				
	2011	2012	2013	2014	2015
Senior Officials and Managers	81	87	88	88	88
Professionals	319	344	346	347	347
Technicians & Associate Professionals	273	295	297	297	297
Clerks	202	219	220	220	220
Sales and Service workers	734	793	797	798	798
Craft and Related Workers	820	885	891	891	891
Plant & Machine Operators & Assemblers	359	388	390	391	391
Elementary Occupations	1,184	1,279	1,287	1,287	1,287
Not Identified	40	44	44	44	44

Source : Sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

The above is a general forecast based on data obtained from DCSSL statistics. The Occupation Groups of employment are as defined by (ISCO88).

There are forecasts of human resource requirements made by some relevant organizations based on their corporate plans and planned development work or forecasts which could made by data obtained from other organizations.

The RDA has estimated its manpower requirements for Road Construction and Maintenance Work for the period 2011 to 2015 and this is given in Table 3.9.5. The figures indicated are for the whole country. Difference in numbers for a given vocation between two consecutive years indicates the additional number required in that vocation. The lesser numbers indicated in the table for the year 2013, perhaps indicates absence of any planned expansion or development work under RDA in the year.

Table 3.9.5: All Island Manpower Requirement for Road Construction and Maintenance Work for the Period 2011 to 2015

Occupation	Period				
	2011	2012	2013	2014	2015
Technical Officer	520	580	520	570	600
Work Supervisor	370	390	320	400	400
Technical Assistant	265	265	265	265	265
Mason	500	560	600	780	620
Carpenter	250	380	450	360	320
Painter	25	30	40	30	30
Welder	25	25	25	25	25
Bar Bender	25	25	23	23	23
Material Technician	200	250	200	240	240
Mechanic	50	55	75	55	55
OPERATORS for Heavy Machinery					
Static Roller	150	160	150	165	165
Bull Dozer	50	60	50	65	65
Wheel Loader	50	60	50	65	65
Vibrating Roller(16-20)	100	120	100	130	130
Vibrating Roller(4-7 Tons)	100	120	100	130	130
Pneumatic Roller	45	60	45	75	75
Water Bowser	100	120	100	130	130
Tipper	120	160	120	200	200
Motor Grader	50	60	50	65	65
Backhoe Loader	150	180	150	200	200
Air Compressor	50	60	50	65	65
Bitumen Distributor	15	20	15	25	25
Asphalt Concrete Paver	15	20	15	25	25
Crane	15	15	12	12	12

Bowser for Bitumen	30	40	30	50	50
OPERATORS for LIGHT VEHICLES					
Drivers	200	300	300	400	300
Tipper	200	300	300	400	300
Tractor	200	300	300	400	300
Lorry	40	60	60	80	60

Source : Sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

Table 3.9.6 shows the estimated manpower requirements as furnished by Sri Lanka Transport Board.

Table 3.9.6: Manpower Requirement in Southern Province for SLTB 2011 - 2015

Category of Manpower	**Estimated Manpower Requirements**				
	2011	2012	2013	2014	2015
Driver	764	840	896	966	1036
Conductor	764	840	896	966	1036
Mechanic	547	552	558	563	568
Clerk & Allied Grade	378	518	620	750	880

Source: Sri Lanka Transport Board - 2011 included in the Sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

Table 3.9.7 provided by Sri Lanka Transport Board indicates number of buses allocated and the average number of buses that are expected to ply daily, during the period 2011 to 2015

Table 3.9.7: Estimated Number of Vehicles in Southern Province for SLTB for the Period 2011 to 2015

Category of Vehicle	Estimated Number of Vehicles				
	2011	2012	2013	2014	2015
Buses allocated	504	550	600	650	700
Buses Operated	446	500	540	590	640

Source: Sri Lanka Transport Board - 2011 included in the Sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

Table 3.9.8 shows the estimated manpower requirements for the railway extension from Matara/ Kataragama/ Beliatta works.

Table 3.9.8: Estimated Manpower Requirement for Railway Extensions From Matara/Kataragama/Beliatta

Category of Manpower	Estimated Manpower Requirement				
	2011	2012	2013	2014	2015
Engineer (Civil)	5	20	20	20	20
Technical Officer	5	40	40	50	50
Surveyor	10	12	12	20	20
Draughtsman	2	15	15	20	20
Quantity Surveyor	-	10	10	15	15
Architect	-	3	3	3	3
Planner	-	2	2	2	2
Technician (Welders)	2	15	15	15	15
Technician (Electrical)	2	10	10	15	15
Fitter	5	30	30	40	40
Carpenter	10	60	60	60	60
Mason	-	80	80	80	80
Motor Mechanic	-	15	15	15	15
I.T. Technician	1	4	4	4	4
Heavy Vehicle Driver	2	50	50	50	50

Source: Project Division, Sri Lanka railways 2011 included in the Sector report by Mr Mr. M. N. M. Zafar, Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

(d) Policy Issues in the Sector

All three commercial ports had been connected by railway lines. However, no trains operate at present to or from the Colombo Port. It is evident that more than 30 per centof the agriculture produce are being going waste before reaching the consumer. Marked differences between farm gate prices and retail prices prove the inefficiency in perishable produce transportation. This highlights the problems of high transport costs in most sectors of the economy, indicating the need for greater investment in the development of the logistics for goods transport and the supply chain.

At present there is no coordinated effort made for inter-modal transportation. Three wheelers and school and office vans are also providing substantial services to communities that do not have direct access to bus or rail. There is a breakdown of inter-modalism between trains and buses. Systems such as park and ride have also not been developed to date. A case in point is the lack of suitable public transport to the international airport at Katunayake. Sri Lanka has a reasonably well connected road network that contributes to the mobility. Road density per km2 is one of the highest in the region. Most of the National and Provincial roads and majority of urban roads are paved roads. Nearly 30 per cent of these roads have been rehabilitated or are in the process of being rehabilitated.

Majority of the balance roads are in unsatisfactory condition or lacking required capacity or proper geometric standards thus contributing to unnecessary delays and accidents. New roads cannot be built in urban areas or be widened hence the growth of urban centers largely relies on the efficiency of public transport.

3.9.2 Hambantota Sea Port Related Mega Project and Related Industries

(a) Mega Development Projects Currently Implemented in Hambantota

Hambantota is currently undergoing a major phase of infrastructure development with number of new development projects. These mega development projects will eventually lead to massive changes and development. It will open up new opportunities in many sectors. Due to the scale of most of these new infrastructure development and other development initiatives, the benefits will spread to nearby districts not only in Southern province, but will also spill over to adjoining Monaragala district as well. Hambantota is eventually will be made the second largest hub of economic development in the country.

The country's biggest investment zone will be at the Hambantota port site, the extent of the land (1100ha) being almost equal to all investment zones in the country.

The Magampura harbor development phase -1 comprises four terminals, 02 for general cargo and 02 services terminals. Bunker oil and other services will be rendered through the two terminals. Cargo vessels having capacity up to 100,000 DWT could be accommodated at these terminals. Phase -1 expected to be completed by year 2012. Phase -2 of the port project shall commence immediately thereafter and expected to be completed by 2015 and five berths to be constructed to accommodate container carriers, RO-RO vessel in addition to the general cargo ships. The first phase of the port project will provide bunkering, ship repair, ship building and crew changing facilities. The Tax free port zone is being set up as part of the special economic and industrial zone, with local and international companies expressing interest in setting up cement bagging, vehicle assembling, ware housing, petro chemical industries, sugar refinery and fertilizer bagging in the Zone. This port now being constructed will be second largest port in Sri Lanka and service ships traveling along one of the world's most busiest shipping lines-the east – west shipping route which passes 19 km south of Hambantota.

The tank farm is essentially an Oil and Gas storage facility comprising fourteen tanks. Eight will be for storing Bunker fuel, three for Aviation fuel and three spherical storage tanks for Liquid Petroleum Gas (LPG) with a full capacity of 80,000m^3 near the port site. Gas to be imported and distributed within the country, whereas bunker oil to be supplied to ships calling at the sea port and aviation fuel to be supplied to the aircraft at the Mattala airport. A 15 floor administrative complex has also been constructed as part of the project.

Mattala airport is planning for one terminal initially with 3.5 km runaway and an air –traffic control tower. The work is scheduled to be completed by year 2013. The Mattala International Airport will be geared to support both international and domestic travel, air-sea cargo transshipment in conjunction with the Hambantota sea port.

New ventures such as general aviation and non aviation support facilities would be available at the air port as well as low cost land and other services. It is also expected to provide airport related industries such as aircraft painting, aircraft maintenance, engine repair shops, training school and flight training facilities. It will also promote to market, agriculture related industries due to improved cargo facilities, particularly for perishable goods. Airport will also benefit the growth in tourism and consequent benefits for the hospitality industry. It is stated that the construction of this airport will create substantial direct approximately 1500 and indirect approximately 15,000 job opportunities.

Fast developing Hambantota is geared to host Commonwealth Games in 2018. Well planned, state of the art facilities will be available to host any international sports event in Hambantota. Hambantota International Sports Hub which is planning to construct a sport complex will have a world-class athletic stadium and other sports utilities to play around 17 games, including Hockey, Squash, Rugby, and Football. Besides these, it will have a host of other facilities such as Sports Business Enterprise Park, warm weather training facility and cycling development centre.
The Urban Development Authority has developed a well thought out plan for the Hambantota city identifying various infrastructural needs and allocating areas for development of tourism where it will provide many investment opportunities,. The plan has areas earmarked for building residents, botanical gardens , recreational areas, eco tourism, central business district, agriculture zone, heavy industrial zone etc. etc.

(b) Types of Jobs Created by Seaport, Airport and Related ancillary industries

Among other aspects, the fundamental contribution of transportation to a vibrant economy is one where the strategic initiatives such as construction of a new Seaport and an Airport have the greatest impacts. With respect to jobs, four types of job impacts are generally considered. The job impacts are defined as follows:

(i) Direct Jobs

These are jobs with local firms providing support services to the respective seaport and airports. These jobs are dependent upon this activity and would suffer immediate dislocation if the ports activities were to cease.

Seaport direct jobs include jobs with railroads and trucking companies moving cargo to and from the ports' maritime terminals, dock workers, steamship agents, freight forwarders, ship chandlers, warehouse operators, bankers, lawyers, and terminal operators etc.

Airport direct jobs include airline, airline services, passenger services, government, transportation and freight forwarding. The direct airport employment could be determined by two components of total enplanements - O/D and connecting. These are jobs directly generated by airport activity, which would vanish if activity at Mattala International Airport was to cease.

(ii) Induced jobs

These are jobs created locally and throughout the national economy due to purchases of goods and services by those directly employed. These jobs are with grocery stores, the local construction industry, retail stores, health care providers, local transportation services, local and state government agencies providing public services and education to those directly employed, and businesses providing professional and business services in support of those directly employed. These goods and services would also be discontinued if seaport / airport activity were to cease.

(iii) Indirect jobs

These are the jobs generated in the national economy as the result of local purchases by the firms directly dependent upon seaport / airport activity or conversely by the expenditure of visitors to a region. These jobs include jobs in local office supply firms, equipment and parts suppliers, maintenance and repair services, insurance companies, consulting and other business services. If port operations were discontinued, these indirect purchases and the associated jobs and income would also be discontinued. Also included in this category are non-consumption driven jobs supporting the direct jobs such as jobs with state and local government agencies (including public schools) and personal and business services (including private education, real estate and financial services). These include jobs at hotels, convention facilities, retail facilities serving visitors, visitor attractions, ground transportation, and purveyors of food and beverage.

(iv) Related jobs

These are jobs with manufacturing and distribution firms -- such as steel fabrication firms using the steel imported through the marine terminals, the construction industry consuming construction materials moving via the deepwater ports, manufacturers producing or consuming containerized cargo, retail outlets and distribution centers handling imported containerized cargo and firms producing and consuming dry and liquid bulk cargoes such as petrochemical firms. Related jobs are not dependent upon the seaport marine terminals to the same extent as are the direct, induced and indirect jobs. It is the demand for the final product, i.e. steel products, which create the demand for the employment with these shippers/consignees, not the use of a particular seaport or airport.

(c) Forecast of Human Resource Requirements

Although the exact nature and scale of operation of businesses and industries are not yet known to accurately forecast the human resource requirements, in terms of numbers and exact job titles , attempt has made to quantify these, as accurately as possible based on data made available by relevant sources and considering the sector growth potential. It is to be noted that the estimates mainly are for Direct and Related Jobs (as defined earlier) generated as a result of the development projects. The sea port and the tank farm are scheduled to commence operation by end 2011. Mattala airport to commence air-cargo operations by 2013 and other Mega industries by 2014. The employment figures indicated in the demand forecast shall be valid up to end 2014 and a growth potential of 25-30 percent is expected beyond this year. Effectively this eventually doubles the demand every 3-4 years.

(i) Hambantota Port- The port activities shall create the demand for the following categories of direct employment: Following numbers are estimated by comparison of existing workforce for the number of berths in operation in Colombo Seaport to number of berths planned to be established in Hambantota Seaport. The possible surplus in the current workforce at Colombo Seaport too had been taken into consideration.

1.1 Crane operator -100
1.2 Heavy vehicle driver -120
1.3 Welder -80
1.4 Fitters -80
1.5 Electrician -60
1.6 Metal fabricator – 50
1.7 Wharf clerk -40
1.8 Automobile mechanic -60
1.9 Landscaper-10
1.10 Draughtsperson -20
1.11 Coxswain /Boatmen - 20
1.12 Outboard Motor Mechanics -20
1.13 Security personnel -200
1.14 Telecom. Technicians -40
1.15 Computer application assistant - 100
1.16 Air-conditioning technician -40
1.17 Auto electrician -40
1.18 Riggers -50
1.19 Divers -30
1.20 Carpenter -40

Totaling 1200 jobs

Source: Sector report by Mr Madhawa Perera, Marine/Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

(ii) Hambantota Tank Farm

Here too the number of tanks and the total capacity of 80,000 m^3 has been taken into consideration when the estimates are made.

2.1 Fire fighters- 60

2.2 Instrument technician -40

2.3 Fork lift operator - 40

2.4 Office Aid - 20

2.5 Pump operators - 20

2.6 Electrician - 40

2.7 Motor winders - 20

2.8Welders -40

2.9Fitters (General) -40

2.10 Auto electrician - 10

2.11 Fitters (Millwright and pump)-40

2.12 Security personnel -60

2.13 Industrial Plumber - 20

2.14 Computer operator - 40

2.15 Storekeeper - 30

2.16 Fabricator (Metal)-20

2.17 AC & Ref. technician - 20

2.18 Clerk (General)- 30

2.19 Computer Hardware technician-40

2.20 Wharf clerk – 30

Totaling 580

Source: Sector report by Mr Madhawa Perera, Marine/Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

(iii) Mattala Airport

3.1 Drivers (HV) - 40

3.2 Auto electrician -20

3.3 Motor Mechanic -30

3.4 Industrial Electronics Craftsman-20

3.5 Welders – 20

3.6 Aircraft Ticketing Staff-20

3.9 Motor Winder -30

3.10 General Fitter – 30

3.11Electrician -40

3.12 AC Mechanic -20

3.13 Landscaper – 20

3.14Ground Hostess -20

3.17 Carpenter - 30

3.18 Auto Mechanic- 20

3.19 Clerk (General)- 30

3.20 Solid Waste Operator . Asst. - 20

3.21 Industrial Plumber-10

3.22 Security Personnel-200

3.7 Air Stewards -20	3.15 Tour Guides- 40	3. 23 Catering Staff- 40
3.8 Nurses- 20	3.16 Porters- 20	3.24 Drivers- 50

Totaling 810 Jobs

Source: Sector report by Mr Madhawa Perera, Marine/Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

(iv) Port Related Mega Industries:

4.0 Cement Grinding Plant

5.0 Cement Bagging Plant

6.0 Sugar Refining Plant

7.0 Lubricant Blending Plant

8.0 PVC Container Production Plant

9.0 Vehicle Assembly Plant

10.0 Tea Processing Industry

11.0 Rubber Processing Industry

12.0 Warehousing

13.0 Ship Chandelling.

14.0 Ship Repair Facility

15.0 Boat Building (Fibreglass)

(v) Other Industries and Business Ventures in Support of the Mega Industries:

16.0 Garages

17.0 Retail Shops

18.0 Communication Centres

19.0 Hair Dressing Salons

20.0 Gem and Jewellary Vending

21.0 Photography

24.0 Tailoring Shops

25.0 Computer Type Setting and Drafting Offices

26.0 Electrical Repair Shops

27.0 A/C and Ref. Repair Shops

28.0 Aluminium Fabricators

29.0 Floor Cleaning and Janitorial Services

22.0 Printing Presses 30.0 Security Service Providers

23.0 Hotel and Food Parlours/Outlets.

Source: Sector report by Mr Madhawa Perera, Marine/Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

(d) Employment Creation and Demand for Different Categories of Skills Under National Competency Standards Listing:

Table 3.9.2(a) shows the summary of the total number of Direct jobs indicated earlier, grouped under job categories indicated under job titles based on National Competency Standards. A total number of 7,070 jobs are estimated in 84 vocations, to be in demand during the period up to 2014. The highest demand will be for Security Guards (500), Clerks-General (500), Computer Application Assistants (400), Welders (400), Electricians (200), Riggers (200), Automobile Technicians (200), Construction Supervisors (200), Construction Craftsmen (180), Wood Craftsmen- Building (160), Store Keepers (150), Automobile Mechanics (120) and Machinists (120) are vocations with demands over 100 persons.

Table 3.9.2(a): Summary of the Cumulative Labour Demand Arranged as Related to NCS for the Period up to 2014

No	Occupation	Cumulative Demand
1	Aluminium Fabricator	80
2	Automobile Electrician	80
3	Automobile Air Condition Mechanic	80
4	Automobile Mechanic	120
5	Automobile Painter	40
6	Automobile Tinker	60
7	Baker	80
8	Bar Bender	40
9	Beautician	20
10	Boiler Operator	40
11	Wood Craftsman (Building)	160

12	Wood Craftsman (Furniture)	60
13	Computer Application Assistant	400
14	Computer Graphic Designer	60
15	Computer Hardware Technician	100
16	Computer Network Technician	80
17	Desk Top Publisher	20
18	Electric Motor Winder	100
19	Electrician	200
20	Fabricator	100
21	Hair Stylist	20
22	Household Electrical Appliance Repairer	20
23	Industrial Plumber	40
24	Jewelry Maker (Goldsmith)	20
25	Leather Footwear Maker	10
26	Machinist	120
27	Construction craftsman	180
28	Motorcycle mechanic	40
29	Painter(Building)	40
30	Plastic processing Machine operator	100
31	Plumber	60
32	Pneumatic Technician	10
33	Radio TV & Allied Equipment Repairer	30
34	Ref. and AC Mechanic(Revised)	60
35	Rubber Processing Machine Operator	100
36	Store Keeper	150
37	Tea Factory Mechanic	100
38	Divers	30
39	Nurse Assistant	80
40	Medical Lab Technician	40
41	Nurse	40
42	Cook	30
43	Waiter/Steward.	40
44	Receptionist –L3	60
45	Security	500
46	Tailor(Master) L-4	20
47	Rigger	200
48	Secretary (Secretarial practices)	100
49	Cashier	50
50	Heavy Vehicle Operator	100

51	Floor Cleaner	50
52	Time Keeping Clerk.	60
53	Quantity Surveyor	10
54	Outboard Motor Mechanic	20
55	Ground hostess	40
56	Fitter (General)	60
57	Clerk (General)	500
58	Wharf Clerk	100
59	Construction Equipment Operator	100
60	Survey Field Assistant	20
61	Automobile Technology	200
62	Construction Site Supervisor	40
63	Landscaper	100
64	Industrial Electronic Craftsman	80
65	Porter	40
66	Air steward	20
67	Draughtsperson	80
68	Solid Waste Operation Assistant	40
69	Laboratory Assistant	10
70	Fiber glass Laminator	20
71	Welder	400
72	Information & Communication Technology	100
73	Construction Technology	200
74	Refrigeration & Air Condition Technology	80
75	Mechatronics Technology	40
76	Fiberglass Laminator	60
77	Dry Cleaning & Laundry Processor	100
78	Laboratory Assistant For Construction Sector	40
79	Assistant Quantity Surveyor	20
80	Information & Communication Technology Technician	40
81	Linesman (electrical)	40
82	Vehicle Serviceman and Interior Cleaner	20
83	Telecommunication Technician	20
84	Digital Imaging & Print Technology	10
	Total	**7,070**

Source: Sector report by Mr Madhawa Perera, Marine/Mechanical Engineer, validated at workshop held on 11th July, 2011 in Hambantota

(e) Suggested Training to Cater to the Employment in Future Demand

There are numerous training centers and other training facilities in the province to cater to the demand created by the economic sector. Except for a very few, training facilities are available for most of the categories within the province itself.

(i) Extension of the Horizons of Employment Level of Specific Categories

Some specific categories of tradesmen such as welders, fabricators, masons, and carpenters once they are trained and employed at the mega industries will obviously continue to upgrade the skills level as they gain experience at their respective workplace. This will eventually open opportunities for them to get overseas employment with higher salaries. The vacancies created due to such transfers obviously create demand in addition to the demand created by the growth in the industry.

(ii) Creation of Awareness of the Employment Benefits of Special Categories

The reward of employment in the industrial sector, particularly technically oriented jobs such as welder, mason, carpenter and electrician etc., is yet to be realized and appreciated by the community in the villages surrounding the area. Many of them are still unaware of the perks and remuneration attributed to such trades and skills. Wide publicity to be given among the average countryman of the modern technology and allied training they could acquire through vocational training. Posters and video presentation will be very effective means of mass communication in this respect.

Chapter 4: Supply of Skilled Manpower to the Labour Market- Current Training Profile

4.0 Overview

In this chapter, the skill supply to the labour market in the Southern province will be examined. The youth dropping out of education system and the school leavers at G.C.E (O/L) and G.C.E (A/L) enter the labour market either direct or through technical and vocational education and training institutions with acquired employable skills, seeking employment in the labour market. The youth, who opt to follow vocational courses and undergo skills training, have better opportunities for employment. The skilled youth are preferred by employers as they have acquired employable skills in demand in the labour market.

4.1 TVET Institution Network

Southern province has a total number of 191 training centres, of which only 155 numbers are registered under TVEC as at end of April, 2011. The 36 training centres, comprising 22 centres located in Galle district, 3 in Matara and 11 in Hambantota districts are not registered and these centres are either pending registration or renewal of registration. Out of the total number of institutions, 83 centres are public institutions and 82 are private sector training centres. There are 26 training centres run by NGOs. The Department of Technical Education and Training has 2 technical colleges each in Galle, Hambantota districts and 1 in Matara district. VTA has 21 training centres operating in Galle district, 14 in Matara and 16 in Hanbantota districts. NAITA has 4 training centres each in Galle and Matara districts and 2 in Hambantota district. NYSC has 3 centres in Galle and 2 each in Matara and Hambantota districts.

Table 4.1 shows the geographical distribution of training institutes in Galle district. There are a total number of 32 training centres located in Galle Four Gravets DS division, in and around the Galle town, followed with 7 numbers each in Baddegama, Hikkaduwa and Elpitiya DS divisions and 6 in Balapitiya DS division and with lesser numbers in other DS divisions. Nagoda, Gonapinuwala and Welipitiya Divithura DS divisions have no vocational training centres operating in the divisions to cater to the estimated populations of 13,645; 5,164 and 6,580 in the age group of 15-29 years. They are basically the potential customers in the training system. It is also noted that there are no public sector training providers located in Ambalangoda and Bentota DS divisions. As the present policy of the government is to have at least one public sector training institute located in each DS division in the country, the public sector training providers need to study the possibility of establishing their centres in such DS divisions to cater the youth population living in the previously listed DS divisions.

Table 4.1: Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Galle District

District	No	DS Division	Population of 15-29 age group in DS division catered to by Centres	DTET	NAITA	VTA	NYSC	SLIATE	Other public	Private	NGO	Total	Registered	Unregistered
Galle	1	Akmeemana	17,819			1	1		1			3	2	1
	2	Ambalangoda	13,776							4		4	3	1
	3	Baddegama	17,280		1	3				3		7	4	3
	4	Balapitiya	18,058	1						2	3	6	6	
	5	Bentota	12,792							3		3	2	1
	6	Bope-Poddala	11,401			1		1		1		3	3	
	7	Elpitiya	15,373		1	1	1			4		7	7	
	8	Four Gravets-Galle Town	30,035	1	1	3			3	22	2	32	21	11
	9	Gonapinuwala	5,164											
	10	Habaraduwa	17,561			2			1	1	1	5	4	1
	11	Hikkaduwa	27,332			4	1			2		7	7	
	12	Imaduwa	10,711			1						1	1	
	13	Karandeniya	15,279			1						1	1	
	14	Nagoda	13,645											
	15	Neluwa	7,902			1				1		2	1	1
	16	Niyagama	8,620			1						1	1	
	17	Thawalama	8,396		1	1						2	1	1
	18	Welivitiya-Divithura	6,580											
	19	Yakkalamulla	11,764			1				3		4	2	2

		Sub Total	269,488(25.1%)	**2**	**4**	**21**	**3**	**1**	**5**	**46**	**6**	**88**	**66**	**22**

Source: TVEC Database. Population data from Galle District Statistical Handbook-2010

Table 4.2 shows the locations of the training institutes in the DS divisions of the Matara district. 23 centres operate in the Four Gravets- Matara Town divisions followed with 5 centres in Weligama and 4 centres in Akuressa DS divisions. There are lesser numbers in the other DS Divisions. There are none in 3 DS divisions namely; Kirinda Puhuwella, Malimbada and Welipitiya where an estimated population of 4,682, 8,148 and 12,290 respectively in the age group of 15 -29 years live.

Table 4.2: Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Matara District

District	**No**	**Division**	**Population of 15-29 age group in DS division catered to by Centres**	**DTET**	**NAITA**	**VTA**	**NYSC**	**SLIATE**	**Other public**	**Private**	**NGO**	**Total**	**Registered**	**Unregistered**
Matara	1	Akuressa	13,343			2			1	1		4	3	1
	2	Athuraliya	7,999			1	1					2	2	
	3	Devinuwara	12,037			1						1	1	
	4	Dickwella	13,957			1					1	2	2	
	5	Hakmana	7,647		1						1	2	2	
	6	Kamburupitiya	9,719		1	1						2	2	
	7	Kirinda Puhulwella	4,682											
	8	Kotapola	17,567		1							1	1	
	9	Malimbada	8,148											
	10	Four Gravets- Matara Town	31,305	1	1	2	1			13	5	23	21	2
	11	Mulatiyana	11,827			1						1	1	
	12	Pasgoda	14,854			1					1	2	2	
	13	Pitabeddara	13,619			1						1	1	
	14	Thihagoda	7,758			2				1		3	3	
	15	Weligama	18,938			1				2	2	5	5	
	16	Welipitiya	12,290											
		Sub Total	**205,685 (24.8%)**	**1**	**4**	**14**	**2**	**0**	**1**	**16**	**10**	**49**	**45**	**3**

Source: TVEC Database as @ 30th April, 2011. Population data from Matara District Statistical Handbook-2010

The locations of the training institutes in DS divisions of Hambantota district are shown in Table 4.3. A total of 12 institutes are located in the Tangalle DS division followed with 8 institutes in Tassamaharamaya and 6 in Hambantota DS divisions respectively. There is no public there exist sector training centre located in Okewela DS division, (although 2 NGO operated training centres do exist) which has an estimated number of 5,557 potential clients for the TVET system in the 15 to 29 age group in the population in the district. Out of a total of 54 training centres, 11 centres are unregistered at TVEC.

Table 4.3: Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Hambantota District

District	No	DS Division	Population 15-29 age group in DS Divison catered to by Centres	DTET	NAITA	VTA	NYSC	NIFNE	Other Public	Private	NGO	Total	Registered	Unregistered
Hambantota	1	Ambalantota	22,427			1	1			1	1	4	3	1
	2	Angunakolapelessa	14,677			1			1	2		4	3	1
	3	Beliatta	17,108	1		2					1	4	4	
	4	Hambantota	16,572		1	2				2	1	6	5	1
	5	Katuwana	13,266			1				1		2	2	
	6	Lunugamvehera	8,415	1		1					1	3	3	
	7	Okewela	5,557								2	2	2	
	8	Sooriyawewa	13,281			1				2		3	3	
	9	Tangalle	18,244			3	1	1		6	1	12	8	4
	10	Thissamaharama	21,331			2			1	3	2	8	6	2
	11	Walasmulla	12,111		1							1		1
	12	Weeraketiya	12,149			2				2	1	5	4	1
			175,139 (26.7%)											
		Sub Total		**2**	**2**	**16**	**2**	**1**	**2**	**19**	**10**	**54**	**43**	**11**

Source: TVEC Database as @ 30th April, 2011. Population data from Planning Division of the Hambantota District Secretariat-2010

4.2 Potential Supply of Skilled Manpower to the Labour Market in Southern Province from Monaragala District

Due to large scale nature of infrastructure and other development initiatives currently taking place in Hambantota, the economic benefits will spread to nearby districts. In that sense Monaragala district will be most fortunate because of its close proximity to Hambantota. The Monaragala district can be a promising candidate to take a major share of economic benefits by positioning its training provision, to match the skills demand in the expanding labour market in the Hambantota and the Southern province. The supply of skilled manpower to the labour market, the current training profile and also the potential customers of the TVET system in the neighbouring Monaragala district will now be examined.

4.3 TVET Institution Network in Monaragala District

Table 4.4 shows that Monaragala district has a total number of 30 training centres, of which only 25 centres are registered under TVEC as at end of 30th June 2011. Out of the total number of institutions, 17 are public institutions and 5 are private owned and 8 are NGO run training centres. The Department of Technical Education and Training has 2 technical colleges in Monaragala district. VTA has 9 and NAITA has 4 training centres respectively. NYSC has 1 centre and the remaining one is also a government owned centre.

Table 4.4 also shows the geographical distribution of training institutes in the total of 11 DS divisions in the Monaragala district. There are a total of 10 training centres located in Monaragala DS division, followed with 5 in Bibile, 4 in Wellawaya Divisions and a lesser numbers in other DS divisions. Katharagama and Sewanagala DS divisions have no public sector vocational training centres (Katharagama DS division has none at all) operating to cater the estimated populations of 4,850 and 11,046 respectively in the age group of 15-29 years in the district.

Table 4.4: Geographical Distribution of Training Institutes in the Monaragala District

District	No	DS Division	Population of 15-29 age group in DS division	DTET	NAITA	VTA	NYSC	SLIATE	Other public	Private	NGO	Total	Registered	Unregistered
Monaragala	1	Badalkumbura	10,498			1						1		
	2	Bibila	10,003			2			1		2	5		
	3	Buttala	13,680		1						1	2		
	4	Katharagama	4,850											
	5	Madulla	8,424		2	1						3		3
	6	Medagama	9,248	1								1		
	7	Monaragala	13,010	1	1	2	1			2	3	10		1
	8	Sewanagala	11,046							1		1		
	9	Siambalanduwa	14,344			1					1	2		1
	10	Thanamalwila	6,464			1						1		
	11	Wellawaya	15,283			1				2	1	4		
		Total	**116,850 (26.9%)**	**2**	**4**	**9**	**1**		**1**	**5**	**8**	**30**	**25**	**5**
Total Population in the district			435,000											

Source: TVEC Database as @ 30th April, 2011. Population data from Planning Division of the Monaragala District Secretariat-2010

4.4 Course Mix Currently Available in the Districts

4.4.1. Galle District

Table 4.5 shows that, there are a total number of 333 courses offered in Galle district by training institutes registered with TVEC. Of this, VTA offers 110 numbers followed by private sector training centres with 73 numbers. The highest number of courses (72 Numbers) offered are in Information Technology sector, of which 24 are from private sector institutes,18 courses are from VTA and 12 are from NGO training centres. A total of 63 courses are related to Light Engineering Products and Services sector of which 29 courses are from VTA, followed with 13 from DTET and 9 from NAITA respectively. The third highest number of courses, 48 are related to Textile and Garments sector, of which , 21 courses are offered by VTA followed by private training institutes with 19 courses. There are 38 courses related to Construction sector of which 15 numbers are offered by VTA and 12 numbers by DTET. NIFNE offers 17 courses in Fisheries, Marine and Nautical Engineering sectors. The total number of courses accredited for NVQ certification in Galle district is 51.

Table 4.5: Course Mix in Training Centres in Galle District:

	Courses	**Number of Courses**									**Tot al**	**No of NVQ accredited**
		DTET	**NAITA**	**VTA**	**NYSC**	**SLIATE**	**NIFNE**	**O**	**Private**	**NGO**		
Agri Plantation & Livestock	*Higher National Diploma in Agriculture*					1						
	Certificate Course in Practical Agriculture							1				
	Foliage & Flower Plant Cultivator			3								
	Sub Total			**3**		**1**		**1**			**5#**	
Fisheries	*Dioploma in Fish Post Harvest Technology*						1					
	Diploma in Acquire culture and Fisheries Management						1					
	Ornamental Fish Culture and Management						1					
	Fishing Technology						1					
	Sub Total						**4**				**4#**	
Marine and Nautical	*Outboard Motor Mechanic/Motorman*			1			1					
	Diploma in Marine Engine Technology											
	Certificate in Marine Engine Technology						1					
	Diploma in Electronic Navigation											

	Certificate in Basic Electronics in Navigation/Marine Chart Reading by Satellite navigation						2					
	Diploma in Fibre Glass Technology/Boat Building Technology						1					
	Cert in Fibre Glass Technology						1					
	Marine Welding/ Fitting						2					
	Deck Officer/Seaman/cook/steward/oiler		1				1		3			
	Certificate in Life Saving/swimming/Scuba Diving						3		2			
	Marine Science& Disaster Management						1					
	Sub Total		**1**	**1**			**13**		**5**		**20#**	
Food Technology	*Baker*			3					1			
	Food Management				1							
	Food & Diary Based Products			1					1			
	Caterer			1								
	Sub Total			**5**	**1**				**2**		**8#**	
Gem & Jewellery	*Gem Cutting & Polishing*							1				
	Jewellery Stone Setter			1								**1**
	Jwellery Maker			1								
	Jewellery Designing/CAD							2				
	Sub Total			**2**				**3**			**5#**	**1***
Hotels & Tourism	*Professional/Craft level Cookery*		1	2				2	2			
	Reception							1	1			
	Restaurant & Bar Services							2	1			
	Hotel Management/			1								
	Steward			1								
	Room services/Attendants House Keeping			1				1	1			
	Life Saving/Diving								2			

	Sub Total		**1**	**5**				**6**	**7**		**19#**	
ICT	*Higher National Diploma in IT*					1						
	Computer Application Assistant	2	4	6					9	5		11
	Computer Hardware	1		2					3	2		1
	Computer Networking/CISCO	1		1								1
	Computer Software/programming/Digital Animation								2	2		
	Computer Web Design / java /Autocad				1				4	3		4
	Computer System Engineering/											
	ICT(Certificate Level)/NCICT			6	1			1	2			
	ICT (Diploma)/NDICT			3			1		2			
	ICT(NVQ 5&6)	1										
	Computerized Accounting								1			
	Basic Computing and Introduction to Computers/ICDL							2	1			
	Telecommunication Technician							1				
	Telecommunication Technology NVQ5/6	1										
	Sub Total	**6**	**4**	**18**	**2**	**1**	**1**	**4**	**24**	**12**	**72#**	**17***
Construction	*Aluminium Fabricator*			3								1
	Carpenter (furniture/building)	2	3	4								2
	Wood carving											
	Draftsmanship	2										
	Plumber	1	1	3								1
	Mason		1	2								2
	Painter											
	Heavy Equipment Operator								4			
	Light Equipment Operator								1			
	Driver Heavy Vehicles											
	HND (Civil)					1						

	NCT- Civil	2									
	Quantity Surveying	3		1							
	Building Construction Technology	1									
	Construction Technology (NVQ 5/6)	1									
	Landscaping			2							
	Sub Total	**12**	**5**	**15**		**1**			**5**		**38#**	**6***
Light Engineering Products & Services	*Radio,TV & Allied Eq repairer/Electronic Trades*	1	2	4	1					1		3
	Household app repairer/Electrical TradesElectrician/	2	4	7	1			1		1		5
	Motor Winder			1								1
	NCT-Electrical& Electronic	2										
	HND in Electrical Engineering					1						
	Refrigeration & A/C Mechanic	1	1	4					1			1
	Welder	2		6	1		1			1		3
	Fitter (Machinist)	1	1	2								1
	Mechatronics (NVQ 5/6)	1										
	HND - Mechanical					1						
	NCT-Mechanical	2										
	Automobile Mechanic	1	1	1								2
	Automobile Electrician			1								
	Motor Cycle & Three Wheeler Mechanics			3	1							1
	Sub Total	**13**	**9**	**29**	**4**	**2**	**1**	**1**	**1**	**3**	**63#**	
Transport	*Conductor*							1				
	Driver (heavy Vehicle)							1				
	Driver (Light Vehicle)							1				
	Sub Total							3			**3#**	
Leather & Footwear	*Leather Product Maker/ Footwear Technology*			1								
	Sub Total			**1**							**1#**	

Business & Office Management	*Business Management*								1			
	HR Management								1			
	Sales/ Marketing	2										
	H N D in management/ Business Studies	2										
	H N D in Accountancy	2										
	NC Accounting	3										
	Secretarial Practice/Short Hand & Typing(Sinhalese & Tamil)	3	1									
	Sub Total	**12**	**1**						**2**		**15#**	
Textiles & Garments	*Fabric Painting/Screen printing*			1								
	Curtaining								1			
	Interior Décor Designer											
	Pattern Maker			1								**1**
	Fabric Cutter			1								**1**
	Dress Making/tailoring		4	9	3				1 2			**1**
	Sewing Machine operator/Mechanics		1	6					1			**2**
	Quality management/Controller			2					3			1
	Production Supervisor/Management								2			1
	Work Study Officer			1								1
	Sub Total		**5**	**2 1**	**3**				**1 9**		**48 #**	**8***
Health and Personal	*Beauticians/ Bridal Dressing*		1	3	1							**1**
	Hair Stylist			3	1							**1**
	Nursing Assistant							1				
	Sub Total		**1**	**6**	**2**			**1**			**10#**	**2***
Language	*Certificate in English*	2		1	1							
	HN Diploma in English					2						
	Tamil Language											
	Korean/NC in Japanese Language	1										

	Sub Total	**3**		**1**	**1**	**2**					**7#**	
	Pre School Teacher Training				1				1			
	Sub Total				**1**				**1**		**2#**	
Printing	*Offset Lithograpohic MC operator*			1								
	Desktop publishing											
	Graphic Designer			1					7	3		
	Book Binder			1								
	Sub total			**3**					**7**	**3**	**13#**	
	Grand Total	**46**	**27**	**110**	**14**	**7**	**19**	**19**	**73**	**18**	**333#**	**51***

Source: TVET Guide 2011 and Data Available @ TVEC

4.4.2 Matara District

Table 4.6 shows that, there are a total of 175 courses offered in Matara district by training institutes registered with TVEC. Out of this total, private sector training institutes offer 60 courses followed by VTA with 54 numbers, DTET with 21 and NAITA with 17 courses. The highest number of courses (37 numbers) offered are in Information Technology sector, of which 16 are from private sector institutes and 6 numbers each are from VTA and training centers run by NGOs. 29 courses are related to Textile and Garments sector of which 15 courses are from private sector managed training centers and 13 numbers are from VTA. Again 29 courses are related to Light Engineering Products and Services sector, 12 courses are offered by VTA followed by DTET with 8 courses and NAITA with 4 courses. There are 21 courses related to Construction sector, of which 8 and 5 are from DTET and NAITA respectively. The total number of Accredited courses in Matara district is 42.

Table 4.6: Course Mix in Training Centres in Matara District:

	Courses	**Number of Courses**									
		DTET	**NAITA**	**VTA**	**NYSC**	**SLIATE**	**Other**	**Private**	**NGO**	**Total**	**NVQ Accredit**
e c h	*Baker*			1							**1**

	Sub Total			**1**						**1#**	**1***
Marine	*Boat Building*							1			
	Out Board Motor Mechanic			1							**1**
	Sub Total			**1**				**1**		**2#**	**1***
Gem & Jewellery	*Gem Cutting & Polishing*				1						
	Jewellery Stone Setter							1			**1**
	Jwellery Maker							1			**1**
	Jewellery Designing/CAD						2				
	Sub Total				**1**		**2**	**2**		**5#**	**2***
ICT	*Computer Application Assistant*	1	4	4	4			4	4		6
	Computer Hardware							1	1		
	Computer Networking/CISCO							1			
	Computer Software/programming/Digital Animation/Multimedia							5			
	Computer Web / /Autocad/							2	1		
	Computer System Engineering										
	ICT(Certificate Level)/NCICT			1				1			
	ICT (Diploma)NDICT			1							
	E Citizen/Basic Computing and Introduction to Computers/ICDL							2			
	Sub Total	**1**	**4**	**6**	**4**			**16**	**6**	**37#**	**6***
Construction	*Aluminium Fabricator*	1	2	1					1		3
	Carpenter (furniture/building)	1	3				1				4
	Draftsmanship	1		1							
	Plumber	1		1					1		2
	Mason	1		1					1		3
	NCT- Civil	1									
	Quantity Surveying	2									
	Sub Total	**8**	**5**	**4**			**1**		**3**	**21#**	**12***
Light Engineering Products & Services	*Radio, TV & Alld Equipment repairer/ Electronic Trades*	1	1	1					1		2
	Household App repairer/Electrical Trades/Electrician	1	1	3				1	1		4
	NCT-Electrical& Electronic	1									
	Refrigeration & A/C Mechanic	1									
	Welder	1	1	2				1			4

	Fitter (Machinist)	1						1			
	NCT-Mechanical	1									
	Automobile Mechanic	1	1	3							2
	Automobile Electrician										
	Automobile Painter			1							
	Automobile Tinker			1							1
	Motor Cycle & Three Wheeler Mechanics			1							1
	Sub Total	**8**	**4**	**12**				**3**	**2**	**29#**	**14***
	Footwear Technology										
Arts and Media	*Photographer*		1								
	Sub Total		**1**							**1#**	
Business/Office Management	*Business Management*							1			
	NC Marketing	1									
	H ND in Accountancy										
	NC Accounting	1									
	Secretarial Practice/Short Hand & Typing(Sinhalese & Tamil)	1	1								
	Sub Total	**3**	**1**					**1**		**5#**	
Textiles & garments	*Fabric Painting/Screen printing*			1							
	Curtaining							1			
	Pattern Making/Fashion Designing			1				1			
	Dress Making/tailoring		1	5				13			
	Sewing Machine operator/Mechanics			4							
	Quality Controller			2							
	Sub Total		1	13				**15**		**29#**	
	Cert for Care Giver							1			
	Cert course for Nurse Assistant							1			
	Beauticians/Bridal Dressing			2	2						3
	Hair Stylist			2	1						3
	Sub Total			**4**	**3**			**2**		**9#**	**6***
Lang uage	*Certificate in English*	1									
	Sub Total	**1**								**1#**	
	Graphic Designing							1	1		
	Desk top Publishing							4			
	Sub Total							**5**	**1**	**6#**	
	Grand Total	**21**	**1**	**54**	**08**	**00**	**03**	**60**	**12**	**175**	**42***

			7							**#**	

Source: TVET Guide 2011 and Data Available @ TVEC

4.4.3 Hambantota District

Table 4.7 shows that, there are a total of 165 courses offered in Hambantota district by training institutes registered with TVEC. Out of this total, VTA offers 59 courses followed by NIFNE with 21 courses, private sector training institutes with 23, DTET with 22, NAITA with 16 and NGOs with 14 courses. The highest number of courses (38 numbers) offered are in Light Engineering Services and Products sector, of which 19 are from VTA, 7 from DTET and lesser numbers from other training providers. 34 courses are related to IT sector, 9 of these are offered by private sector training providers, 8 by VTA and 7 numbers by NGO run training centres. 29 courses are related to Construction, 14 of theses are from VTA followed by 7 courses from DTET. There are 28 courses offered in Textile and Garments sector, 15 of these are offered by private sector training providers. The number of courses related to Fisheries and Marine/Nautical sectors combined are 22 and NIFNE offers 18 of these. The number of courses accredited for NVQ certification in the district is 44.

Table 4.7: Course Mix in Training Centres in Hambantota District:

	Courses	DTET	NAITA	VTA	NYSC	NIFNE	Other Public	Private	NGO	Total	NVQ Accredited
Agri Plantation & Livestock	*Diploma in Agriculture*						1				
	Cert in Practical Agriculture						1				
	Farm Machinery/ tractor and Equipment	1		1							
	Sub Total	**1**		**1**			**2**			**4#**	
Fisheries	*Cert in Acquaculture food Technology*								1		
	Ornamental Fish Culture and Management					1					
	Fishing Technology/Electrical circuits in Fishing					2					
	Sub Total					**3**			**1**	**4#**	
Marine and Nautical	*Outboard Motor Mechanic/ Cert in Motorman*		2			1					
	Diploma in Marine Engine Technology					1					
	Certificate in Marine Engine Technology					1					
	Diploma in Electronic Navigation					1					
	Certificate in Basic Electronics in Navigation/Marine Chart Reading by Satellite navigation					2					
	Diploma in Fibre Glass Technology/Boat Building Technology					1					
	Cert in Fibre Glass Technology					1					
	Marine Welding/ Fitting					2					
	Deck Officer/Seaman		1			1					

	Certificate in Life Saving/swimming/Scuba Diving					3					
	Cert in Marine Science & Disaster Management					1					
	Sub Total		**3**			**15**				**18#**	
d Tec hno	*Baker*			1							
	Sub Total			**1**						**1#**	
Gem and Jewell	*Gem Cutting & Polishing*			1							
	Sub Total			**1**						**1#**	
ICT	*Computer Application Assistant*	2	2	5	1			7	3		6
	Computer Hardware					1			1		
	Computer Software/programming/							1			
	Computer Web /Graphic Designing/Autocad			1		1			1		1
	ICT(Certificate Level)/NCICT			2					1		
	ICT (Diploma)						2				
	E Citizen/Basic Computing and Introduction to Computers/ICDL					1		1	1		
	Sub Total	**2**	**2**	**8**	**1**	**3**	**2**	**9**	**7**	**34#**	**7***
Construction	*Aluminium/ Metal Fabricator*		1	1							1
	Carpenter (furniture/building)	1	1	5					3		6
	Draftsmanship	1									
	Plumber			3							2
	Mason	1	2	5					1		5
	NCT- Civil	2									
	Quantity Surveying	2									
	Sub Total	**7**	**4**	**14**					**4**	**29#**	**14#**
	Driver Heavy vehicle			**1**							
	Sub Total			**1**						**1#**	
Light Engineering Products & Services	*Radio, TV & Appl Equipment Repairer/Electronic Trades*	1	2	2							4
	Electrical Trades/ Electrician/ / industrial Electrician	2	1	4	1						2
	Motor Winder			1							1
	Instrument Technician			1							

	Refrigeration & A/C Mechanic	1		1							1
	Welder/Fabricator Metal	1		5			1		1		3
	Fitter (Machinist)	1	1	1							3
	NCT-Mechanical										
	Automobile Mechanic	1		1	1						3
	Automobile Painter			1							
	Automobile E electrician								1		
	Automobile Tinker			1							
	Motor Cycle & Three Wheeler Mechanic			1	1				2		
	Sub Total	**7**	**4**	**19**	**3**		**1**		**4**	**38#**	**17***
	NC Accounting	1									
	Secretarial Practice/Short Hand & Typing(Sinhalese & Tamil)	2									
	Sub Total	**3**								**3#**	
Textiles & Garments	*Fabric Painting/Screen printing*		1	1							
	Curtaining							1			
	Pattern Making			1				1			
	Dress Making/tailoring		1	3				12	1		**1**
	Sewing Machine operator/Mechanics		1	4				1			
	Sub Total		**3**	**9**				**15**	**1**	**28#**	**1***
Health & Personal Care	*Beauticians/Bridal dressing*			2							2
	Hair Stylist			3							3
	Sub Total			**5**						**5#**	**5***
L a n	*N Certificate in English*	2									
	Sub Total	**2**								**2#**	
	Grand Total	**22**	**16**	**59**	**4**	**21**	**5**	**24**	**14**	**165#**	**44***

Source: TVET Guide 2011 and Data Available @ TVEC

4.4.4 Monaragala District

Table 4.8 shows that the number of vocational training courses offered in the district by the relevant training providers is 100 and only 18 courses are accredited for awarding NVQ certification. There are only 2 courses in Agriculture, Plantations and Livestock sectors; 2 courses in Hotels and Tourism sector; 26 in Information and Communication Technology; 18 in

Construction sector; 27 in Light Engineering Products and Services sector and a few numbers in other areas.

Table 4.8 : Course Mix in Training centres in Monaragala District

Courses		Number of Courses								Total	No of NVQ accredited Courses
		DTET	**NAITA**	**VTA**	**NYSC**	**SLIATE**	**Other Public**	**Private**	**NGO**		
Agriculture	*Nursery Management & Plant propagator*			1							
	Cert in Practical Agriculture						1				
	Sub Total			**1**			**1**			**2#**	
Food Technology	*Food Management/Agriculture based Food Technology*								1		
	Sub Total								**1**	**1#**	
Gem & Jewellery	*Gem Cutting & Polishing*		1								
	Jwellery Maker								1		
	Sub Total		**1**						**1**	**2#**	
Hotels & Tourism	*Professional/Craft level Cookery*			1							
	Ecotourism & Hotel Industry								1		
	Sub Total			**1**					**1**	**2#**	
ICT	*Computer Application Assistant*	1	1	3				4	2		2
	Computer Hardware			1							
	Computer Web /Graphiic Designing/Autocad/Desktop publishing							3			
	ICT(Certificate Level)/NCICT			1	1				3		
	ICT (Diploma)/NDICT	1									
	Basic Computing and Introduction to							5			

	Computers/ICDL										
	Sub Total	**2**	**1**	**5**	**1**			**12**	**5**	**26#**	**2***
Construction	*Carpenter (furniture/building)*	1	2	4	1				1		5
	Draftsmanship	2									
	Mason	1	2	1					1		
	NCT- Civil	1									
	Quantity Surveying	1									
	Sub Total	**6**	**4**	**5**	**1**				**2**	**18#**	**5***
Light Engineering Products & Services	*Radio,TV & Allied Eq repairer/Electronic Trades*			2					1		1
	Household app repairer/Electrical Trades/Electrician/	1		5	1				2		3
	Motor Winder			1							
	Refrigeration & A/C Mechanic			1							
	Welder			2	1				2		3
	Fitter (Machinist)			1							
	Automobile Mechanic	1	1	1	1				1		2
	Automobile Electrician										
	Motor Cycle & Three Wheeler Mechanics			1					1		1
	Sub Total	**2**	**1**	**14**	**3**				**7**	**27#**	**10***
Leather & Footwear	*Leather Product Maker/ Footwear Technology*	1									
	Sub Total	1								1	
Business & Office Management	*NC Accounting*	1									
	Secretarial Practice/Short Hand & Typing(Sinhalese & Tamil)	2	1								
	Sub Total	**3**	**1**							**4#**	
Textiles & Garments	*Dress Making/tailoring*		2	7	1				1		**1**
	Sewing Machine operator/Mechanics			2							
	Sub Total		**2**	**9**	**1**				**1**	**13#**	**1***
Health and Personal Care	*Beauticians/ Bridal Dressing*			1							
	Hair Stylist			1							
	Sub Total			**2**						**2#**	

Language	*Certificate in English*	2									
	Sub Total	**2**								**2#**	
	Grand Total	**16**	**10**	**37**	**6**	**0**	**1**	**12**	**18**	**100#**	**18***

Source: TVET Guide – 2011 and data from TVEC Data Base.

4.5 Annual Training Outputs from TVET Providers

(a) Annual Training Outputs from TVET Providers in Southern Province in 2010

Table 4.9 shows that a total number of 19,535 youth were recruited for technical and vocational training in the training organizations in the Southern province and 50.1 per cent of them were females. 52.7 per cent of a total number of 14,839 training completers were females in the year 2010. It has to be noted that the number of training completers in a given year includes some of the recruits in previous years in courses of different durations. The higher percentage of females in the total intake in Southern province was due to higher percentages of females recruited in NAITA (63.8 per cent), NYSC (63.8 per cent) and private and NGO operated training institutions (51.3 per cent) of their total recruitments. In the other organizations, males outnumber females in the intake.

Table 4.9 also indicates that Private and NGO sponsored training institutes had the highest intake of 29.4 per cent, followed by VTA with 28.8 per cent, NAITA with 20.6 per cent, DTET with 7.1 per cent, NIBM with 6.9 per cent and NYSC with 5.1 per cent. NIFNE recruits 2.1 per cent of total enrolment. Incidentally, the highest number of recruitments at the Vocational Training Authority in 2010 was recorded in the Southern province. The training at NAITA is categorized as Institutional Training, Enterprise Based Craft Apprentices Training and Situational Training and the highest number of intake was recorded for the situational training. In the year 2010, the second highest number of intake in Institutional training was in Southern province with highest number in the Western province.

The total number of recruitments as reported by 33 numbers of private and NGO sponsored training institutes in the Southern province in 2010 comprised 55.8 per cent enrolled in ICT courses(TVEC Database-2011).

Table 4.9: Recruitments and Completions in Training Organizations in Southern Province in 2010

Institute	No. Recruited			No. Completed		
	Male	Female	Total	Male	Female	Total
National Apprentice and Industrial Training Authority (NAITA)	1,459	2,574 (63.8%)	4,033	1,246	2,889 (69.9%)	4,135
Vocational Training Authority (VTA)	3,322	2,298 (40.9%)	5,620	2,755	2,004 (42.1%)	4,759
Department of Technical Education and Training (DTET)	834	560 (40.2%)	1,394	653	461 (41.4%)	1,114
National Youth Service Council (NYSC)	334	654 (66.2%)	988	290	543 (65.2%)	833
National Institute of Fisheries and Nautical Engineering	332	70 (17.4%)	402	316	68 (17.7%)	384
National Institute of Business Management (NIBM)	678	665 (49.5%)	1,343	126	170 (57.4%)	296
Private and NGO sponsored Training Institutes	2,802	2,953 (51.3%)	5,755	1,637	1,681 (50.7%)	3,318
Total in Southern Province	9,761	9,774	19,535	7,023	7,816	14,839
Gender Percentages in SP	49.9	50.1	100	47.3	52.7	100
As a % of the total in the country						

*Sources: Data Available @ TVEC Database. Note: Completions include the intake of previous years for courses of different duration. * Excluding In-Plant training*

The annual recruitments and completions of courses in the vocational training institutes in Southern province in 2010 by district are shown in Table 4.10. The highest percentage of total intake in the province was in Galle district with 50.8 followed by Matara district with 29.0 and Hambantota district with 20.2. VTA had recruited the highest number of trainees in Galle and Hambantota districts while Private sector training institutes lead in recruitments in Matara distict in 2010.

Table 4.10: Recruitments and Completions in Training Organizations by District in Southern Province in 2010

	Galle		Matara		Hambantota		Southern Province	
Training Provider	**No Recruited**	**No Completed**	**No Recruited**	**No Completed**	**No Recruited**	**No Completed**	**No Recruited**	**No Completed**
NAITA	1,638	1,572	1,376	1,395	1,019	1,168	4,033	4,135
VTA	3,108	2,734	1,212	1,018	1,300	1,007	5,620	4,759
DTET	674	583	291	247	429	284	1,394	1,114
NYSC	547	419	257	244	184	170	988	833
NIFNE	14	14			388	370	402	384
NIBM	1,343	296					1,343	296
Private& NGO	2,592	1,824	2,530	1,052	633	442	5,755	3,318
Total	9,916	7,442	5,666	3,956	3,953	3,441	19,535	14,839
% of Total in SP	50.8	50.1	29.0	26.7	20.2	23.2	100	100

*Sources: Data Available @ TVEC Database. Note: Completions include the intake of previous years for courses of different duration. * Excluding In-Plant training*

(b) Annual Training Outputs from TVET Providers in Monaragala District in 2010

Table 4.11 shows that in 2010, a total of 1,468 youth were recruited for technical and vocational training in the five selected public sector training organizations in the Monaragala district. 53.8 per cent of the total recruits are females. 51.1 per cent of a total of 852 training completers in the year 2010 are males. It has to be noted that the number of training completers in a given year includes some of the recruits in previous years in courses of different durations. The 67.8 per cent of total recruitments in NAITA are females in 2010.

The number of intake for training in the five public sector training institutions in Monaragala district stood at 1.8 per cent and the number completed training at 1.3 per cent of the country's total figures.

Table 4.11: Recruitments and Completions in Selected Leading Public sector Training Organizations in Monaragala District in 2010

Institute	No. Recruited			No. Completed		
	Male	Female	Total	Male	Female	Total
National Apprentice and Industrial Training Authority (NAITA)	209	426	635	82	132	214
Vocational Training Authority (VTA)	390	293	683	306	229	535
Department of Technical Education and Training (DTET)	42	48	90	24	35	59
National Youth Service Council (NYSC)	37	23	60	23	21	44
Total in Monaragala District	678	790	1,468	435	417	852
Total in Sri Lanka	49,042	34,104	83,146	37,163	27,058	64,221
As a % of the total in the country	1.4	2.3	1.8	1.2	1.5	1.3

Sources: Data Available @ TVEC Database. Note: Completions include the intake of previous years for courses of different duration.

4.6 Index of Opportunity for TVET

- Index of opportunity – total annual intake of trainees into TVET as a percentage of total number of students leaving the school system each year (dropouts + those completing primary, lower and upper secondary and not going on to further education).

(a) Index of Opportunity for TVET in the Southern Province and its Districts in 2010

Considering the total recruitments in training institutions in the Southern province in 2010 as 19,535 and the total number of potential customers available for TVET as 29,542, the index of opportunity for the province works out to be 66.1 per cent (Refer Table 4.12). This implies that the TVET sector has been able to attract the majority of the eligible youth, suggesting either that the social marketing and career guidance activities carried out are effective or else the present capacity of training institutions is adequate to match the aspirations of the majority. Table 4.9 shows the Indices of Opportunity for TVET sector worked out for the three district and the whole Southern province. Galle district fared well with 81.0 per cent while Matara and Hambantota lagged behind by 25.3 and 31.0 per cent respectively. However, almost 44 to 50 per cent of the eligible youth in Matara and Hambantota districts are yet to be attracted to the TVET sector.

Table 4.12: Total Number of Students Available for TVET Sector in 2010

Category	Galle	Matara	Hambantota	Sub Total
Number at G.C.E (O/L) failed to qualify for G.C.E (A/L)	8,087	6,637	5,474	20,198
No Failed at G.C.E(A/L) to Qualify for university Entrance	4,094	3,562	2,570	10,226
Assuming 80% of G.C.E (A/L) Qualified to enter University but not Selected	5,790	4,556	2,864	13,210
Total not Qualified for higher level of education	17,971	14,755	10,908	43,634
Assuming 60% Of above Students opt not to Continue & Leave Schools	10,783	8,853	6,545	26,181
School drop Outs from Grade 8 to Grade 11	1,460	1,316	585	3,361
Total	12,243	10,169	7,130	29,542
Total intakes in Training Institutes	9,916	5,666	3,953	19,535
Index of Opportunity for TVET	81.0 %	55.7%	50.0%	66.1%
No enrolled in IT courses in Private Sector	1,148	1,525	540	3,213

Index of Opportunity for TVET barring those enrolled in IT courses	71.6%	40.7%	47.9%	55.3%

Source: Worked out from the data available

(b) Index of Opportunity for TVET in the Monaragala District in 2010

Considering the total number of recruitments to public training institutions in the Monaragala district in 2010 as 1,468; As indicated in Table 4.13 the total number of potential customers in Monaragala district available for TVET is 6,024. The index of opportunity for the district works out to be only 24.4 per cent, suggesting more effort is needed to attract the eligible youth to the TVET sector.

Table 4.13: Number of Eligible Customers for TVET system in Monaragala District

Category	Sub Total
Number at G.C.E (O/L) failed to qualify for G.C.E (A/L)	4,944
No Failed at G.C.E(A/L) to Qualify for university Entrance	1,383
Assuming 85% of G.C.E (A/L) Qualified to enter University but not Selected-2216x85%	1,884
Total not Qualified for higher level of education	8,211
Assuming 60% Of above Students opt not to Continue & Leave Schools	4,927
School drop Outs from Grade 8 to Grade 11	1,097
Total Eligible for TVET	6,024

4.7 Availability of Assessors and Teachers in the Southern province

4.7.1 Availability of NVQ Assessors

Out of 666 numbers of courses conducted in the three districts, Galle, Matara, Hambantota, by the training institutions registered at TVEC, only 136 of courses are accredited by TVEC (as at end of September) which will permit certification of students at relevant NVQ levels.

Students are assessed by assessors registered in the TVEC for the respective occupations (level 1-4) or field of study (level 5 & 6), who had no involvement in the training process of the students to be assessed. Institution has to select two registered assessors from the data base of assessors maintained by the TVEC; for a given occupation or occupational area; one acting as an assessor and the other as a verifier. Both assessor and verifier need to be physically present for assessment of NVQ 4 and above and whereas for assessments for NVQ level 3 and below, the verifier has to check the assessment documentary evidence and certify. The NVQ level 5 and 6 qualifications may require the appointment of additional specialist assessors for a particular area. Thus assessment plays a major role in delivery of training. For timely certification of trainees for the award of NVQ, trained, qualified and licensed assessors are a requirement. To ensure fair and qualitative assessments of candidates, a code of ethics for the assessors too has been introduced by TVEC.

(a) Availability of NVQ Assessors by District in Southern Province

Table 4.14 shows the availability of assessors in the three districts Galle, Matara and Hambantota, based on data taken from the register of authorized assessors maintained at TVEC. Table shows, currently, in the Southern province, there are a total of 201 trained assessors for 50 occupational areas. 43 of these assessors are still on probation implying that they are expected to complete minimum of 5 assessments to qualify for licentiateship. The distribution of assessors by district –wise are 103 for 43 occupational areas in Galle, 61 in Matara for 27 occupations, and 32 in Hambantota for only 17 occupations respectively. In comparison there are 1,040 registered assessors for 81 occupations or occupational areas in the country as per TVEC data.

However, considering the possibility of an occupationally qualified and experienced individual can be trained to assess a maximum of three occupations in a relevant occupational area, the number of qualified and trained individuals actually available are less than the number indicated in the register of assessors maintained in the TVEC. Thus there are only 58, 42 and 22 individual assessors in Galle. Matara and Hambantota districts respectively, totaling to 122 numbers of assessors.

The training institutes in three districts in Southern province may look for assessors outside the district and province. Apparently there is a dearth of registered and licensed assessors in the province and in the country as well, delaying the process of certification of trainees. Assessor training is now a continuous and regular training activity of the University of Vocational Technology done in collaboration with TVEC as a remedial measure to overcome the scarcity of qualified assessors for NVQ certification.

Table 4.14: Availability of Assessors for NVQ Certification in Southern Province (as at 30th of June, 2011)

Occupational Area		Galle	Matara	Hambantota	Remarks
1.	Woodcraftsman (Building)	2		4	2 in Probation
2.	Woodcraftsman (Furniture)	2	1	4	2 in Probation
3.	Computer Application Assistant	14	6	2	3 in probation
4.	Computer Graphic Designer	3	1		
5.	Computer Hardware	4	2		2 in probation
6.	Computer Network Technician	3	2	1	1 in probation
7.	Desktop Publisher	2			
8.	Construction Site Supervisor	1			in probation
9.	Electrician	6	9	4	5 in probation
10.	Beautician	1	2	1	1 in probation
11.	Hairstylist	1	2	1	1 in probation
12.	Household Electrical Appliance	2	2		

	Repairer				
13.	Machinist	5	5		3 in probation
14.	Plumber	1		2	
15.	Radio, TV and Allied Equipment Repairer	3	1		1 in probation
16.	Refrigeration & Air Conditioning Mechanic	2	2	1	1 in probation
17.	Welder	8	3	2	1 in probation
18.	Automobile Electrician	2	1		
19.	Automobile Mechanic	4	2	1	1 in probation
20.	Automobile A/C Mechanic	1			
21.	Painter (Building)	1			
22.	Tool & Die Maker	1	1		
23.	Automobile Tinker	1		1	
24.	Automobile Painter			1	
25.	Electric Motor Winder	3	3	1	
26.	Pneumatic Technician	1			
27.	Motorcycle Mechanic	4	3		1 in probation
28.	Industrial Sewing Machine Operator	4	3	1	1 in probation
29.	Tailor		1	1	
30.	Production Supervisor	3			1 in probation
31.	Jewellery Maker (Goldsmith)	2			
32.	Jewellery Stone Setter	2			
33.	Fabricator Metal		3		2 in probation
34.	Baker	1			
35.	Rubber Processing Machine Operator	1			
36.	Bar Bender		1		
37.	Construction Craftsman	2		4	3 in probation
38.	Quality Controller	4	1		2 in probation
39.	Three Wheeler Mechanic	1			
40.	Out Board Motor Mechanic		1		
41.	Survey Field Assistant	1			in probation
42.	Waiter/Steward	1			
43.	Bartender	1			
44.	Cook	1			
45.	Fabric cutter	1			in probation

46.	Solid Waste Operational Assistant	3			3 in probation
47.	Work Study Officer		1		in probation
48.	Aluminum Fabricator	1			in probation
49.	Fitter		1		in probation
Total		**108(58)**	**61(42)**	**32(22)**	**43**
Total in Southern province			**201(122)**		

Source: TVEC Database as @ 30th June, 2011

(b) Availability of NVQ Assessors by District in Uva Province

Table 4.15 shows that there are a total of 61 assessors for NVQ certification in Uva province for 23 occupations and occupational areas. In Monaragala district only 7 assessors are available for 5 occupations.

Table 4.15 : Availability of NVQ Assessors by District in the Uva Province

	Occupational Area	Badulla	Monaragala
1	Baker	1	
2	Leather and Footwear	2	
3	Fabricator Metal		1
4	Welder	3	
5	Machinist	1	2
6	Radio, TV and Allied Equipment Repairer	1	
7	Electrician	6	
8	Household Electrical Appliance Repairer	3	
9	Electric Motor Winder	2	
10	Plumber	4	
11	Bar Bender		1
12	Painter Building	1	
13	Aluminium Fabricator	1	
14	Wood Craftsman (Building)	4	
15	Construction Craftsman(Mason)	3	1
16	Construction Site Supervisor	1	
17	Wood Craftsman (Furniture)	2	

18	Automobile Electrician	1	
19	Automobile Mechanic	7	
20	Automobile Painter	1	
21	Automobile Tinker	1	
22	Motor Cycle Mechanic	2	
23	Computer Hardware Technician	1	
24	Computer Net work Technician	1	
25	Computer Application Assistant	1	2
26	Pre-school Teacher	1	
27	Beautician	1	
28	Hair Stylist	1	
29	Municipal Solid Waste Operation Assistant	1	
	Total Number of Assessors	**54**	**7**

Source: TVEC Database as @ 14th September, 2011

4.7.2 Availability of Teachers/ Trainers in the Vocational Training Centres

Table 4.16 shows that the total number of teachers involved in vocational training in all training centres in the Southern province registered at TVEC is around 640. The Student/ Teacher ratio in TVET in Southern province works out be around 29.7, while Hambantota district has the lowest STR of 20.4 among the three districts. The recommended STR for craft level vocational training is around 15.0, however as the higher number of courses with large number of students' enrollment are in ICT courses, in which less number of teachers can handle more students resulting a higher values for respective STRs.

Table 4.16: Number of Vocational Teachers by District in Southern Province

District/Province	Number of Teachers	Number of Students	Student/Teacher Ratio
Galle	307	9,902	32.2
Matara	162	5,666	35.0
Hambantota	175	3,565	20.4
Southern Province	644	19,133	29.7

Source: TVEC Database as @ Sept, 2011

4.8 Extent of Implementation of NVQ Framework in the Southern Province

4.8.1 NVQ Certified Skilled Manpower in the Province

Table 4.17 shows that out of 1,872 the total number of NVQ certificates in 26 vocations, issued in Galle district, over 53 per cent are from VTA followed by DTET with 19.1 per cent. The share of total number of certificates of NAITA is 18.4 per cent and 8.7 per cent are from private training providers. There are none by NYSC implying the non accreditation yet, of courses conducted by training centres under NYSC in the district. Computer Application Assistant, Welder, Computer Hardware Technician and Refrigeration and Air Conditioning Mechanic are the four vocations in the descending order, where over 100 numbers each of skilled persons are NVQ certified by training institutes in the district.

Table 4.17: NVQ Certified Skilled Personnel in the Galle District (by Occupation and Training Provider)

	VTA	NAITA	DTET	NYSC	Private	Total
Computer App Assistant	136	228	85		108	557
Welder	49	13	158			220
Computer Hardware Technician	32	63	13			108
Ref & AC Mechanic	74		26			100
Baker	88					88
Beautician	86					86
Electrician	78					78
Radio, TV & Allied Equipment Repairer	58		19			77
Automobile Mechanic	66					66
Motor Cycle Mechanic	66					66
Hair Stylist	55					55
Construction Craftsman Masonry	35	01			16	52

	VTA	NAITA	DTET	NYSC	Private	Total
Electric Motor Winder	45					45
Jewellery Stone Setter	42					42
Wood Craftsman (Furniture)	38		03			41
Aluminium Fabricator	40					40
Computer Network Technician		04	35			39
Computer Graphic Designer	06				28	34
Desktop Publisher		24				24
Plumber			15			15
Wood Craftsman Building					11	11
Household Electrical Appliances Repairer		09				09
ISMO	08					08
Machinist	04		04			08
Jewellery Maker		02				02
Automobile Electrician	01					01
Total	**1,007**	**344**	**358**	**0**	**163**	**1,872**
Percentage	**53.8**	**18.4**	**19.1**	**0**	**8.7**	**100**

Source: TVEC Data base as at 31st March, 2011

Table 4.18 shows that in Matara district, a total of 1,494 NVQ certificates in 18 vocations have been issued. A highest number of NVQ certificates in the district are issued by VTA with 715 (47.8 per cent) in 15 vocations, followed by private sector training institutes with 405 (27.1 per cent) in 5 vocations. NYSC has issued 192(12.9 per cent) NVQ certificates in 3 vocations, NAITA has issued 105 certificates (7.1 per cent) but only in one vocation i.e. Computer Application Assistant. DTET has the lowest number of 76(5.1 per cent) in 4 vocations of the total number of certificates issued in the district. Computer Application Assistant, Beautician, Aluminium Fabricator, Construction Craftsman, Hair Stylist, Motor Cycle Mechanic, Wood Craftsman (Building) and Electrician are the 8 vocations in the descending order, where over 100 numbers each of skilled personnel are NVQ certified through Training providers in Matara district.

Table 4.18: NVQ Certified Skilled Personnel in the Matara District (by Occupation and Training Provider)

	VTA	NAITA	DTET	NYSC	Private	Total
Computer App Assistant	175	106	52	19		352
Beautician	67			93		160
Aluminium Fabricator	22				114	136
Cons Craftsman Masonry	25				110	135
Hair Stylist	47			80		127
Motor Cycle Mechanic	123					123
	VTA	**NAITA**	**DTET**	**NYSC**	**Private**	**Total**
Wood Craftsman Building					115	115
Electrician	65				47	112
Welder	55		14			69
Jewellery Stone Setter	34					34
Wood Craftsman (Furniture)	12				19	31
Baker	26					26
Jewellery Maker	26					26
Automobile Tinker	23					23
Plumber	10					10
Machinist			05			05
Ref & AC Mechanic	05					05
Auto Mechanic			05			05
Total	**715**	**106**	**76**	**192**	**405**	**1,494**
	47.8	**7.1**	**5.1**	**12.9**	**27.1**	**100**

Source: TVEC Data base as at 31st March, 2011

Table 4.19 shows that in Hambantota district, a total of 816 NVQ certificates in 18 vocations have been issued. VTA is again the leading training organizations in certifying the highest number of candidates with 544 numbers (66.6 per cent) in 16 vocations, followed by DTET and NAITA each with 74 numbers (9.1 per cent each) in 4 and 5 vocations respectively. NYSC has issued 64 (7.8 per cent) NVQ certificates in 4 vocations. Through Private sector training institutes, 60 (7.4 per cent) NVQ certificates in 5 vocations have been issued. Welder, Computer Application Assistant are the 2 vocations in the descending order, where over 100 numbers each of NVQ certificates have been issued through Training providers in the district.

Table 4.19: NVQ Certified Skilled Personnel in the Hambantota District (by Occupation and Training Provider)

	VTA	**NAITA**	**DTET**	**NYSC**	**Private**	**Total**
Welder	95		44	04		**143**
Computer App Assistant	71	33			07	**111**
Cons Craftsman Masonry	67	09			16	**92**
Wood Craftsman (Furniture)	67	13		04		**84**
	VTA	**NAITA**	**DTET**	**NYSC**	**Private**	**Total**
Auto Mechanic	24			31	09	**64**
ISMO	52					**52**
Motor Cycle Mechanic	23			25		**48**
Wood Craftsman Building	16				18	**34**
Plumber	32					**32**
Ref & AC Mechanic	13		16			**29**
Jewellery Maker	22	06				**28**
Machinist			14		10	**24**
Computer Graphic Designer	15					**15**
Aluminum Fabricator	15					**15**
Baker	13					**13**
Radio, TV & Allied Equipment		13				**13**

Repairer						
Automobile Tinker	10					**10**
Beautician	09					**09**
Total	**544**	**74**	**74**	**64**	**60**	**816**
	66.6	**9.1**	**9.1**	**7.8**	**7.4**	**100**

Source: TVEC Data base as at 31st March, 2011

4.8.2 Comparison of Number of NVQ Certificates Issued through Training Providers in Southern Province with that of the Country

A total number of 39,683 NVQ certificates have been issued in the country till 31st March, 2011 in 50 numbers of Vocations or Vocational areas. Table 4.20 shows that the number in the Southern province is 4,182 (10.5 per cent) in 27 vocations or vocational areas. Computer Application Assistant, Welder, Construction Craftsman, Beautician, Motorcycle Mechanic, Aluminium Fabricator, Electrician, Hair Stylist, Wood Craftsman (Building) and Wood Craftsman (Furniture) are the 10 leading Vocations in the Southern province with highest number of NVQ Qualified skilled persons in the descending order.

Table 4.20: Number of NVQ Certificates Issued in the Southern Province and in the Country by Vocation

	Vocation or Vocational Area	**Galle**	**Matara**	**Hambantota**	**Southern Province**	**Total in Sri Lanka**
1	Computer App Assistant	557	352	111	920	**6,661**
2	Baker	88	26	13	127	**4,138**
3	Beautician	86	160	09	255	**3,746**
4	Welder	220	69	143	432	**3,018**
5	Hair Stylist	55	127		182	**2,843**
6	Electrician	78	112		190	**2,643**
7	Auto Mechanic	66	05	64	135	**2,598**
8	Wood Craftsman (Furniture)	41	31	84	156	**2,002**
9	Cons Craftsman Masonry	52	135	92	279	**1,711**
10	Motor Cycle Mechanic	66	123	48	237	**1,445**
11	Ref & AC Mechanic	100	05	29	134	**1,429**

12	Computer Hardware Technician	108			108	**976**
13	Aluminum Fabricator	40	136	15	191	**812**
14	Computer Graphic Designer	34		15	49	**769**
15	Radio, TV & Allied Equipment Repairer	77		13	90	**615**
16	Machinist	08	05	24	37	**530**
17	Plumber	15	10	32	57	**487**
18	Wood Craftsman Building	11	115	34	160	**486**
19	Electric Motor Winder	45			45	**471**
20	ISMO	08		52	60	**465**
21	Automobile Painter					**302**
22	Household Electrical Appliances Repairer	09			09	**223**
23	Automobile AC Mechanic					**182**
24	Nurse Assistant					**141**
25	Litho Machine Operator					**136**
26	Automobile Electrician	01			01	**134**
27	Jewellery Stone Setter	42	34		76	**126**
28	Desk Top Publisher	24			24	**125**
29	Automobile Tinker		23	10	33	**115**
30	Jewellery Maker	02	26	28	56	**110**
31	Fabricator(Metal)					**83**
32	Information & Communication Technology					**52**
33	Computer Network Technician	39			39	**47**
34	Leather Footwear Maker					**38**
35	Information & Communication					**33**

	Technology					
36	Tailor					**21**
37	Automobile Technology					**21**
38	Construction Technology					**15**
39	Painter(Buildings)					**12**
40	Tool & Die Maker					**10**
41	Mechatronics Technology					**10**
42	Bar Bender					**09**
43	Refrigeration & Air Conditioning					**09**
44	Farm Machinery Technology					**08**
45	Welding Technology					**08**
46	Store Keeper					**08**
47	Production Technology					**07**
48	Fruit& Vegetable Processor					**06**
49	Work Study Officer					**05**
50	Boiler Operator					**02**
	Total/(No of Vocations)	**1,872 (26)**	**1,494 (18)**	**816 (18)**	**4,182 (27)**	**39,843 (50)**
	Percentages	**4.4**	**3.8**	**2.0**	**10.2**	

Source: TVEC Data base as at 31st March, 2011. Figures shown in the brackets are the number of vocations or vocational areas.

4.8.3 Availability of National Skills Standards for Related Vocations in the Economic Sectors Existing in the Southern Province

The following economic sectors and their relevant sub sectors were identified by the stake-holder participants in the planning workshops held in Galle, Matara and Hambantota districts as the first step in developing the Vocational Education and Training Plan for the Southern province. Under each identified sector, observation has been made as to the current availability of the National Skills Standards for the information of training providers interested in catering to human resource and skills requirements in such sectors. A National Skills Standard could essentially be a launching pad for any training provider in planning and offering a training programme in a given vocation or vocational area. It is expected that this information will also be helpful for the agencies entrusted with the responsibility and task of developing National Skills Standards and related Curricula to identify the need, if any and initiate the necessary actions to develop such standards.

(a) Economic Sector_ Agriculture

Related NCSs Availability – Landscaper, Fruit & Vegetable Processor, Plant Nursery Development Assistant, Agricultural Equipment Mechanic, Pest Controller, Field Officer Rubber, Farm Machinery Technology, Boiler Operator

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(b) Economic Sector _Fisheries

Related NCSs availability – Out Board Motor Mechanic; Refrigiration & Air Conditioning Mechnic, (Fishing Technician and Boat Building Technician are being developed as@ Sept, 2011)

(c) Economic Sector_ Livestock

Related NCSs availability – none, (Dairy Farm Assistant is being developed)

(d) Economic Sector _Hotels and Tourism

Related NCSs availability - Bartender, Steward, Room Attendant, Cook, Receptionist, Cashier, Wharf Clerk, Store Keeper,

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(e) Economic Sector _ Construction

Related NCSs availability – Construction Craftsman(Masonry), Wood Craftsman (Building/Furniture), Industrial Plumber, Electrician, Refrigeration & air-conditioning

Mechanic, Aluminum Fabricator, Bar Bender, Landscaper, Construction Equipment Mechanic/ Operator, Construction Site Supervisor , Draughts person, Road Construction Craftsman, Store Keeper, Painter (building), Assistant Quantity Surveyor, Laboratory Assistant, Construction Technology, Quantity Surveying/Operator

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(f) Economic Sector_ Livelihood Occupations – Micro, Small/ Cottage Industries

Related NCSs availability – Welder, Footwear Maker, Beautician, Hair Dresser, Photographer, Pre-School Teacher, Cook, Draughts Person, Construction Craftsman, Plumber, Motor Winder, Jewellary Maker, Ref & AC mechanic, Wood Craftsman, Baker, Radio, TV and Allied Equipment Repairer

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(g) Economic Sector _ Textiles, Garments and Handloom

Related NCSs availability - Fabric Cutter, Pattern Maker (Apparel Production), Tailor, Fabric Inspector, Production Supervisor (Sewing), Quality Controller (Apparel Production), Computer Aided Colour Matcher, Sewing Machine Mechanic, Work Study Officer, Industrial Sewing Machine Operator, Merchandiser

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(h) Economic Sector_ Light Engineering/ Products & Services

Related NCSs availability - Aluminum Fabricator, Auto Electrician, Auto A/C mechanic, Auto Painter, Auto Tinker, Electric Motor Winder, Household Electrical Appliances Equipment Repairer, Tool & Die Maker, Welder, Three Wheeler Mechanic, Agricultural Equipment Mechanic, Outboard Motor Mechanic, Fitter, Ref & Air Conditioning Mechanic, Metal Fabricator, TV, Radio Allied equipment repairer, Municipal Solid Waste Operation Assistant, Industrial Plumber, Industrial Electrician, Industrial Electronic Craftsman, Machinist and Pneumatic Technician

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(g) Economic Sector_ Transport and Related Development Projects

Related NCSs availability – Road Construction Craftsman, Road Construction Site Equipment Operator, Auto Mechanic, Three Wheeler Mechanic, Motor Cycle Mechanic, Outboard echanic Aluminum Fabricator, Auto Electrician, Auto A/C mechanic, Auto Painter, Auto Tinker, Electric Motor Winder, Fitter, Industrial Electronic Craftsman,

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4.9 Training Provision for Special Groups

TVEC has developed policies in skills development for vulnerable people for implementation by TVET providers. The purpose is to create a harmonious and inclusive society where all citizens participate and benefit from social and economic services available in the country. TVET is well accepted as a poverty reduction strategy. The vulnerable or underprivileged groups need special attention to bring them into mainstream economic process in order to improve their quality of life. The TVEC policies suggest providing them with appropriate life skills, livelihood skills and vocational training thus enabling them to become partners in the national economic processes.

The policy document has identified 6 groups of people as vulnerable. They are the Disadvantaged Women, especially those heading households; People with Disabilities (Mental & Physical), Disadvantaged Youth (including School Dropouts and Former Child Labour); Poor (including people in plantation areas, rural and urban poor); Persons affected by Conflict [including Internally Disabled Persons (IDPs) and ex-combatants] and Migrant Workers.

The strategies suggested in the TVEC policy document are:

Increasing training providers' responsiveness; flexible training delivery; creating enable physical environment; training capacity enhancement; increasing training centres in the provinces; institutionalizing pro-poor approach in enrollment; and providing post training support. TVEC has also commenced a grants scheme in order to strengthen training delivery for vulnerable groups.

4.9.1 Vocational Training and Employment for Disabled People in Southern Province

3.3 per cent of the total number of Disabled Population aged 10 year and over, in the country has received vocational training after they became disabled. The percentage distribution was quite similar for both sexes. A significant number of males have taken machinery wood carving/carpentry and tailoring as vocational training. Highest proportions of females trained were as tailors (DCS-2001).

The Ministry of Social Service has taken action to find employment for persons with disabilities in the public and private sectors wherever possible. Thirteen vocational training centers in the country have been started with courses relating to 33 fields of employment are conducted. Annually 500 trainees are selected for training and a set of tools supplied to those who have successfully finished the training course. The government mandated that 3 per cent of all public sector workforces are to be made up of persons with disabilities, though it has been said that the measure is insufficient. Despite government efforts to provide vocational training opportunities, set up trusts, and provide start-up funds for trained persons with disabilities, it has yet to integrate relevant international labor standards for vocational rehabilitation and employment of persons with disabilities (Country Profile on Disability, JICA March -2002).

There is a vocational training center in Hambantota district directly managed by the Department of Social Services in which persons with disabilities aged 16 to 35 are trained. Residential facilities, raw materials, uniforms, a daily stipend of Rs.110 per day per head and accommodation are given to trainees free of charge in this centre. The courses offered are in agriculture, carpentry, tailoring, handicrafts, industrial sewing machine operation, bakery and pastry, food technology, music and dancing. Once the training programs are successfully completed, a tool-kit is also provided to start self-employment. The same equipment is being given to, trainees with disabilities, receiving services in centres run by NGOs with the financial assistance of the department.

There are a total of 9 organizations in Galle district of which two are run by public sector, 15 in

Matara district of which six are run by government and a institute in Hambantota district under Department of Social Services. However only a few number of organizations are delivering vocational training and thereby qualify for the TVEC grants scheme for strengthening training for vulnerable groups. TVEC has already disbursed funds to the value 1.2 million in Southern province.

4.9.2 Vocational Training in Tamil Medium

Vocational training is presently not offered in Tamil medium in Southern province by any of the training institutes registered at TVEC as per its database. Table 4.21 shows that 2.8 per cent of total enrollment of students in schools in Southern province in 2010 , was for learning in Tamil medium, in a total of about 36 Tamil medium schools. Highest share of enrollment (4.3 per cent) and highest share of admissions (5.3 per cent) to Grade 1 in Tamil medium schools were in Matara district.

Initially, for equal accessibility of Vocational training for ethnic groups in Southern province , a few existing training centres strategically located in Matara district may have to offer training courses in Tamil medium. This will cater the school leavers from Tamil medium schools, thus increasing their accessibility to vocational training. The location could be in Deniyaya as (Deniyaya as an educational zone covers Kotapola, Pasgoda and Pitabeddara DS divisions which have the highest Tamil/estate population in Matara district).

Table 4.21: Students of Tamil Medium of Study by District- Southern Province in 2010

District	No of Students Tamil Medium	Total enrolment in Schools	Percentage of Total enrolment in District	Admission to Grade1Tamil Medium	Admission to Grade1	No of Tamil Medium Schools
Galle	4,905	217,676	(2.3%)	426 (2.3%)	18,141	13
Matara	6,915	160,489	(4.3%)	687 (5.3%)	13,079	15
Hambantota	2,445	126,006	(1.9%)	225 (2.1%)	10,763	8
SP	14,265	504,171	(2.8%)	1,338 (3.2%0	41,983	36

Source: Ministry of Education -2010

4.10 Issues and Concerns in Human Resource Development in the Industry Sectors Studied

This section summarizes the issues identified, in industry sector reports that could affect the training provision in the province.

4.10.1 Agriculture Related Issues

(i) **General Issues Common to All Plantations (Cinnamon, Tea, Rubber and Coconut) as Perceived by Employers**

Following issues have been referred and emphasis made on 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.
- Lack of interest of new generation to the plantation sector

(ii) **Possible Modes to be Considered in Training Provision in Plantation Sector**

- 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.

(iii) **Cinnamon Plantation Related Issues and Concerns**

Problems related to the nature of the organizational structure of the Cinnamon plantations and employing cinnamon peelers are a major hindrance to the expansion of cinnamon production. These problems are crucially linked to other difficulties surrounding attempts to modernize the traditional mode of production.

They include:

- Fragmented nature of cinnamon growing among small scale producers using old stock
- Shortage of peelers and their socioeconomic position within the industry and the wider society

- Insufficient entrepreneurial activity
- Poorly integrated measures and means of support for producers by agencies at national and local level
- Technological innovations that have yet to be taken up and tested by sufficient numbers of producers
- Outmoded and subjective standards of quality control at various stage of the production cycle

Dearth of peelers is one of the major limiting factors in the expansion of the cinnamon industry to reach the maximum potential. More than 50 per cent of the plantations in the Southern province have the problem of finding the peelers. More over peelers are demanding 50 per cent share, and peeling and selling is done by them. This hampers the quality of the production, since peelers interest lie on quantity rather than the quality of production.

New trend is to set up cinnamon industry to produce certified cinnamon to meet the emerging world demand. The need to comply with ISO and HAACP certifications to compete in the global market is expected to push the boundaries of the cinnamon industry, focusing on the development of plantations, factories and businesses along with necessary human resources development. This has already resulted in introducing factory based cinnamon processing incorporating the machine based cinnamon processing, bringing a new outlook to the entire cinnamon industry.

4.10.2 Fisheries Sector Related Issues and Concerns

The training requirements could be classified as (a) Training for improvement of production and productivity and (b) Training for value addition. The value addition and productivity improvement may entail both adaptation of new technology and skills upgrading.

Most of the fishers enter into fishing occupation mainly because their fathers are or have been fishers and thus this is an occupation passed down from father to son. They are hardly exposed to any training and lack in knowledge in new fishing technologies. In coastal fishing, the fishers need to have knowledge on engine repairing, boat operation and maintenance, fishing gear technologies, and also knowledge in finding the fishing grounds and navigations. As such provision of training in the above fields is vital to boost the marine fish production by day boats.

In off shore fishing, there are other opportunities being created in the multi-day fishing sector, with a national program envisaging in upgrading of existing multi-day boats in long line fishing for tuna and other exportable fish. The upgrading will include installation of new engines, introduction of inbuilt cooling systems such as chilled baths (CSW) and refrigeration (RSW) instead of use of ice, satellite fish finding system, navigation system and advanced long line fishing system etc.

Also the new policies in the sector encourage use of log books in all Multi-day boats and introduction of VMS system to vessels for observing the way point of vessels in sea. These new features will generate more opportunities for technically competent fishers in the country and these new developments will obviously create the greater opportunities for vocational and technical training in the fisheries sector.

4.10.3 Livestock Sector Related Issues and Concerns

For many years, dairy development in the Southern province has been constrained by the vicious cycle of low productivity and low profitability. The low productivity of the cows and small scale operations resulted in a relatively high unit cost for milk. This meant a low volume of sales, thin margins and low profitability. It is of no use of having a large number of animals with low production. The efficiency is much more important than the number of animals in the farm. The maximum number of animals should be determined on the basis of available feed resource base to avoid underfeeding them. Therefore, farmers should be motivated to change from extensive system to keep less number of productive animals usually of high genetic quality intensively, well managed and fed on greens, straw and concentrates. Although production costs are high, the system is sustained, because there is a guaranteed market for fresh milk. Dairy development schemes will be launched in the Southern province with above concept kept in mind to reach national targets. To increase the milk yields while improving the genetic potential, better feeding and management of the animals are utmost important. Greater emphasis should be focused on farmer training and awareness programmes to adopt new technologies in livestock husbandry. New technologies should be appropriate and relatively inexpensive and should result in a real impact on livelihoods.

Dairying is a labour intensive activity involving mainly women. Labour accounts for over 40 per cent of total cost in small holder dairy operations. Expand on dairying: Collection, transport, chilling centers, processing factories and marketing of finished products can create employment opportunities.

Future training in dairy sector will be oriented towards to uplift at least 25 per cent of farmers to intensive type of farming. The training and dissemination of information to farm women will be a critical input for the modernizing of farm production and home management. It is very interested to note that women had a keen desire to acquire knowledge on different aspects of dairy production. It is highly recommended to give adequate training and awareness to farm women in all three districts. Farm women are willing to gather information through educated people and extension workers while these sources of information are expected to be more reliable. Therefore, it can be recommended to provide formal system of training and awareness to assist women with updated information and required training.

At present youth participation in livestock production continues to be at negligible level. Therefore, it is vital to attract youth by providing training on appropriate technologies to modernize livestock industry.

(a) Opportunities and Challenges and Suggestions for Capacity Strengthening in the Province (based on responses and secondary sources)

- As per responses received, there is no indication that systematic assessment studies on capacity building skills and training needs have been conducted in the province. Moreover, the need for training in many aspects of the livestock sector has been stressed by almost all respondents, including some key chairpersons/directors of reputed institutes in the region.
- Absence of consistency in capacity building at all the levels among the various stakeholders (NGOs, private companies, farmers) involved in the livestock industry

makes involvement/intervention an opportunity and at the same time a challenging exercise.

- A challenge would be to change the attitudes and behavioral patterns of farmers.
- Some of the reputed NGOs, e.g. UNDP ART GOLD, are involved in training field staff in their project areas, and they are capable and they can join hands with other organizations to deliver the much needed capacity building needs.
- Dept. of Animal Production and Health is the key institute, therefore, all training should be oriented through DAPH. The Department of Animal Science, Faculty of Agriculture can be a potential partner.
- A training programme can be launched to popularize the fresh milk consumption among school children.
- A trainer training programme should be launched in order to improve the efficiency as well as to reduce the cost.

4.10.4 Construction Industry Related Issues and Concerns

The demand for future training in construction industry consists of two components as indicated below:

1. Training of employees required for future employment of the construction sector.
2. Further training to be provided for employees, who are already employed in the construction sector.

As the industry demands new entrants to acquire necessary skills prior to their employment, training institutes need to provide this training and such training has to be of acceptable standards. The second category of training will preferably be on short term basis for industry accepted figure of 85 percent of the estimated 19,080 craftsmen already employed in the province who never had any formal training, to enhance their skills. The provision of such advanced training in the same trade will improve their productivity and will assist to earn better wages. Some may also prefer training in other trades that are not related to the trade that they are presently employed. The purpose of such further training would be for acquisition of emerging skills in other occupations so that they could switch to different trades where demand is increasing. Such further training could be joint venture responsibility of training providers and large construction firms.

As the candidates for foreign job orders at professional and middle levels are mainly academically or professionally qualified or trained skilled and experienced personnel, the vocational training providers operating in the province have no major role to play in their training. However, much can be done by making concerted effort to analyze the reasons for country's inability to meet the foreign job offers specially at skilled and unskilled man power levels and take corrective measures in training delivery by the training providers, if found necessary.

4.10.5 Small and Cottage Industries Related Issues and Concerns

Small and Cottage Industries are considered as an economic activity undertaken largely by home-based artisans and craft workers. Analysts of employment in informal sector have noted the lack of an entrepreneurial culture and young people being reluctant to start their own businesses and generate their own employment. Only about a fifth of young jobseekers prefer to start their own business, and lack of support from family and friends and a dominant culture that values security and ease and tranquility of mind, appear to be inhibiting factors.

Common Features of Most Training Programs

Vast majority of training initiatives aim to deliver skill level training programs, apparently with two major objectives. First objective is to expand the sector (for resource exploitation due to market demand) and the second is to provide employment opportunities for those unemployed. Most training seems to have failed, as seen by the higher drop out rates of participants due to reasons not well known. Therefore, training providers must work out together to address the issues and provide entrepreneurial skills along with the provision of skills training to ensure trained participants get employment in vocational areas.

Business and industrial acumen of SCI sector is very low because almost all training programs are focused to give skill level trainings. Therefore, strategic level trainings to develop the existing SCIs is also very much important.

The Southern Provincial Industrial Development Authority in this scenario identified training needs of Diversification, Quality Packaging, Attractive and Correct Labeling uplifting Value Addition etc. and will work to cater for those requirements from 2011.

4.10.6 Textiles, Garments and Handloom Sector Related Issues and Concerns

(a) **Problems with Regard to Human Resources in Garment Sector**

One of main issues in the garment industry is the shortage of operators and their high turn over.

The country having established itself as a reliable supplier of quality garments at competitive prices, also upholds ethical practices backed by legislation, thus being identified as a producer of "garments with no guilt". The industry has been positioned as a socially responsible and preferred destination for apparel sourcing. It stands out as a reliable source that pays fair wages to its workers while discouraging sweat shops and child labor in its businesses. Environmental issues too are given precedence, thus ensuring that raw material used in the manufacturing of garments have passed all the standards specified and approved by high street customers; this has gone a long way in creating a friendlier and more sustainable environment.

Thus a new job position in garment factories has emerged to ensure that the factory complies with the said requirements in human resources management and environmental friendly practices.

There is also an increasing demand for counselors to work in the garment factories giving counseling services to the youth workers in dealing with their problems and difficulties. It is suggested that each garment factory should employ a counsellor as part of the welfare facility.

It is suggested that authorities should work to create a better image of the workers through both printed and electronic media to attract more youth to the apparel sector and reduce the labour turn over. Special courses to be designed and offered to train compliance officers.

(b) **Handloom Sector**

The following areas are to be given special focus in any development interventions to promote and upgrade this sector for sustainable livelihood of people already engaged in the sector in the Southern province. Suggestion has been made to learn from the experiences of other provinces. The recommendation is to provide skills development and technology transfer programmes in collaboration and partnership with NGOs and Governmental and partner organization.

(a) Quality Improvement
(b) Capacity Development
(c) Local and Foreign market
(d) Utilizing the modern technology

4.10.7 Light Engineering Products and Services Sector Issues and Concerns

The enterprises in Light Engineering sector are mainly owned by micro or small scale entrepreneurs who have basically learnt their skills on the job with the guidance of skilled craftsmen, without attending any formal training institutions. They have received no further training after being employed. Some have given employment to a few people and few others work alone.

There need to be training to transfer technology and for skills upgrading. There will be programmes for entrepreneurial skills development for the employers as well as workers to better prepare them to face the challenges of emerging technologies in their industry and to be competitive in the business world. Customer Focus and Quality Delivery of Products and Services will be special theme to be delivered to the Entrepreneurs in this sector. Delivery of training will be on short term basis at training centres or at work places.

4.11 Skills Training and Possible Training Partners as Identified in Sector Reports

4.11.1 Agriculture Sector

(a) Cinnamon Sector

Managers and supervisors with proper training are not presently available in the cinnamon sector. Managerial personnel could also be exposed to art and science of cinnamon plantation industry with basic management skills, through a 3 month study course at diploma level. University of Ruhuna could design and offer such a course for managerial and supervision staff.

For the factory processing and machine peeling about 10% of the total population of peelers (1400) are to be trained in organized line processing centres. This could be done in Dept of Agricultural Engineering, University of Ruhuna, Cinnamon Research Station Palolpitiya and Cinnammon processing center, Eastern Pharmaceuticals, Kirinda Pululwella.

Out of the potential manpower need of 24000, a labour force of 2260 are suggested to be trained with above partners, to meet the emerging needs of the Cinnamon Sector .

(b) Other Plantations

Presently, the youth in the resident population in the plantation sector have the opportunity of getting employment in the plantations itself, provided they have basic literacy, (primary education the better) for them to be trained for employability. According to the perceptions of employers, all the employees presently working in occupation categories show a shortage of skills, knowledge and attitude, directly affecting the productivity of the plantation industry.

The skills development in vocations of Tea Plucker, Rubber Tapper, Coconut Plucker, Toddy Tapper and Sundry Worker is important.

At the managerial level, the National Institute of Plantation Management (NIPM) provides all necessary vocational and skills training and development programmes. With regard to craft and technician levels, especially the workshop staff, which includes, electricians, mechanics, plumbers, carpenters, machinist and fitters, vocational training is available at district and provincial levels. Vocational training centres under DTET and VTA presently conduct training at NVQ 3 and 4 levels. Vocational training for factory and field officers in the plantation sector are offered by NIPM on a fee levying basis. The skills and technology transfer programmes are conducted by Research Institutes and other relevant institutes such as Tea Research Institute, Tea Small Holding Development Authority, Tea Board of Sri Lanka, Coconut Cultivation Board, Coconut Research Institute, Rubber Research Institute and Rubber Controllers Department, Plantation Human Development Trust and University of Ruhuna etc.

Training Facilities are available in some of the estates belonging to private companies, these resources could be used together with the resources of the public sector training institutions through a strong public –private partnership to fulfill the in-service training needs of the plantation sector. Plantation institutions will be able to use the training facilities available in training institutions too.

(e) Paddy Cultivation

Paddy sector labour has been replaced by machineries like tractors and the combined harvesters making it difficult to predict the labor requirements. There is continuing decline of number of workers for most of manual works, like bund preparation, seeding, weeding, spraying and manuring etc: even the number of women workers involved in paddy threshing is decreasing, while the youth in farmer families keep away from working in the fields. Training thus will be focused mainly on training operators and mechanics of machinery that gradually replace manual labour.

(i) Possible Training Institutions for Paddy Sector

Rice Research Institutes, Department of Agriculture and Agrarian Services, Faculty of Agriculture University of Ruhuna, Agriculture Schools and Farms (Ex. Labuwa), Industrial Development Board for Rice Mills operators, FMTC – Farm Machinery and Technology Centre Anuradhapura

NGOs- Specially organic farming and traditional varieties (Kakulama/Nawakakulama**)**

(f) Kithul Cultivation

(i) Possible training institutions for Kithul sector

Department of Agriculture, Industrial Development Board, Faculty of Agriculture University of Ruhuna

4.11.2 Fisheries Sector

There are a number of training institutions offering specific courses and programmes related to fisheries sector in the Southern province. They are the National Aquaculture Development Authority Sri Lanka, National Institute of Fisheries & Nautical Engineering, Ocean(Sagara) University Sri Lanka.

National Institute of Fisheries and Nautical Engineering conducts two months training course in Marine Chart reading and Satellite Navigation. In Southern province fishers can undergo this training in NIFNE regional colleges in Tangalle and Galle. The Board of Investment of Sri Lanka in Collaboration with National Aquatic Resources Research &

Development Agency (NARA) organizes Seminars on Awareness creation on new technologies for offshore fishery sector in Sri Lanka to achieve self sufficiency in fish & fisheries products as it is essential that Sri Lanka utilizes the latest technology in offshore fishing. The programmes consist of lectures and practical demonstrations on marine equipment and navigation for fishing. The program will cover the key aspects of fisheries, fishery forecasting, quality control, Navigation techniques and modern equipment.

In addition, training on in board engine repair and maintenances post harvest technology, safety management in multiday boats, VMS system, log book handling communication technology, satellite application and navigation and fish handling and new trends of fishing need to increase the fish production and reduce the operational cost are required.

The Department of Fisheries and Aquatic resources promote the development of value addition industries like Dry Fish, Moldy Fish and Jadi Production and Fish Related Products under "Divi Naguma programme'. These economic activities undertaken largely by family units and will also provide livelihood for the majority of unemployed in the Southern province. The fishermen also get involved in these industries during off season. The department also provides necessary technical consultation and training with supporting organization such as NIFNE and NARA.

Degree programmes offered in National Institute of Fisheries & Nautical Engineering in Galle and Tangalle.

- B.Sc. in Fisheries and Marine Science (General)
- B.Sc. in Fisheries and Marine Science (Special)

Diploma and Advanced certificate courses

- Diploma in Fishing vessels deck officer
- Diploma in Marine engine technology

Advanced certificate courses

- Advance certificate in Aquaculture
- Advance certificate in fiber glass technology

All colleges are conducting several certificate courses and short term Mobile training programmes to enhance the technical knowledge in Marine fishery sector.

Also Technical Colleges under the Department of Technical Education and Training, VT centers under Vocational Training Authority, National Youth Services Council and a number of private sector training centers provide general courses in Mechanical and Electrical Engineering, Refrigeration and Air Conditioning, and similar courses which are applicable and relevant to the fisheries sector.

4.11.3 Livestock Sector

Farmer training is one of the major activities done by field Veterinary Surgeons which comes under the extension component. This is done at field level and it covers most parts of livestock sector. The most important aspect of the farmer training is not just to deliver an awareness training but get farmers actively involved in practical work and this type of practical exposure can definitely change their behavior and culture. This challenge in training may require rethinking on the part of training providers to make training activities more effective.

(i) Potential partners in training

The following training institutions are rather well known in the province and hold the reputation in organizing and conducting various tailor made courses for clients ranging from farmers to extension officers.

a. Provincial level

Regional training center – Kekenadura

b. Alternative partners

Faculty of Agriculture, Mapalana, Kamburupitiya; Agriculture School, Angunakolapelessa; ATI (SLIATE), Labuduwa, Galle

c. National Level

Animal Husbandry School, Kundasale; University of Peradeniya; Institute of Continuing Education, Peradeniya, Sri Lanka; Department of Animal Production and Health; The Post-Graduate Institute of Agriculture (PGIA) of the University of Peradeniya and NGOs (World Vision, CARE International)

4.11.4 Hotels and Tourism Sector

Sri Lanka Institute of Tourism and Hotel Management has in addition to its main school in Colombo, a number of satellite schools in Kandy, Matara, Anuradhapura, Bandarawela and Koggala. The current programs of SLITHM have been repositioned to meet the changing needs of the industry and the new scheme of training introduced is more intensive and provides diverse opportunities. It also recognizes the prior learning when certification of skills is done, which benefits those who already have gained knowledge and experience in the industry and look for professional development.

In addition to the State sponsored Hotel Schools, there are several other private sector Hotel Schools in the City of Colombo and in the "Key" towns in the country. In addition the some Universities have commenced courses in Tourism and Hotel Management including the OUSL - Open University of Sri Lanka. There are three training centers functioning in the Southern province such as Hotel Management School, Koggala; Vocational Training Centre, Ahangama and Institute of International Hotel Management, Wakwella.

4.11.5 Construction Industry

In the Southern province the training in construction industry occupations is mainly carried out by the public sector organizations such as the Vocational Training Authority (VTA), National Apprentice & Industrial Training Authority (NAITA), Department of Technical Education & Training (DTET), National Youth Services Council (NYSC) and Institute for Construction Training and Development (ICTAD). A few private sector and non-governmental organizations are also involved in conducting training programmes for various skilled and unskilled workers.

It is identified that the some of the occupational categories training is not available in the Southern province. Eg. training of bar benders, steel fixers, scaffold fixers and mechanics and operators for heavy and light machinery and equipment is almost nonexistent.

However, the current training in some vocations like draughtsman may seem in excess of the requirements in the province, it should not be worrisome as there are always the occurrence of cross boarder labour migration to the rest of the country and also the existence of the unmatched demands of foreign job market for skilled manpower. It is also opportune now, to plan for training needs for vocations that have never been addressed by the training institutions in this province.

4.11.6 Cottage and Small Industries

Most training providers in both public and private sectors as well as NGO run training centres in the three districts in Southern province conduct courses regularly in carpentry, wood carving, masonry, dressmaking, pattern making, Zig Zag sewing and fabric printing, tailoring, gem and jewellery etc. These training providers could easily accommodate the training of these additional workforces in the skills in relevant vocations, forecast in Table 3.6.2, in their annual plans and deliver training to them.

Table 4.22 shows the training at skill levels, in Small and Cottage industries sector with sub sectors and number of beneficiaries along with the training providers, offered in 2010 and planned for 2011 by *S*outhern Provincial Industrial Development Authority with other partner organizations.

Table 4.22: Training in SCIs in Southern Province in 2010 and 2011

Nature of SME	Training Institution (Names of the Institutions are given Below)	Number of Beneficiaries of Training Programs	
		Conducted in 2010	Sheduled to be done in 2011
Leather Productions	1		90
Flower Pots and Plants	2,12	20	40
Coir Mills	2		40
Coir Yarns Production	2		20
Kithul Productions (Treakle and Juggery)	3,10,12	70	20
Fruit Drinks	11,12	20	40
Sweets and Food Productions		-	188
Dress Making		468	550
Hair Dressing and Beauty culture		264	325
Bakery and Catering		552	315
Clay Productions	2	40	40
Lace	4,5		150
Toys	2	20	20
Bamboo/Cane/Indikola/W etakei	3,9	40	80
Wood Carving	3,10	40	40

Hand Looms	2	50	50
Jewellary	3		40
Coconut Oil	11	10	10
Other Oil Refinery	11	10	10
Carpentry	2	50	50
Fiber Technics	12	24	10
Batik	1,3	150	330
Milk Productions	12	24	15
Idal Production	12	10	10
Tea Packeting	12	10	30
Ornamental fishes	4	38	
Mushroom Cultivation	4,5,12	210	300
Rubber Productions	12	11	6
Curtain Making	1	349	460
Food Processing	7		150
Total-30 programmes		**2,480**	**3,429**

Source: Sector report by Mr. Sampath Mallawaarachchi, Director General, Southern Provincial Industrial Development Authority, validated at workshop held on 28h June, 2011 in Galle

The following organization will continue to provide or else organize the necessary training for SCIs in the Southern province.

1. Southern Provincial Ministry of Rural Industries
2. Deputy Secretary of Industries, Southern Provincial Council
3. Southern Provincial Industrial Development Authority,
4. Distict Chambers of Commerce
5. Non-Government Organizations
6. Small Enterprises Development division

7. Southern Development Authority of Sri Lanka
8. National Craft Council
9. National Design Center
10. Industrial Development Board of Sri Lanka
11. Vidatha Sampath Centers
12. Units Operating Under District Secretaries

National Design Centre in collaboration with the National Crafts Council and Sri Lanka Handicrafts Board regularly organizes skills training courses for local handicraft industrialists, small scale industrialists and craftsmen introducing novel creations, concepts and prototypes of new designs. National Design Centre also promotes and sponsors advanced design and technology development training programmes and provides assistance and vocational education programmes to improve skills in order to develop handicraft designs in keeping with local and export market trends. NDC provides opportunities for self employment for unemployed youth and also facilitate an income generating source for the semi employed groups in the society.

Footwear and Leather Production sector is identified to be one of the thrust areas in Sri Lankan economy, and has the potential to develop into lucrative sector in terms of foreign exchange earnings and employment creation. There is only a single training institute in Galle district in Southern province (VTA-Bossa) which offers training in Leather Product Maker occupation. However it has capacity to train 30 students on CBT methodology in a 6 month course, thus could train only 60 skilled craftsmen annually.

4.11.7 Textile, Garments and Handloom Sector

VTA training centres in Galle, Matara and Hambantota districts offer the highest number of training courses (43) in the Southern province.

Department of Textile Industries of the Southern Provincial Council provide training in handloom sector in Southern Province

Table 4.23 summarizes the annual training outputs from VTA training centres. A total of 575 students are trained annually in 8 key vocations in the Garment sector in the province. The highest number of trainees enrolled are in Dress Making.

Table 4.23: Training offered by VTA for Garment Sector in Southern Province

Courses	Annual Outcome			
	Galle	**Matara**	**Hambantota**	**Total**
Work Study	20	-	-	20
Pattern Maker	30	30	-	60
Quality Controller	30	30	-	60
Production Management	30	-	-	30
Industrial Sewing Machine Operator	30	-	-	30
Industrial Sewing Machine Mechanic	30	30	-	60
Dress Making	90	90	90	270
Fabric Cutter	45	-	-	45
Total	305	180	90	575

Source: Sector report by Mr. Sarath Medagoda, Training Manager, Vocational Training Centre (Garment School), Koggala, validated at workshop held on 23rd June, 2011 in Galle

4.11.8 Light Engineering Products and Services Sector

The following short term training programmes are suggested by Industrial Development Board to be included in their annual training plan.

- Tig -Mig Welding
- Vehicle Engine Repairs
- Boats Engine Repairs
- Foundry Works
- Mobile Phone Repairs
- Development of Entrepreneurship Skills
- Customer Focus and Quality Delivery of Products and Services
- Product Development and New Designs
- Accounts and Book Keeping
- Financial Management

As can be seen from the above list, there will be training to transfer technology and for skills upgrading. There will also be programmes for entrepreneurial skills development for the employers as well as workers to better prepare them to face the challenges of emerging technologies in their industry and to be competitive in the business world. Customer Focus and Quality Delivery of Products and Services will also be a special theme to be delivered to the Entrepreneurs in this sector

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4.11.9 Transport Sector

(a) Roads and Railways

The required manpower will be trained usually by the Department of Railways and the Sri Lanka Transport Board themselves. The Requirements of additional manpower for the road construction and maintenance in RDA in certain categories of occupations could be undertaken by the vocational training providers in the country.

(b) Ports and Related Ancillary Industries

There are numerous training centers and other training facilities in the province to cater to the demand created by the economic sector. Except for a very few, training facilities are available for most of the categories within the province itself.

Chapters 5: Vocational Education and Training Plan

5.0 Overview

A significant challenge for the TVET system in the country is to anticipate and identify the demand for skills in the economy. When the government and its social partners move to harness TVET to support economic growth, the pressure to deliver skills required in the labour market becomes more acute. Therefore, the capacity and ability to continuously monitor and interpret the labour market signals and respond timely to skills demand for improvements in productivity and competitiveness in all sectors through training provision has become imperative. The success of the TVET system depends on the extent of integration of skills development into national and provincial employment and development strategies. Simultaneously, TVET system needs to support long-term capacity development, and be flexible enough to accommodate new socio-economic conditions and structural changes that arise due to demographic trends, technological changes and development initiatives.

The analysis of socio-economic conditions as indicated in Chapter 2 draws attention on the followings. In the Southern province 37.1 per cent of employees are in Agriculture, Forestry and Fishery (A, B); 18.4 per cent are in Manufacturing (D); 11.7 per cent are in Wholesale and Retail Trade, Repair of Motor Vehicles, Motor Cycles and Personal and Household Goods (G) and 7.1 per cent in Construction (C), Mining & Quarrying (E), Electricity, Gas and Water Supply (F) groups. Vocational training delivery is widely available in construction and manufacturing related occupations, but not so in Agriculture (A & B) and Whole Sale and Retail Trade economic sectors. Therefore, need of developing an adequate number of qualifications in the National Vocational Qualification Framework and delivery of training in the vocations in these specific economic sectors are to be met in formulating the VET plan.

Considering that women unemployment is high compared to male unemployment, (male 5.9 per cent and female 11.6 per cent) in Southern province and large number of women are engaged as contributing family workers and a fewer number of women are employed as own account workers, there is a need to provide vocational training to women for productive *employment. All VT providers need to take this into consideration and set appropriate strategies in place to provide equity of access to women for vocational training and employment.*

Based on socio economic and sector analyses and the training providers' inputs from workshops, the following objectives are set with agreed and accepted strategies in drawing up the Vocational Education and Training Plan for the VET system in Southern province.

5.1 The Objectives:

1. Increase TVET accessibility to larger number of youth inclusive of groups of special needs and vulnerabilities.
2. Promote TVET System as a pathway that assures employment with upward and lateral mobility and attract more youth, to follow TVET courses allowing courses to run in full capacity
3. Improve quality and relevance of TVET courses
4. Meet skills and human resources training requirements in nine economic sectors in SP
5. Improve employability of TVET completers
6. Strengthen planning unit of provincial council to coordinate with TVET institutions, chambers and Jobs Net etc. to match demand for and supply of skills
7. Strengthen planning unit of provincial council to monitor implementation of TVET programmes in the Province

Objective 1. Increase TVET accessibility to larger number of Youth inclusive of groups of special needs and vulnerabilities

Strategy 1.1: Establish new training centres to reduce geographical disparities and reach wider segment of the youth population ensuring equity and accessibility

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
1.1.1	Training centres to be established in Divisional Secretariat divisions **Galle District** Ambalangoda, Bentota, Gonapinuwala ,Welvitiya-Divithura						*Proposed P& DSCs and VTCs*

	and Nagoda **Matara District** Kirinda Puhulwella, Malimbada and Welipitiya **Hambantota District** Okewela • Prepare proposals for funding for both public and non state sectors • Implement Proposals (Courses to be identified by the proposed provincial Steering Committee based on course mix of the province, suitable for local labour market demands)						
1.1.2	Establish a dedicated Training Centre for Leather and Footwear Industry in Galle district to cater to skills requirements for Operative, Technical and Supervisory Occupations						
1.1.3	Recruit and deploy adequate number of qualified teachers/ trainers						
1.1.4	Implement training programmes						

Strategy 1.2: Develop programs to promote accessibility for females and vulnerable groups with special needs

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
1.2.1	Launch program to promote gender equity in VT courses .Training centres to recruit and retain female participation in nontraditional						*Proposed P& DSCs and VTCs*

	trade courses with provision of necessary facilities in VT delivery, on the job training and also with other follow up assistance						
1.2.2	Develop and conduct training programmes with specialized training facilities or assist to improve any such existing programmes in vocational, life skills and livelihood training catering to special needs of vulnerable groups in training centres at selected/strategic locations. • Prepare proposals for TVEC financial grant scheme if required • If TVEC accepts and offers grants, implement proposals						*Proposed P& DSCs and VTCs Department of Social Services, Ministry of Child Care and Rehabilitation*
1.2.3	Monitor training outputs and effectiveness of programmes financially assisted by TVEC for measurements and improvements.						*TVEC*

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

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
1.3.1	Identify suitable training centres located close to Tamil speaking communities, select training courses to cater to sufficient number of Tamil speaking youth						*Proposed P& DSCs and all VTCs,*
1.3.2	Make available relevant NCS, curricula and other teaching and learning materials in Tamil medium						*Proposed P& DSCs and VTCs,*

1.3.3	Recruit and deploy adequate number of Tamil medium teachers/trainers	x					*Proposed P& DSCs and VT organizations*
1.3.4	Recruit trainees and implement training		x	x	x	x	*Proposed P& DSCs and VTCs,*

Strategy 1.4: Identify and implement training courses based on provincial and national labour market demands

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
1.4.1	Strengthen existing training centres by adding new courses based on course mix of other provinces and districts, which are specific to Southern province and if necessary relocating training centres for easy accessibility for trainees	x	x				*Proposed P& DSCs and all VTCs,*
1.4.2	Develop and implement new training courses Agriculture: *Tea Factory Mechanic; Field Officer Rubber; Cinnamon Plantation supervisor, Agriculture Machinery Operator* Fisheries: *Coxswain Certificates/ Skipper Training; Boat building craftsman, Include mast and sail making module in curricula* *Boat navigation include diving and life saving skills as a module* Livestock: *Diary Assistant, Poultry Assistant* Hotels and Tourism: *Home stay tourism, Ayurvedic /Agro tourism and sports tourism*	x	x	x	x	x	*Proposed P& DSCs ; VTCs; SLITHM. AEF Ruhuna University; Health Authorities; Apparel Association*

	Textile ,Garments and Handloom industry *Compliance Officer, Counselor* Livelihood occupations-Small & Cottage Industries: *Food Handler's Certificate* *Wholesale and Retail Trading* Light Engineering Products and services *Mobile Phone repairer; Light Engine Mechanic* Port Related MegaProjects *Commercial and Industrial Security Officer, Rigger*						

Strategy 1.5: Facilitate rationalized and labour market responsive training

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
1.5.1	Regular dialogue among training providers to facilitate rationalized and market responsive training provision in the district Combine district rationalization committee of public training providers under Ministry in charge of Vocational Training with Training Providers Consortia in the three districts supported by Chambers and WUSC for wider participation.						*Proposed P & DSCs and district consortia*
1.5.2	Meet regularly for information sharing and possible collaboration in recruitment, resource sharing and social marketing.						
1.5.3	Implement Decisions and Feed back						*Individual Training Providers & VTCs*

Strategy 1.6: Expand the Apprenticeship and On the Job training (OJT) programmes in the three districts.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
1.6.1	Identify suitable industry partners through Chambers, Trade Associations, Hotel Associations, Construction Contractors Association, garment factories, and small and medium enterprises, even including rice mills and handloom textile centres in the province and develop workable partnerships for OJT and apprenticeship training.						*NAITA, Proposed P& SCs*
1.6.2	Introduce apprenticeship training in identified livelihood occupations in industry clusters such as handicrafts and handlooms etc						
1.6.3	Increase annual enrolment for apprenticeship training in informal sector and relevant livelihood occupations (situational training)						

Strategy 1.7 Launch programs to recognize Practicing Skilled Craftsmen through RPL Under NVQ Framework.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
1.7.1	Launch aggressive marketing campaign to bring the experienced practicing craftsmen in various occupations in industry sectors to be assessed for NVQ certification on RPL in association with industry partners						*NAITA, Proposed P& SCs*
1.7.2	Develop and conduct short term gap filling training for the said experienced craftsmen if needed						
1.7.3	Carry out competency assessment for NVQ certification						*NAITA, VTA and Proposed P& SCs*

Objective 2: Promote TVET as a pathway that assures employment with upward and lateral mobility and attract more youth, to follow TVET courses allowing courses to run in full capacity

Strategy 2.1: Strengthen Career Guidance and Counseling activities in the province to be more Productive.

Activity No	**Activity**	Period of Implementation					Responsible Agencies
		2012	**2013**	**2014**	**2015**	**2016**	
2.1.1	Establish a District committee to plan, implement, coordinate and monitor career guidance and counseling activities of Training providers						*Proposed P & DSCs*
2.1.2	Prepare a database of trained career guidance and counseling officers available especially with public sector training providers in the three districts. Form a network of resource persons in district and the province including school system.						*CG District Committee, VTCs Proposed P & DSCs*
2.1.2	Prepare and implement the annual action plan for career guidance and counseling for target groups						
2.1.3	Arrange for Career Guidance officers to meet regularly to share experiences and learn from each other, the good practices, innovative initiatives and also to give recognition to high performers						
2.1.4	Plan and implement training for skills upgrading of CG & C officers as envisaged in TVET policy directives						

Strategy 2.2 : Improve Social Image of Skilled Craftsmen/Technicians and Give Recognition/ Value to their skills in the community.

Activity No	**Activity**	Period of Implementation					Responsible Agencies
		2012	**2013**	**2014**	**2015**	**2016**	
2.2.1	Continue social marketing of vocational training through printed and electronic media						*TVEC and VTCs , Proposed P & DSCs*

2.2.2	Organize Skills competitions in Vocational Trainees and practicing young craftsmen(within agreed age limits) at district and provincial level with sponsorship from chambers, trade associations and industrialists						*Proposed P & DSCs and sponsors*
2.2.3	Arrange award ceremonies with publicity and state patronage						*Proposed P & DSCs and sponsors*
2.2.4	Continue to support the winners in offering better employment and further skills acqusition opportunities for higher NVQ levels and financial assistance in start up business etc:						*Proposed P & DSCs, VTCs and sponsors*

Strategy 2.3: Promote TVET among School Children through Active Participation of VTCs in Partnership with School System

Activity No	**Activity**	Period of Implementation					Responsible Agencies
		2012	**2013**	**2014**	**2015**	**2016**	
2.3.1	Organise exhibitions and open days in training centres for school children to visit						*VTCs , Proposed P & DSCs; Zonal Education Directors and school principals*
2.3.2	Organize for school children to visit mega development projects, industries and workplaces						
2.3.3	VTCs to take active role in teaching subjects in technology stream , doing practical work preferably in VTC work shops and sponsor technology clubs in Schools						
2.3.4	Documentation of successful events and activities and reporting to parent organization and District consortium						*VTCs*

Objective 3 : Improve Quality and Relevance of TVET Courses

Strategy 3.1: Promote Registration of VT centres and Accreditation of Courses

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
3.1.1	Use DS divisions human resources and district TP consortium to identify unregistered training centres						*Proposed P & DSCs and TP consortia*

3.1.2	Prepare and implement a plan to register all training centres in liaison with all Divisional Secretariats (Within A Year)						*TVEC, ATPA and proposed P & DCs*
3.1.3	Promote Training centres to use NCS , Curriculum Outlines and Teacher and Learner Guides, if the training courses are in relevant vocations where competency standards are available						
3.1.4	Prepare and implement a plan for accreditation of such courses enabling NVQ certification (All Courses to accredit Within 2 Yrs)						
3.1.5	Prepare lists of registered training centres in each district indicating, located DS division as well, for public display in all Divisional Secretariats						

Strategy 3.2: Training of Trainers

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
3.2.1	Recruit and deploy adequate number of qualified trainers in both Tamil and Sinhala media and of both gender as well, for the purpose of gender & ethnic equity and equality in teaching staff and also in student recruitment and training delivery.						*Training providers , VTCs and proposed P & DCs*
3.2.2	Identify training needs of trainers to facilitate development of labour market responsive TVET system to meet long term objectives and short term requirements of accreditation of courses.						*Training providers , VTCs and proposed P & DCs*
3.2.3	Prepare action plan for training of trainers for NVQ certification incorporating lifelong learning skills for developing professionalism and skills for delivery of life skills training and entrepreneurship development in trainees and submit to training organization and						*TVEC, UniVoTec and Training providers , VTCs and proposed P*

	UniVoTec for implementation						*& DCs*
3.2.4	Plan and implement programmes for regular upgrading of above skills of trainers with mandatory release of trainers for such training						*VTCs and proposed P & DCs*
3.2.5	Provide regular opportunities for trainers using market place concept to meet and share experiences, lessons learnt and exemplary practices.						*TVEC, TPs proposed P & DCs and district consortia*

Strategy 3.3: Strengthen NVQ Assessments

Activity No	**Activity**	Period of Implementation					Responsible Agencies
		2012	**2013**	**2014**	**2015**	**2016**	
3.3.1	Prepare a plan and implement training of NVQ assessors to meet geographical, occupation , language and gender requirements						*TVEC, UniVoTec and proposed P & DSCs*
3.3.2	Get all NVQ assessors' compliance and adherence to Assessors Code of Ethics and made known to those assessed as well						*TVEC, training providers and proposed P & DSCs*
3.3.3	Introduce and display at VTCs the appealing procedures for any possible disagreements with NVQ assessment results for justice and fairness						

Strategy 3.4: Improve Image and Performance of Training Centres

Activity No	**Activity**	Period of Implementation					Responsible Agencies
		2012	**2013**	**2014**	**2015**	**2016**	
3.4.1	Organise training centres to enhance their learning environment and appearance attractive to trainees, parents and public						*VTCs and proposed , P & DSCs*
3.4.2	Recognize high performers in teaching and learning through competitions including best						*Training organization proposed S &*

	performing training centres through performance appraisals and competitions among centres						*DSCs ang Sponsors.*

Objective 4.1: Meet Skills and Human Resources Training Requirements in the Economic Sectors

Strategy 4.1: Develop Strategies and Implement Training in Occupations in Agriculture and Plantation sectors

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
4.1.1	Develop and implement training programmes for occupations for which NCSs are already available and relevant to SP						*VTCs and proposed , P & DSCs*
4.1.2	Develop NCSs, curricula and other teaching and learning materials to cover more existing occupations and for new and emerging occupations- Agriculture Machinery Operators, Tea Factory Mechanic						*TVEC, NAITA, UniVoTec, Proposed P & DSCs*
4.1.3	Plan and implement training programmes based on new NCSs and curricula developed for relevant suitable persons						*VTCs Proposed P & DSCs*
4.1.4	Develop and implement short term Diploma courses for Factory(Peeling centres) and plantation managers for degree and diploma holders- 35 numbers annually						*Proposed P & DSCs and DAE of Ruhuna University*
4.1.5	Develop and implement short term training for factory(Peeling centres) and plantation supervisors and nursery and distillation units supervisors for or diploma holders- 130 numbers annually						
4.1.6	Develop and implement on the job training for factory processing workers and peelers at (Peeling centres) - 300 numbers to be trained annually						*Proposed P & DSCs and DAE of Ruhuna Universit Cinnamon Research Institute and private*

							processing centres
4.1.7	Develop short term skills upgrading and livelihood training in plantation sector including pluckers, tappers replanters, nursery assistant, pruners, sprayers and general sundry workers						*Proposed P & DSCs and DAE of Ruhuna Universit Cinnamon Research Institute and private processing centres*
4.1.8	Develop funding proposals to carry out trainer training and worker skills upgrading programmes and submit to funding agencies.						*Proposed P & DSCs*
4.1.9	Develop and implement the trainer training programmes for VT trainers, extension and development officers						*DAE of Ruhuna University Proposed P & DSC*
4.1.10	Implement above short term skills upgrading and livelihood training for farmer and plantation worker community in agriculture and plantation inclusive of cinnamon plantations sectors.						*MoA, Proposed P & DSC*
4.1.11	Plan and implement apprenticeship training for factory workers peelers, nursery assistants and other sundry workers, mill and boiler operators						*NAITA, VTA and Proposed P & DSCs*
4.1.12	Implement programme to assess competencies of practising craftsmen and workers on Recognition of Prior Learning basis.						*NAITA, VTA and Proposed P & DSCs*

Strategy 4.2 Develop Strategies and Implement Training in Occupations in Fisheries_ Sector

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
4.2.1	Develop and implement training programmes for occupations for which NCSs are already available						*VTCs and proposed , P & DSCs*
4.2.2	Develop NCSs, curricula and other teaching and learning materials for new and emerging occupations Boat building craftsman, Include mast and sail making module in curricula Boat navigation include diving and life saving skills as a module						*TVEC, NAITA, UniVoTec, Proposed P & DSCs*
4.2.3	Plan and implement training programmes based on new NCSs and curricula developed for relevant suitable persons						*NIFNE,VTCs Proposed P & DSCs*
4.2.4	Develop short term skills upgrading and livelihood training in fisheries sector including Breeding and shrimp culture technology Crab fattening and site selection Modern fish technology Canoe repairing Net mending Post harvesting technology Training on fish handling Value addition processes						*NARDA, NIFNE, Fisheries unit of Provincial MoA, Proposed P & DSCs*
4.2.5	Develop funding proposals to carry out trainer training and worker skills upgrading programmes and submit to funding agencies.						*Proposed P & DSCs*
4.2.6	Develop and implement the trainer training programmes for VT trainers, extension and development officers						*MoA, Proposed P & DSC*
4.2.7	Implement above short term skills upgrading and livelihood training for fisher farmer community in fisheries sector.						*MoA, Proposed P & DSC*
4.2.8	Implement programme to assess competencies of practising craftsmen and wokers on Recognition of Prior Learning basis.						*NAITA, VTA and Proposed P & DSCs*

Strategy 4.3 Develop Strategies and Implement Training in Occupations in Livestock_ Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
4.3.1	Develop NCSs, curricula and other teaching and learning materials for occupations in livestock sector Diary assistant, Poultry Assistant						*TVEC, NAITA, UniVoTec, Proposed P & DSCs*
4.3.2	Plan and implement training programmes based on new NCSs and curricula developed for relevant suitable persons						*NIFNE,VTCs Proposed P & DSCs*
4.3.3	Develop short term skills upgrading and livelihood training in livestock sector including Fodder cultivation Artificial insemination Low cost feed formulation Management of Dairy waste Repoductive management, diseases control Strategic feeding during dry periods Clean milk production and value addition						*DPAH, Faculty of Agriculture, University of Ruhuna Proposed P & DSCs*
4.3.4	Develop funding proposals to carry out trainer training and worker skills upgrading programmes and submit to funding agencies.						*Proposed P & DSCs*
4.2.6	Develop and implement the trainer training programmes for VT trainers, extension and development officers						*MoA, DPAH, Proposed P & DSC*
4.2.7	Implement above short term skills upgrading and livelihood training for farmer community in livestock sectors.						*MoA, Proposed P & DSC*
4.2.8	Implement programme to assess competencies of practising craftsmen and workers on Recognition of Prior Learning basis.						*NAITA, VTA and Proposed P & DSCs*

Strategy 4.4: Develop Strategies and Implement Training in Occupations in Hotels and Tourism _ Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
4.4.1	Plan and implement training for a total of 2450 persons annually in various occupations in following categories Manual and Operatives Technical, Clerical related and Supervisory						*SLITHM, DTET, VTA, NAITA and Proposed P & DSCs*
4.4.2	NAITA to enter into partnerships with suitable and willing restaurants and hotels for OJT training.						*NAITA Proposed P & DSCs*
4.4.3	Plan and Implement Apprenticeship and on the job training Initially for 60 numbers in manual & operative and 100 numbers in Technical, clerical related and supervisory vocations in restaurant sub sector annually						*NAITA, Proposed P & DSCs*
4.4.4	Develop and implement training programmes for Tourist Guides- Area, and Site Guides . Eco/Nature interpreters						*SLITHM, SLTDA, Nature conservations agencies, proposed P & DSCs*
4.4.5	Develop and implement training for community oriented river and beach tourism –small boats and ferry services to interior places through rivers						*SLITHM, SLTDA, Nature conservations /adventure agencies, Proposed P & DSCs*

4.4.6	Develop and implement training programs to provide livelihood opportunities for informal beach boys, vendors, small tourist shop owners etc:						*SLITHM, SLTDA, Nature conservations agencies, proposed P & DSCs*
4.4.7	Develop and Implement training courses in Home stay tourism Ayurvedic /Agro tourism Adventure tourism/ sports tourism						*SLTDA VTCs, NDC, Proposed P & DSCs*
4.4.8	Implement assessment programmes to recognize prior learning of practising craftsmen and employees						*VTA, NAITA, Proposed P & DSCs*

Strategy 4.5: Develop Strategies and Implement Training in Occupations in Construction _ Sector

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
4.5.1	Plan and Implement training for occupations for which NCS, Curricula and assessment materials are already available • Craftsmen in various vocations (1325 numbers annually) • Technical grade occupations (180 numbers annually) • Operators and Mechanics of Construction equipment (90 numbers annually)						*VTCs, Proposed P & DSCs*
4.5.2	Develop and implement short term Skills upgrading training for						*VTCs, Proposed P &*

	those already employed in above occupations for productivity improvements and better wages (a total of around 16,000 craftsmen)						*DSCs in partnership with NCASL and CCI*
4.5.3	Implement assessment programmes to recognize prior learning of practising craftsmen and employees for NVQ certifications						*VTA, NAITA in partnership with CCI and NCASL, Proposed P & DSC*

Strategy 4.6 Develop strategies and implement training in occupations in Small and Cottage industry and Livelihood Occupations

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
4.6.1	Develop and implement short term skills upgrading and livelihood training in cottage industry sector in • Coir industry • Bamboo/ wetakei/ indikola/ Cane Handicrafts • Wood carving & mask making • Pottery • Stationery Making • Home based food processing, etc for 2400 persons annually						*SPIDA, Proposed P & DSC*

4.6.2	Develop and implement training to offer food handlers certificate for employees engaged in food preparation and serving businesses as stipulated in Food Act						*Health authorities with VTCs, SPIDA, Proposed P & DSC*
4.6.3	Develop competency Profiles and Curricula to cover existing occupations in wholesale and retail trading						TVEC, NAITA, UniVoTec, *Proposed P & DSC*
4.6.4	Develop and implement entrepreneurial development training programmes for interested trainees and persons engaged in SCIs						*SPIDA, VTCs, Proposed P & DSC*
4.6.5	Implement programmes to recognize prior learning of practising craftsmen and employees						*SPIDA ,VTA, NAITA, Proposed P & DSC*

Strategy 4.7 Develop strategies and implement training in occupations in Textile, Garments and Handloom sector

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
4.7.1	Plan and implement training programmes for occupations for which NCSs already exist specially for Industrial Sewing Machine Operator						*VTCs, Proposed P & DSC*
4.7.2	Develop and Implement training for Counsellors and emerging						*Proposed P & DSCs and*

	occupation of Compliance officer – 90 numbers to train initially and continue on demand						*Apparel makers Association*
4.7.3	Develop and implement skills training for occupations in handloom industry sector • Weavers • Dye Workers						*Proposed P & DSCs and SPDI,*
4.7.4	Develop and implement apprenticeship and OJT training in occupations in Garment and Hand Loom industries						*NAITA,SPDI proposed P & DSCs*
4.7.5	Develop and Implement short term skills upgrading and livelihood training in hand loom industry sector in colour combination, calculation and estimation, buying proper materials , packing and labelling system for finished products and finding markets for product etc						*Proposed P & DSCs and SPDI,*
4.7.6	Develop and implement Counselling programmes for young workers already employed in the Garment sector						*Proposed P & DSCs SPDI, Apparel Makers Association and VTCs*
4.7.7	Develop and implement entrepreneurial development training programmes for trainees and persons already engaged in						*Proposed P & DSCs SPDI, and VTCs*

	handloom industry						

Strategy 4.8: Develop strategies and implement training in occupations in Light Engineering Production and Services sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
4.8.1	Continue to implement training programmes for occupations for which NCSs already exist • Welder/ Fabricator (Metal) • Three Wheeler Mechanic/, Motor Cycle Mechanic • Automobile Mechanic /Automobile painter/ Auto mobile Tinkers and Auto Painter • Householder Electrical Equipment Repairer • Radio, TV and Allied Equipment repairer etc. for 300 additional persons annually.						*VTCs, Proposed P & DSC*
4.8.2	Develop competency Profiles and Curricula to cover emerging occupations like mobile Phone Repairer						TVEC, NAITA, UniVoTec, *Proposed P & DSC*
4.8.3	Plan and Implement training programmes for above occupation.						VTCs, *Proposed P & DSC*

4.8.4	Plan and Implement short term skills upgrading training for persons already engaged in various occupations in the sector.						*VTCs ,IDB Proposed P & DSC*
4.8.5	Review NCSs already developed to make them more relevant to the labour market demands, such as clustering competencies of in board, out board, three wheeler, motor cycle mechanics to a single occupation –Light Engine Mechanic						*TVEC, UnivoTec, VTCs, Proposed P & DSC*
4.8.6	Organize Craftsmen clubs to give recognition to the club members' skills and also for updating their competencies in pace with any technology changes						*VTCs, IDB, Proposed P & DSC*
4.8.7	Develop and Implement training on Entrepreneurial Development stressing need for customer focus quality services for trainees and persons already engaged in this sector						*VTCs, IDB, Proposed P & DSC*
4.8.8	Implement assessment programmes to recognize prior learning of practising craftsmen and persons engaged in the sector.						*VTA, NAITA, Proposed P & DSC*

Strategy 4.9: Develop strategies and implement training in occupations in Transport and Ports Related Industries sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
4.9.1	Plan and implement training programmes with increased capacity for occupations for which NCSs already exist to cater the demand for an estimated total accumulated number of 5000 .						*VTCs in SP and Monaragala District, Proposed P & DSC*
4.9.2	Develop NCSs, curricula and other teaching and learning materials for occupations where a larger number be employed like Commercial and Industrial Security personnel and riggers etc.						*TVEC, NAITA, UniVoTec, Proposed P & DSCs*
4.9.3	Develop and implement training programmes based on NCS developed						*VTCs and Proposed P & DSCs*
4.9.4	Simultaneously publisize the estimated figures of employment in various occupatons and get other potential training providers to cater to the skills needs like security personnel, floor cleaners, riggers, Time keepers and ground and air hostess etc						*Proposed P & DSCs and SPDI,*
4.9.5	Plan and Implement training for other occupations identified in transport sector (around 2000 numbers)						*RDA, CTB C.G.R Proposed P & DSCs*

4.9.6	Develop and implement apprenticeship and OJT training in relevant occupations created by said development works						*NAITA, proposed P & DSCs*

Objective 5. Improve employability of TVET completers

Strategy 5.1: Initiate programmes to enhance employability skills of TVET course completers

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
5.1.1	Integrate life skills/soft skills development, with TVET programmes and implement NCS on Basic Competencies to work						*VTCs, NAITA, TVEC, proposed P & DSCs*
5.1.2	Develop and implement a system to promote social and creative engagement of TVET trainees						

Strategy 5.2: Develop Entrepreneurship Skills to Promote Self Employability

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
5.2.1	Integrate entrepreneur sensitizing programmes already developed with TVET programmes						*VTCs and Proposed P & DSCs*
5.2.2	Reactivate enrepreneurship development programmes						
5.2.3	Develop and implement a follow up programme to provide post						*VTCs , Banks and*

	training support linked up with starter loan schemes such as SEPI loans from relevant agencies						*Proposed P & DSCs*

Strategy 5.3: Prepare Skilled and Experienced Craftsmen for Foreign Job Market

Activity No	**Activity**	**Period of Implementation**					**Responsible Agencies**
		2012	**2013**	**2014**	**2015**	**2016**	
5.3.1	Establish a Job Placement Centre (JPC) to promote employment overseas. JPC will liaise with Foreign Employment Bureau and other Foreign Employment Agencies.						*Proposed JPC and PSC*
5.3.2	JPC to study the competency requirements in foreign jobs specially for skilled craftsmen in collaboration with SLBFE.						
5.3.3	Plan and implement gap filling programmes for selected candidates inclusive of knowledge and information on foreign work environment						*Proposed JPC, Proposed P & DSCs*
5.3.4	Integrate foreign/ English language training and communication skills to above gap filling programmes						*VTCs, Proposed P & DSCs*
5.3.5	Create a funding scheme to facilitate foreign employment for NVQ holders						*TVEC and PCSP*

Objective 6: Introduce Labour Market Analyses to Planning Unit of Provincial Council

Strategy 6.1 : Develop a Mechanism for Planning Unit of Provincial Council to Coordinate with TVET Institutions, Chambers and JobsNet to Match Demand for and Supply of Skills

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
6.1.1	Train Staff of the Provincial Council on Labour market Analysis						*TVEC and , Proposed PSC*
6.1.2	Develop and maintain a mechanism to obtain data on school leavers from school system and vocational training system and skill demand from the Industry sectors						

Objective 7: Monitor Implementation of TVET programmes in the Province

Strategy 7.1 Establish Provincial and District TVET Steering Committees and Coordinate, Monitor the Implementation of the VET Plan in the Province

Activity No	Activity	Period of Implementation					Responsible Agencies
		2012	2013	2014	2015	2016	
7.1.1	Appoint and make functional a provincial TVET Steering Committee and District Steering Committees comprising representatives from stakeholders (VTCS) including Provincial Council, District Secretariats and TVEC						*TVEC and PCEP*
7.1.2	Establish reporting formats to monitor the progress in implementation of VET plan						
7.1.3	Meet regularly to review, monitor and evaluate the progress of the VET plan implementation and take necessary measures for desired outputs						*TVEC and Proposed P & DSCs*

5.2 Final Validation of VET Plan

This VET plan was prepared with inputs from training providers in the Southern province based on forecasts of human resources and skills requirements of the industry. The industry skills requirements were forwarded to industry validations and finally validated by the participants representing state and provincial administrations, economic and industry sectors and training providers in the province. Final validation workshops were held district wise on 19th, 20th of October, and 1st of November 2011 at Matara, Galle and Hambantota districts respectively This was the culmination of all efforts in the process of developing this VET plan. This in essence symbolized the handing over the ownership of this VET plan and the responsibility of its implementation to the provincial administration and training providers in the Southern province. This will hopefully result in successful integration of the skills development into provincial development strategies and employment creation programs of the province

5.3 Implementation of VET Plan

The Southern Provincial Council, three District secretariats and the TVEC will play the key role in coordinating, monitoring and reviewing the progress of the implementation of the activities recommended in the VET Plan to their successful completion and achievement of the desired results. However, the training providers who will implement the plan at the ground level are to be assisted by TVET stakeholders at the provincial and national levels in a planned and coordinated manner to achieve the intended results.

5.3.1 Provincial Council's Role

Southern Provincial Council will be the focal point in administering the VET plan. The proposed TVET Provincial Steering Committee comprising adequate number of representatives from economic sectors, civil administration and training providers, will meet regularly to review the progress of VET Plan implementation. This committee will be assisted by, a District Steering Committees to be established for Galle, Matara and Hambantota to monitor and review VET Plan implementation at the district levels. The

Provincial Steering committee will monitor and review VET plan implementation in the le province.

5.3.2 District Secretariat's Role

It is expected that the District Secretariats for Galle, Matara and Hambantota districts that represent the central government in the province will play the role of a coordinator cum facilitator during the period of VET Plan implementation in the three districts. The District Secretariats will share the available resources with the Provincial council in this regard

5.3.3 TVEC's Role

TVEC as the regulatory body for the TVET sector in the country will facilitate all recommended new initiatives and other development activities proposed in the VET Plan. It will assume a proactive role in monitoring, reviewing and evaluation during the VET plan implementation priod.

Annexure: A

Outputs of Training Providers Workshops

At the final action planning sessions held with training providers in the three districts, following the presentation made on the manpower demand analyses for the next five years as forecast in the industry sector studies, group activities were arranged to get training providers' feed back on followings issues:

Improve Accessibility

- Establish New Training Centres to improve Geographical Distribution
- Establish New Training Courses
- Improve Existing Courses
- Vulnerable Groups

Quality Training Delivery of TVET Courses

- Registration of TVET Institution
- Accreditation of TVET courses for NVQ certification
- Training of Trainers

How to Meet Skills Gaps in Industry Sectors

- Plantation- Tea, Rubber, Coconut, Cinnamon
- Agriculture, Livestock and Fisheries
- Hotels and Tourism
- Textile, Garments and Handloom
- Small and Cottage Industries
- Light Engineering Products and Services
- Hambantota Ports and Other Related Projects

Feedbacks given by training providers with regard to above issues at the workshops are summarized below.

A.1 Improve Geographical Dispersion of Training Centres, Course Mix Among VTCs and Accessibility for More and Different Youth Groups .

Possibility of establishing training institutions in those divisional secretariat divisions where there is none, by both public and private sector providers has to be explored.

A new training centre to be established in Akuressa DS Division, preferably in the commercial centre itself because of its connectivity, through the developed road network, to most of the small towns from Akuressa. Availability of infrastructure facilities and conducive and pleasant environment with convenience of accessibility for special needs groups are positive points for locating a new training centre in Akuressa. However the records show that there are already four training centres functioning, serving thirteen thousand odd people in 15 to 29 years age group in Akuressa DS division. In addition, vocational training concentrating mainly in urban areas is a situation, lamented by most people living in rural areas.

A few already existing training centres in Deniyaya, to conduct Tamil medium vocational training courses.(Deniyaya as an educational zone covers Kotapola, Pasgoda and Pitabeddara DS divisions which have the highest Tamil/estate population in Matara district). This will cater the school leavers from Tamil medium schools, thus increasing their accessibility to vocational training.

All new training centres to have infrastructure designed and built to accommodate physically handicapped in terms of accessibility and adequacy of learning resources suitable for such special needs groups.

All training providers to offer special vocational training programmes to physically challenged or differently abled youth accompanied with necessary improvements to physical facilities for access and fabrication of special education technology, design of work place and suitable learning resources etc. This way TVET is made accessible to special needs vulnerable groups providing livelihood to them.

A dedicated Training centre for Leather and Foot wear industry in Galle is suggested.

With the TVEC's latest initiative of introducing a Policy document on National Strategy on TVET Provision for Vulnerable People in Sri Lanka, it is now expected that all VTCs will respond through actions. VTCs are expected to; review and expand occupational and training choices for the disabled; strengthen career guidance; provide flexible entry and exit, limited but employable skills, more practical as opposed to theoretical training.

It is also suggested to, support the Vocational Training Centre run under the Department of Social Services at Thelembayaya in Weeraketiya with financial grants if the centre gets registered at TVEC and works for accreditation of courses delivered. Then proposals for VT development forwarded to TVEC could be considered. Three training centres in Southern province have already been granted financial aid by TVEC to improve accessibility of vulnerable groups to vocational training.

The training institutions to give special attention for gender equality and increase female participation at enrolment, and retention in non – traditional trades/vocations. Under PRET project of World University Services of Canada, eight partner training institutes in Southern province have already been involved in formulating a common organizational policy which was expected to be fed into individual organizational strategies by now. Incidentally the Women's Charter drawn out by the government sets out the Right to Education and Training and specifically promotes that the State shall take all measures to ensure for men and women- access to the same educational opportunities in technical, vocational and professional education including co-educational, non-formal, and continuing education, training and extension programmes. Thus all VT providers need to take this into consideration and set appropriate strategies in place to provide equity of access to women for vocational training and employment.

It is suggested, initially at least the eight PRET partner institutes to commit to 30 per cent female participation in non traditional trade courses, with all necessary planning, selection and enrolment, vocational training delivery and skill development , on the job training and also with other follow up assistance. All other VT institutions are expected to follow suit during the first two years of the VET plan implementation.

A.2 Expand, Contract or Withhold Current Training Courses Based on Requirements.

District rationalization committee of the Ministry of Youth Affairs and Skills Development to work or amalgamate with district forums of training providers organized and assisted by WUSE and HDCC. These District Forums have a better composition with private sector and NGO run training institutes, in addition to having public sector institutions under DTET, NAITA, VTA and NYSC as their members. This will bring all training providers in a district together, making any rationalization program more effective, benefiting the TVET sector in the district. Thus this group could jointly decide and agree on local training needs and which VTCs to offer what training courses. Also these forums could be a place for sharing of information, experiences and lessons learnt by members.

Discontinue training or discourage commencing of new courses by training providers in occupations where trained outputs in the province seem to exceed the forecast annual additional entrants to said occupations. However the existence of the cross boarder labour migration or inability in the recent past to meet the demand in certain skilled job categories in the lucrative foreign labour market may justify conducting of such training courses in relevant job categories.

A.3 Identify New Programmes or Courses to be Offered

Introduction of new courses for Tea Factory Mechanics; Computer Networking (CISCO); Industrial Sewing Machine Operators and Quality Controllers; Radio, TV and Allied Electronic Equipment Repairers; Carpenters at NVQ 4 level in the proposed Akuressa training centre suggested.

Also shifting of Aluminium Fabricator course to the proposed vocational training centre in Akuressa (from village level to an urban area) suggested, but perhaps needs stronger justification for any action.

For the occupational areas or vocations where training was not offered but demand in labour market is clearly visible, training providers need to act, often innovatively, devising methods and means to overcome inadequacy if any, of resources both human and physical.

Need to design and offer courses in emerging occupations due to widely -spread usage of modern implements and appliances, in larger numbers, eg : mobile phones with phenomenally high penetration rates and the machinery which are becoming increasingly popular among farmers in paddy cultivation . The new occupations are mobile phone repairers and operators and mechanics for combine harvesters.

A module on Masts and Sails making to be included in Boat Building courses. Already new technology of Mast Making with carbon fibre is available in the country, and introducing the Mast and Sails to fishing crafts will save fuel cost as well as lives of fishers if crafts develop engine troubles or run short of fuel while in the deep seas.

Navigating of leisure boats with sails, along with diving and life saving skills for crews on board, open new training opportunities, not only in fisheries but also in tourism sectors.

A.4 Improve Quality of Training Delivery

(a) Registration of TVET institutions

All the training centres to be registered or renew their registrations at TVEC within an stipulated time period, preferably within a year and should be made the responsibility of the training institutes.

Any organization or individual considering to establish a new training centre or commencing a new training course, needs to plan for registration, accreditation and quality training delivery at the conceptual stage itself, and TVEC if requested, should assume an advisory role to assist the interested party.

Support and Guidance from TVEC is necessary for institutions failed to satisfy the requirements of registration.

(b) Accreditation of TVET Courses for Award of NVQ Certificates

For occupations where National Competency Standards are already available, the training programmes are required to be accredited to ensure quality and relevance of training. There is now a Ministry Directive requiring all public sector training providers to get all their courses in vocations where NCS are available, accredited by 2013.

The Accredited Training Providers Association should play a bigger role, in getting the private sector and NGO assisted training institutions, to register at TVEC and their courses accredited by TVEC. However this may call for expanding the APTA's mandate and strengthening APTA, to assume that bigger role.

Branding of NVQ for certain vocations at provincial level is suggested.

Failures in getting courses accredited are mainly due to inadequacy of available equipment in the training centre and lapses in the documentations needed to be submitted and also not having updated records of teaching and learning processes in the centre.

The institutions applied for course accreditation and awaiting the processing need to be informed of the status at earliest possible to take follow up action.

Assistance by TVEC, in the form of financial grants to purchase some of the equipment required to train certain tasks stipulated in the training standards, on submission of proper proposals from training institutions.

Support and Guidance from TVEC is necessary for institutions failed to satisfy the requirements of accreditation of courses.

(c) Training of Trainers

The capacities for training, specially in Technical Colleges under DTET are drastically reduced due to shortages of adequate number of teachers/ trainers , probably due to inability to recruit suitable teachers in required numbers, resulting perhaps from procedural lapses. The immediate need is to recruit adequate number of teachers. Then only the training of trainers could be followed.

Trainers play a major role in the quality of training delivery. The training could be of low quality, if the teachers are not competent (lacking in skills and knowledge) and also not committed. Teaching is a distinct skill that need to be developed and therefore the need for training of trainers in pedagogy and or andragogy. This has to be a requirement that is strictly fulfilled. Thus the need for training of trainers for skills of teaching and subject upgrading.

Training providers are to arrange to train their teachers and trainers on continuous basis to update their knowledge and skills. In addition measures are to be taken to inculcate professionalism among trainers so that they themselves seek new knowledge and skills.

Opportunities for teachers to work in industry on regular basis so as to expose them to new technologies as well as to explore for themes and ideas to develop industry based assignments for students to work on, as a preliminary preparation of students for world of work.

Develop and implement activities to give recognition to high and innovative achievers in teaching or training occupations.

The issue of raising recruitment/entry level academic qualification for pre-school teacher vocation from G.C.E.(O/L) to G.C.E.(A/L) thus adversely affecting a large number of G.C.E. (O/L) qualified and NVQ certified candidates needs to be resolved.

All training organizations and institutions must legally be obliged to facilitate the trainers to acquire the said skills of teaching to meet the standards.

A.5 On the Job Training to Trainees

Training Institutions in the province appreciate the role played by NAITA in organizing 'on the job training'. However following suggestions were made during training providers workshops

NAITA to make concerted efforts to approach industry members in the chambers, trades associations, hotels, construction contractors associations, garment factories, and small and medium enterprises, plantations, even including rice mills and handloom textile centres in the province to develop partnerships for availing OJT opportunities for trainees.

A.6 Career Guidance and Counseling Programmes

Establish a task group for each district to develop annual Career Guidance and Counselling action plan and monitor implementation and review the progress regularly. Career Guidance and Counselling programmes are to be done jointly by the training providers who usually have funds allocated annually for the purpose, Presently lack of joint programming has made Guidance and Counselling activities in the sector less effective and more costly. The suggested structural arrangement must also include the net work of schools as well.

The Career Guidance and Counselling should also include personality development, CV writing, skills in job seeking and skills in facing interviews etc:

Organizing awareness programmes, seminars, career liking tests, career fairs and open days in vocational training centres for school children specially those in Grade 9 to Grade 12 etc jointly by training providers and schools.

The focus groups of CG & C programmes should include not only students, but also parents, teachers, local politicians and school drop outs as well.

Suggestions were also made not to limit CG programmes only to talk shows, but plan for VTCs to collaborate with schools and get involved in delivering theory and practical portions of the Technology Subjects taught in schools, at the vocational training centres. This is a more effective way of promoting TVET sector among school children, exposing them early, to available training opportunities at VTCs.

A.7 Training Providers Perception of Meeting the Skills in the Ten Economic Sectors Studied

(a) Agriculture_ Sector

NAITA to expand apprenticeship training in plantation sector.

Change of titles of occupations to attract youth to theses vocations is recommended.

Also a scheme of insurance to cover the risk of certain occupations eg. Coconut Pluckers, as a solution for attracting more workers to such occupations is suggested.

The School of Agriculture to design and implement certificate courses for NVQ certifications where number of NCS have already been developed for vocations practiced in Agriculture.

ATI at Labuduwa under SLIATE is ready to deliver training in Agriculture on modular basis. Training of tractor drivers is one such offer.

Training of tractor drivers for operating the Combine Harvesters and hiring of these machines during off seasons for training purposes is suggested.

Training of boiler and rice mill operators, under NAITA apprenticeship on the job training scheme is suggested.

(b) Fisheries_ Sector:

Initially training of development and extension officers in the fisheries unit of provincial Ministry of Agriculture who could, in a multiplier effect, do community based training for fisher folks is suggested. The training needs along with the numbers in existing and also in the future workforce to be trained are already identified.

Training in ornamental fish breeding and turtle hatcheries is suggested.

Special Courses on Post Harvesting Technology to be offered to skippers and deckhands of Multi Day boats and also fish vendors and fisher families is suggested.

(c) Hotels and Tourism_ Sector

It was suggested that the capacities of satellite training centres of Hotel School- Sri Lanka Institute of Tourism and Hotel Management (SLITHM) - or its number of centres are to be increased. Public and Private training providers in the province could become franchisees of the (SLITHM) under its direction to deliver training programmes.

Language training programs in German, French, English etc to be included in courses in this economic sector.

As training of tourist guides and issuing of licenses are the exclusive functions of SLITHM and Sri Lanka Tourism Development Authority at the national level, training of area and site guides can be undertaken by other approved Agencies in province.

Training in diving and training on sail and mast making in boat building can also be undertaken by few private sector training providers like International School of Diving and Building A Foundation Institute operating in the province. TVEC may consider in giving financial assistance, if justifiable project proposals are made.

NAITA to expand its apprenticeship training in Hotels and Restaurants and accommodate more trainees in the training scheme.

Courses for training crafts people and handicraft skills development through the National Craft Council, National Design Centre and Southern Provincial Industrial Development Authority suggested.

(d) Construction_ sector:

Training institutions in Southern province will continue the current training programmes for new entrants to the construction industry. , 85% of already employed craftsmen estimated (around 19,000), who had no formal training need to be trained and certified. There is also a need for further training for the already employed, in the industry, preferably on short term basis for skills upgrading to improve productivity and better wages by the existing training institutions in collaboration with Chamber of Construction Industries and National Contractors Association.

It is identified that in some of the occupational categories, training is not available in the Southern Province. Examples: bar benders, steel fixers, scaffold fixers and mechanics for heavy and light machinery and equipment are a few vocations, where training is difficult to find in the province.

Identify, the reasons and competency mismatches of experienced skilled craftsmen for not being able to satisfy the requirements, in the lucrative foreign labour market, in association with SLBFE and offer training for gap filling.

Establishment of a training centre for vocations in construction sector with assistance of ICTAD in Hambantota is suggested.

Awareness of construction courses offered by SLIATE at Labuduwa among youth through Career Guidance officers working in vocational training centres and Skills Development Assistants attached to DS divisions.

(e) Small and Cottage industries

The annual addition to the workforce in Small and Cottage industries in the province is around 2400 in 31 identified production units. Most training providers in both public and private sectors as well as NGO run training centres in the three districts in Southern province conduct courses regularly in carpentry, wood carving , masonry, dressmaking, pattern making, Zig Zag sewing and fabric printing, tailoring, gem and jewellery etc:

These training providers could easily accommodate the training of these additional numbers in the work force in the skills in relevant vocations. However module on entrepreneurship development with emphasis on quality of services and customer satisfaction, need to be included in all vocational training although only 20% youth are prepared to start their own business.

Further training for makers of leather products and foot wear preferably through a mobile training unit is suggested.

Training in mask making through wood carving training courses has been proposed.

It is also suggested to educate bankers about the central bank recommendation of releasing loans without collaterals to entrepreneurs having vocational skills certified at NVQ3 level.

Some of these new entrants to the sector may be people who would need to turn the developed skill into a livelihood, it is necessary to create a market linkage for their products through Chambers of Commerce and Industries.

(f) Textiles, Garments and Handloom Industry

Main issue for the garment industry is shortage of industrial sewing machine operators and the operator turn-over is also found to be higher. A better image for the operators should be built up through the media (TV, Radio, Newspapers) with the involvement of the authorities.

A new job position has emerged in textile factories as 'compliance officer' as a requirement for ensuring compliance with best practices in human resource and environmental management. All the garment factories should recruit counselors where one counselor is considered enough for one factory.

A total of 575 students are trained annually in 8 key vocations in the Garment sector in the province by VTA. The highest training is in Dress Making.

The handloom textile industry will continue to grow with the present conducive atmosphere existing in the province as it uses appropriate technology and simple equipment operable by village people and profitable for the sustenance of their livelihood. It is assumed that the work force engaged in the sector will grow at 4 per cent.

The annual additional number entering the industry is estimated to be around 25 only. Training is to done by the Department of Textile Industries of the Provincial Council and National Design Centre in partnership with other organizations to the existing work force. Apprenticeship training for the new entrants to the sector has been recommended.

(g) Light Engineering Products and Services Sector

The estimated annual addition to the workforce in selected sub sectors is around 300 based on 5 per cent annual growth. Most of the requirements can be met by courses generally offered by training centres. The need for knowledge and skills upgrading of the employed work force arises due to improved or changed technologies featured in new models, regularly introduced to the consumer market.

The module on entrepreneurial development with customer focus quality services needs to be included as part of the training courses to built capacity for innovative approaches, in finding markets and keeping long term customer loyalty.

Training to be planned only for 1-2 day durations preferably in 3-6 months period in institutions or work places for the existing work force. Courses are to be designed and

offered on need assessments by training institutions. It is also suggested to certify the practicing craftsmen for relevant NVQ levels on RPL basis.
Industrial Development Board could provide training on new technologies to practicing craftsmen and has already included such training in its annual training plan.

Computerized Numerically Controlled (CNC) machining courses to be offered to industry by SLIATE at Labuduwa is suggested.

Organize Craftsmen clubs to give recognition to the club members' skills and also for updating their competencies in pace with any technology changes. Support the membership for their livelihood in terms giving insurance coverage as practiced in Plumbers and Electricians clubs sponsored by certain Companies selling products used in plumbing and electrical works.

(h) Ports and related Ancillary Industries

Training providers need to keep track of the planned development projects in the province and the resulting human resource requirements during and after the projects' implementation and be prepared to act proactively to cater to such arising skills requirements.

The training providers in the province opined that the numerous training centers and other training facilities available in the province could cater to most of the demand created by the Ports related economic activities. Therefore it is a task for the existing training centres to continue training and expand the capacities if needed to meet the skills requirement. Further training in Colombo Port should be arranged with the Port Authorities. Also Training institutions in Hambantota district could look for partnerships with Mahapola Training Institute and Colombo Dock Yard for such additional and specific training inputs.
Awareness programmes to be organized for school children in higher grades in school system about the Hambantota district's development and emerging job opportunities in and around Hambantota. A typical example is the promotion of establishment of Aviation Clubs

with students in Advanced level classes in Schools in Hambantota district. These clubs are established as part of Civil Aviation Services Development and Education program of the Civil Aviation Authority of Sri Lanka to give better understanding of emerging Aviation sector in Hambantota.

Annexure B:

Research Title: A Tracer Study on TVET Course Completers in Southern Province.

Problem Statement:

Are all the TVET completers in Southern province from vocational training centres employed in the province it self.

Objectives:

Overall objective;

To study the level of employability of the course completers [Employee /Own Account worker (Self Employed)/Employer/ Unemployed] Province wise and District wise.

Specific objectives;

To study the extent of employability of youth trained in VT centers in the Southern province.

To study the extent of inter provincial migration of the trained youth.

Completers' intentions for achieving higher level of qualification.

Scope:

Perspective of this research study is to determine;

The level of employability of the course completers [Employee /Own Account worker (Self Employed)/Employer/ Unemployed] province wise and District wise

Extent of cross border migration from a district to another within the province and outside the province.

Background:

TVEC has taken initiative to develop provincial Vocational and Education Training Plan in collaboration with the Southern Provincial Councils for the province at the request of its chief minister. Initially, analysis of the gap between the demand for and supply of skills will be done by means of assessment of skills requirement in the identified key sectors. Demand forecasting of human resources in terms of types of skills to be provided and numbers to be trained in each occupation in order to meet skills requirement of a given sector in the

Southern province will also be done in the VET plan development process. In deciding the numbers to be trained by vocational training providers in the Southern province, the possibility of migration of trained youth to other provinces in the country as well as to foreign job markets will be an important factor to be considered. Thus the extent of such cross boarder migration and possible reasons for such migration will be explored in this process of VET Plan development.

Methodology:

It was decided to use the survey method as they are used to gather fairly basic data which can then be collated to draw a broad picture. A questionnaire was circulated to ask the same questions of all informants among a selected group (NVQ holders), and then use the specific findings to generalize among the larger population of course/training completers.

There were a total of 4182 NVQ certificates issued in Southern province by 31st March, 2011. It was decided to have a sample size of 1000 for this tracer study as it seemed manageable. To make the sampling more representative, based on the total number of NVQ certificates issued in Southern province by district, by various training providers and by vocations (thus inclusive of both clustering and stratification of samples), proportionate numbers to be traced in each cluster were determined. Please refer Table A1. The names and the addresses of the persons to be contacted for the survey were randomly picked from TVEC data base.

The questionnaire was divided into 5 parts. Part one is allocated for the personnel information. It consisted of seven questions. Part two was designed to test the level of school education of individuals and it consisted of one question only, which leads to reveal the highest qualification that they have obtained from the schools. Part three laid the foundation for the rest of the survey and it focused on the technical education and vocational training that they have undergone leading to their NVQ qualification in the vocation they were trained. It contained twenty questions paving the way for next phases of the study. Almost 52 per centof the survey questions are in the this part four, intend to derive information which leads to study the factors related to employability and the relevance of the NVQ qualification that has been obtained to the employment, whether recognition given at place of work and or in immediate social circle or any other special benefits received because of the NVQ qualification and any cross boarder migration from district of vocational training received to the district of employment. This

Table B1-Sampling Framework

Private Sector Institutions			
Occupations	**Galle**	**Matara**	**Hambantota**
Baker			
ISMO			
Computer Graphic Designer	**28 (17%)**		
Desk Top Publisher			
Welder			
Machinist			**10(16%)**
Ref & AC Mechanic			
Radio, TV & Allied Equipment Repairer			
Wood Craftsman (Furniture)		**19(5%)**	
Wood Craftsman Building	**11 (7%)**	**115 (12%)**	**18 (30%)**
Jewellery Stone Setter			
Jewllery Maker			
Electrician		**47 (11%)**	
Household Electrical Appliances Repairer			
Plumber			
Electric Motor Winder			
Aluminum Fabricator		**114 (28%)**	
Cons Craftsman Masonry	**16 (10%)**	**110 (27%)**	**16 (27%)**
Automobile Electrician			
Automobile Tinker			
Auto Mechanic			**09 (15%)**
Motor Cycle Mechanic			
Computer Hardware Technician			
Computer Network Technician			
Computer App Assistant	**108 (66%)**		**07 (12%)**
Beautician			
Hair Stylist			
Total	**163 26%**	**405 64%**	**60 10%**
	628		

	DTET			NYSC		
	Galle	**Matara**	**Hambantota**	**Galle**	**Matara**	**Hambantota**
Baker						
ISMO						
Computer Graphic Designer						
Desk Top Publisher						
Welder	158(44%)	14(14%)	44(60%)			04(6%)
Machinist	04	05(7%)	14(19%)			
Ref & AC Mechanic	26 (7%)		16(21%)			
Radio, TV & Allied Equipment Repairer	19 (5%)					
Wood Craftsman (Furniture)	03					04(6%)
Wood Craftsman Building						
Jewellery Stone Setter						
Jewllery Maker						
Electrician						
Household Electrical Appliances Repairer						
Plumber	15(4%)					
Electric Motor Winder						
Aluminum Fabricator						
Cons Craftsman Masonry						
Automobile Electrician						
Automobile Tinker						
Auto Mechanic		05(7%)				31(48%)
Motor Cycle Mechanic						25(40%)
Computer Hardware Technician	13(4%)					
Computer Network Technician	35(10%)					
Computer App Assistant	85(24%)1	52(68%)			19(10%)	
Beautician					93(48%)	
Hair Stylist					80(42%)	
Total	358 70%	76 15%	74 15%	0	192 75%	64 25%

part also included questions to learn about any future aspirations related to higher NVQ levels. Part five was allocated for those NVQ holders who are currently not employed. It attempts to find out reasons for unemployment and also intended to test the respondents expectation for higher education or further learning under the NVQ framework.

	VTA			NAITA		
	Galle	**Matara**	**Hambantota**	**Galle**	**Matara**	**Hambantota**
Baker	88(10%)	26(4%)	13(2%)			
ISMO	08(1%)		52(9%)			
Computer Graphic Designer	06(1%)		15(3%)			
Desk Top Publisher				24(7%)		
Welder	49(5%)	55(8%)	95(18%)	13(4%)		
Machinist	04					
Ref & AC Mechanic	74(8%)	05(1%)	13(2%)			
Radio, TV & Allied Equipment Repairer	58(6%)					13(17%)
Wood Craftsman (Furniture)	38(6%)	12(2%)	67(12%)			13(17%)
Wood Craftsman Building			16(3%)			
Jewellery Stone Setter	42(5%)	34(5%)				
Jewellery Maker		26(4%)	22(4%)	02		06(8%)
Electrician	78(9%)	65(9%)				
Household Electrical Appliances Repairer				09(3%)		
Plumber	0	10(1%)	32(6%)			
Electric Motor Winder	45(5%)					
Aluminum Fabricator	40(4%)	22(3%)	15(3%)			
Cons Craftsman Masonry	35(4%)	25(3%)	67(12%)	01		09(12%)
Automobile Electrician	01					
Automobile Tinker		23(3%)	10(2%)			
Auto Mechanic	66(7%)		24(4%)			
Motor Cycle Mechanic	66(7%)	123(17%)	23(4%)			
Computer Hardware Technician	32(4%)			63(18%)		

Computer Network Technician				04(1%)		
Computer App Assistant	36(4%)	175(24%)	71(14%)	228(66%)	106(100%)	33(46%)
Beautician	86(9%)	67(9%)	09(2%)			
Hair Stylist	55(6%)	47(7%)				
	907	**715**	**544**	**344**	**106**	**74**
	42%	33%	25%	66%	20%	14%
	2166			**524**		

Study Limitations:

The scope of the study is limited to NVQ holders in the Southern province, mainly due to the convenience in having their data in the TVEC NVQ data base for sending out the questionnaires for the survey.

Through, the survey was confined to cover the employability and possible interprovincial migration of trained and competent course completers (assessed for competency as evident from awarding NVQ certification), circumstances of students, who have followed other technical and vocational training even in vocations where NCS are yet to be developed will not be revealed with this study. Therefore it would have been more effective if the course completers of other courses and even those who are without any NVQ certificates are included in the tracer study. Then the validity of the analysis would have been stronger.

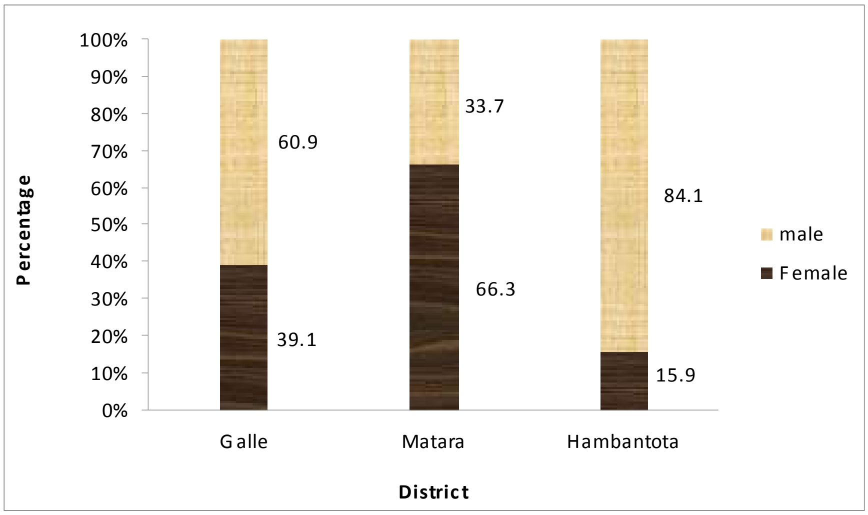
Data Collection

The questionnaire consisting of 53 overall questions was posted to each and every member of the sample of 1000 NVQ Certificate holders and collected back by the post. The questionnaire comprised structured questions as well as open ended questions. All five areas expected to be covered by the study have been put in the form of 45 probing questions. 214 NVQ certified ex-students have responded and it is 21.4 per cent of the sample of total population.

Data Analysis and Findings

Data analysis has been done basically by quantitative methods using of SPSS as the data collection was done by the survey method.

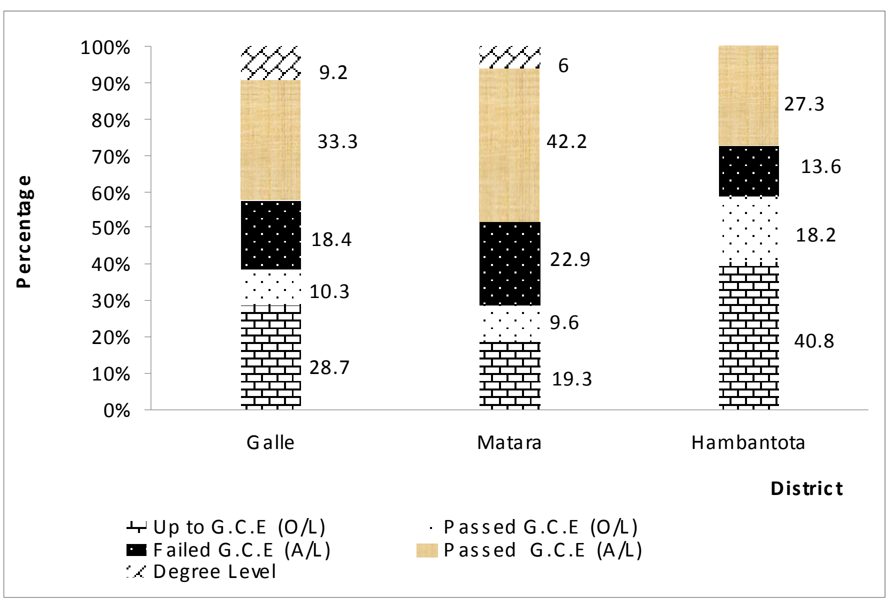
Figure B1: Respondents by Gender and by District



Source: Developed by the researcher

The percentages of male and female respondents in this survey among NVQ certificate holders in the Southern province are 55.1 and 44.9 respectively.

Figure B2: Respondents by Education Level



Source: Developed by the researcher

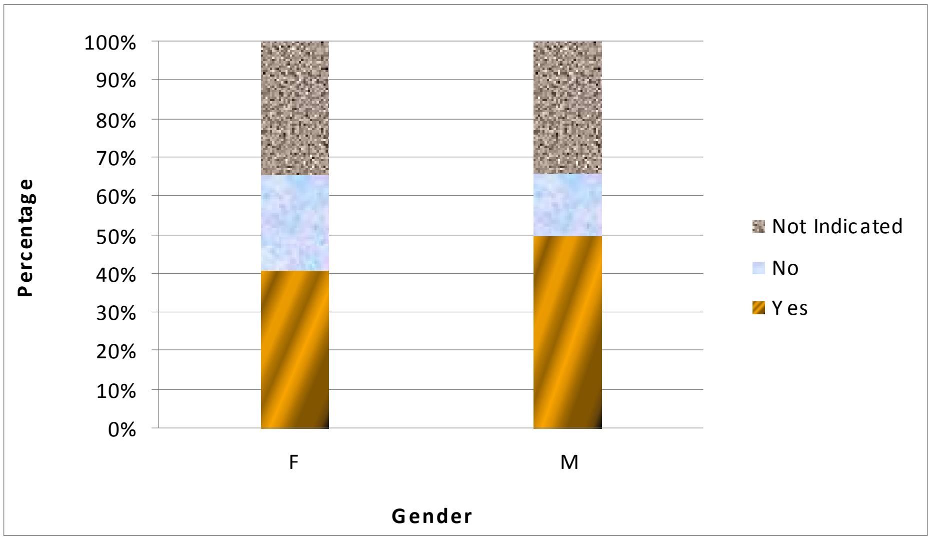
It is interesting note that among the NVQ holders in Southern province 35.5 per cents have passed G.C.E. (A/L) examination and 27.6 per cent have studied up to G.C.E. (O/L) examination. 6.1 per cents of NVQ holders have degrees. However nearly 41 per cents of NVQ certified skilled persons in Hambantota district have studied only up to G.C.E (O/L) and chosen to join TVET sector in their early youth to acquire employable skills, while in Galle and Matara districts highest proportions of students joining the vocational training are those who have passed G.C.E (A/L) examination. The proportions are 33.3 per cent in Galle district and 42.2 per cent in Matara district of the total number qualified for NVQ awards jn the respective districts.

Table B2: Number of Respondents Undergone OJT District- wise and Gender-wise

Whether Undergon e OJT	**Galle**			**Matara**			**Hambantota**			**Total**		
	No of Responde nts		**Percen t**	**No of Responde nts**		**Percent**	**No of Responden ts**		**Percent**	**No of Responden ts**		**Percen t**
	F	M		F	M		F	M		F	M	
Yes	16	32	76.2	21	14	66.0	2	13	60.0	39	59	69.5
No	8	7	23.8	12	6	34.0	4	6	40.0	24	19	30.5
Total	24	39	63	33	20	53	6	19	25	63	78	141
			72.4			63.9			56.8			65.9
			total			total			total			total
Not Indicated	10	14	27.6	22	8	30	1	18	19	33	40	73
Total	34	53	87	55	28	83	7	37	44	96	118	214

Source: Developed by the researcher

Figure B3: Number of Respondents Undergone OJT by Gender-wise



Source: Developed by the researcher

Out of the those who have responded to this questions, as is seen from the above Table B2. 69.5 per cent of NVQ holders in Southern province had in plant or on the job training as part of the course of studies or programme of training and 30.5 per cent of the respondents say they have not undergone such training. 34 per cent of total number of respondents have neither indicated no or yes to this question. District wise in Galle more respondents, 76.2 per cent, had the opportunity for OJT, in Matara district it was 66.0 per cent and in Hambantiota district even lesser percentage of 60.0 per cent of the respondents had On the Job training as part of their training programme or course of study.

Gender wise, 61.9 per cent of Female and 75.6 per cent Male NVQ holders, in Southern province had the industry or work place training.

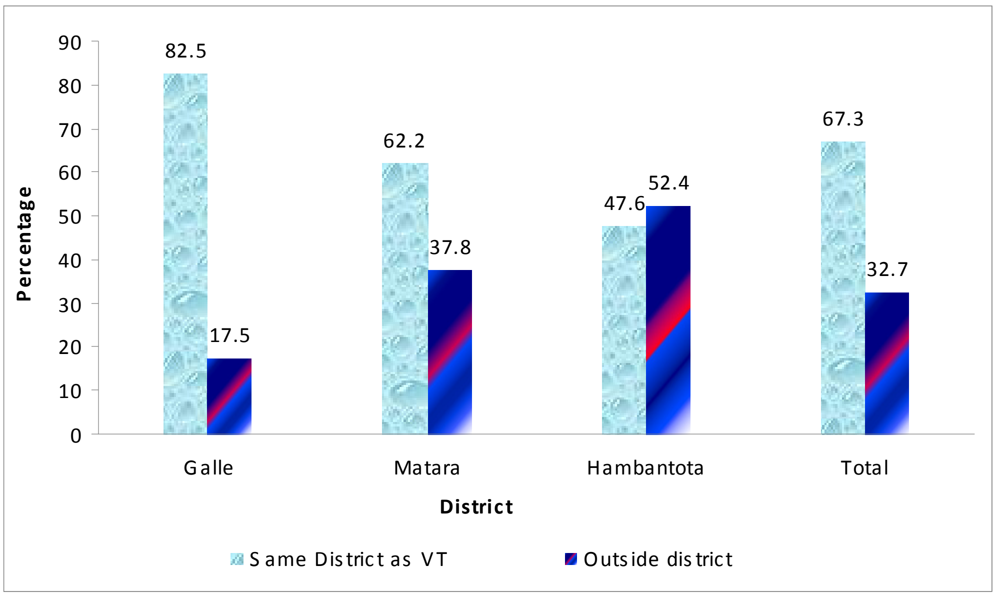
Table B3: Whether OJT was in the same district

Where OJT	Galle		Matara		Hambantota		Total	
	No of Respondents	Percent	No of Respondents	Percent	No of Respondents	Percent	No of Respondents	Percent
Same District as	33	82.5	23	62.2	10	47.6	66	67.3

VT								
Outside district	7	17.5	14	37.8	11	52.4	32	32.7
Total	40	46.0	37	44.6	21	47.7	98	45.8
Not Indicated	47	54.0	46	55.4	23	52.3	116	54.2
Total	87	100	83	100	44	100	214	100

Source: Developed by the researcher

Figure B4: Whether OJT was in the same district



Source: Developed by the researcher

Table B3 and Figure B4 show that 67.3 per cent of NVQ holders responded in Southern province had their in-plant or on the job training in the same district, where they had their institutionalized vocational training. While Galle district has accommodated 82.5 per cent of its NVQ holders for their 'On the Job Training', Matara district offered the industry placement to 62.2 per cent and Hambantota district to a lesser percentage of 47.6 of NVQ holders responded. In contrast to other two districts in the province, a higher proportion of more than 52.0 per cent, of NVQ holders from Hambantota district had to go out of the district for industry or workplace training. ***32.7 per cent of all NVQ holders in Southern province had their industry or work place training outside their districts of institutional training.***

Of those who had industry training away from their districts of skills training, 47.4 per cent thought there were no adequate number of industries to accommodate trainees, 31.6 per cent perceived that the industries available in the district do not have adequate facilities or space to offer such training to all trainees, 11.1 per cent of respondents believed that the industries are simply not willing to give industrial training to vocational trainees. 50 per cent of respondents in Hambantota think that the industries in the district have neither space nor facilities to accommodate trainees in their enterprises.

Mode of NVQ Certification

Table B4: Modes of NVQ Certification in Southern Province by District

Mode of NVQ Certification	**Galle**		**Matara**		**Hambantota**		**Total**	
	No of Respondents	**Percent**	**No of Respondents**	**Percent**	**No of Respondents**	**Percent**	**No of Respondents**	**Percent**
RPL	7	8.0	9	10.8	5	11.4	21	9.8
CBT	25	28.8	27	32.6	14	31.8	66	30.9
Total	32		36		19		87	
Not Indicated	55	63.2	47	56.6	25	56.8	127	59.3
Total	87		83		44		214	

Source: Developed by the researcher

Table B4 shows that in the Southern province, nearly, 10 per cent of NVQ holders had been certified on the Recognition of Prior Learning basis. Nearly 31 per cent had followed vocational training at institutions and assessed on CBT mode for NVQ certification, as part of the training delivery. However it is interesting to note that ***close to 59 per cent have not responded to this question apparently not certain about the difference between these two accepted modes of NVQ certification***.

Time Lag between Assessment and Receipt of NVQ certificates

Table B5: Time lag Between Assessment and Receipt of NVQ certificates by District

Time Lag	Galle		Matara		Hambantota		Total	
	No of Respondents	**Percent**	**No of Respondents**	**Percent**	**No of Respondents**	**Percent**	**No of Respondents**	**Percent**
Within 3 M	6	18.2	5	9.4	2	8.3	13	11.8
3-6M	1	3.0	3	5.7	1	4.2	5	4.5
6-12M	6	18.2	7	13.2	6	25.0	19	17.3
>12M	20	60.6	38	71.7	15	62.5	73	66.4
Not Indicated	54	62.1	30	36.9	20	45.5	104	48.6
Total	87	100	83	100	44	100	214	100

Source: Developed by the researcher

Table B5 shows that the time lag between completion of assessment of a candidate's competencies and receipt of the NVQ certificate by the successful candidate can be considered an indicator of the efficiencies of the evaluation and certification processes. On average 11.8 per cent of the successful completers in Southern province receive NVQ certificates within 3 months of assessment. 21.8 per cent receive certificates within 3 -12 months and for a significant number of respondents 66.4 ***per cent of the total, it has taken more than a year.*** Although 48.6 per cent of respondents had not made any indication of the time elapsed, above situation may deserve close scrutiny by both training providers and the TVEC and jointly take measures to improve the status quo. This may be due to incomplete documentation or discrepancies in reporting and also procedural lapses by assessors, training providers and issuer of certificates, as well as other factors. Comparison of respective time lags show that in Matara district, on average has a higher percentage (71.7 per cent) of respondents waiting for more than a year to receive the NVQ certificates.

Special Benefits of Having NVQ certificates.

Table B6: Responses on NVQ Benefits by District

Benefits of NVQ award		Galle		Matara		Hambantota		Total	
		No of Respondents	Percent	No of Respondents	Percent	No of Respondents	Percent	No of Respondents	Percent
Increased Salary	Y	-	0	3	3.6	5	11.4	8	3.7
	N	87	100	80	96.4	39	88.6	206	96.3
Got a Job	Y	10	11.5	11	13.3	7	15.9	28	13.1
	N	77	88.5	72	86.7	37	84.1	186	86.9
Better job with higher salary	Y	2	2.3	2	2.4	2	4.5	6	2.8
	N	85	97.7	81	97.6	42	95.5	208	97.2
Foreign job	Y	15	17.2	29	34.9	12	27.3	56	26.2
	N	72	82.8	54	65.1	32	72.7	158	73.8
Social recognition	Y	25	28.7	29	34.9	13	29.5	67	31.3
	N	62	71.3	54	65.1	31	70.5	147	68.7
Opportunity for higher Vocational Education	Y	9	10.3	7	8.4	4	9.1	20	9.3
	N	78	89.7	76	91.6	40	90.9	194	90.7

Y-yes; N-no *Source: Developed by the researcher*

Table B6 indicates, over 96 per cent of recipients claim that NVQ certificates awarded have not lead to any salary increase in their current jobs. In Galle district none had received any salary increase due to achieving a NVQ competency level. It is possible that it may not have occurred to the current employers yet, of the risk of losing a competent NVQ certified worker in a competitive labour market. ***13.1 per cent of respondents had got new jobs after receiving NVQ .Only around 3 per cent of NVQ recipients were able to get better jobs with higher salaries. A slightly more than a quarter of the total number of NVQ recipients have***

been offered jobs in foreign labour market, which is interesting to note. Close to 3.1 per cent of the NVQ recipients felt that there is a better social recognition for their achievement in receiving a NVQ. Only 9.3 per cent of NVQ recipients in Southern province are presently interested in pursuing higher vocational education as such opportunities may not yet well known.

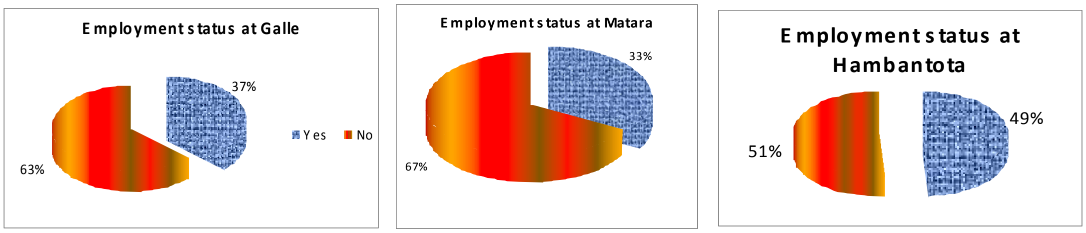
Employment Status by Gender and District

Table B7: Employment Status by Gender and District

District		**Gender Distribution**		**Total**
		Female	**Male**	
Galle	Yes	7 (23.3%)	23(45.1%)	30(37.0%)
	No	23 (76.7%)	28(54.9%)	51(63.0%)
	Sub Total	30 (100%)	51 (100%)	81(100%)
	No Response	4 (11.8%)	2 (3.8%)	6 (6.9%)
	Total	34	53	87
Matara	Yes	13 (26.0%)	12 (46.2%)	25 (32.9%)
	No	37 (74.0%)	14 (53.8%)	51 (67.1%)
	Sub Total	50 (100%)	26(100%)	76(100%)
	No Response	5 (9.1%)	2 (7.1%)	7 (8.4%)
	Total	55	28	83
Hambantota	Yes	1 (16.7%)	19 (54.3%)	20 (48.8%)
	No	5 (83.3%)	16 (45.7%)	21 (51.2%)
	Sub Total	6 (100%)	35(100%)	41 (100%)
	No Response	1 (14.3%)	2 (5.4%)	3 (6.8%)
	Total	7	37	44

Source: Developed by the researcher

Figure B7: Employment Status by Gender and District



Source: Developed by the researcher

Only 37.9 per cent of NVQ holders in the Southern province responded to the survey, are employed and 62.1 per cent are unemployed. (Please refer Table B7 & Figure B7) 7.5 per cent of the total NVQ holders who had participated in the survey, did not indicate whether they are employed or not. ***It is interesting to note that the highest employment among NVQ holders is recorded in Hambantota district with 48.8 per cent. The lowest employment rate is seen in the Matara district with 32.9 per cent. While highest male employment (54.3 per cent) and lowest female employment (16.7 per cent) of NVQ recipients are recorded in Hambantota district, it is in Matara district that the highest female employment (23.6 per cent) of NVQ holders responded to the question is noted.***

Status of Employment

Table B8: Status of Employment by District

District		Number of Respondents	Percent	Valid Percent
Galle	Employee	25	28.7	73.5
	Own account worker	7	8.0	20.6
	Employer	2	2.3	5.9
	Total	34	39.1	100.0
	No response	53	60.9	
	Total	87	100.0	
Matara	Employee	17	20.5	70.8
	Own account worker	4	4.8	16.7
	Employer	3	3.6	12.5
	Total	25	28.9	100.0
	No response	58	71.1	
		83	100.0	
Hambantota	Employee	14	31.8	66.7
	Own account worker	5	11.4	23.8
	Employer	2	4.5	9.5
	Total	20	47.7	100.0
	No response	24	52.3	
	Total	44	100.0	

Source: Developed by the researcher

Table B* shows that, 70.9 per cent of NVQ holders in Southern province work as employees, 20.2 per cent are self employed while around 8.9 per cent are employers . In Galle District 73.5 per cent are in Employee status, 20.6 per cent are self employed/ or own account worker and 5.9 per cent are in the employer status. In Matara district, 70.8 per cent of employed NVQ holders responded are employees, 16.7 per cent are own account workers and 12.5 per cent are employers. The highest percentage of 23.8 per cent of own account workers in the three districts are in Hambntota.

Time Elapsed Between Completion of the Training and Employment

Table B9: Time Elapsed Between Completion of the Training and Employment

		Number Responded	Percent	Valid Percent
Galle	No Response	9	36.0	
	Within 3M	7	28.0	43.8
	within 3-6M	3	12.0	18.7
	Within 6-12M	2	8.0	12.5
	More than 12M	4	16.0	25.0
	Total	25	100.0	100.0
Matara	No Response	3	17.6	
	Within 3M	8	47.1	57.2
	within 3-6M	4	23.5	28.6
	Within 6-12M	1	5.9	7.1
	More than 12M	1	5.9	7.1
	Total	17	100.0	100.0
Hambantota	No Responce	2	14.3	
	Within 3M	5	35.7	41.7
	within 3-6M	3	21.4	25.0
	Within 6-12M	3	21.4	25.0
	More than 12M	1	7.1	8.3
	Total	14	100.0	100.0

Source: Developed by the researcher

Table B9 shows the time lag between completion of training and commencement of employment can be considered an indicator of the labour market demand for that particular vocation or the products of that course of training, as well as other factors. ***A 47.6 per cent of the NVQ recipients in Southern province obtained employment within three months of completion of the training courses. A 23.8 per cent had obtained employment after a waiting period ranging from 3 -6 months and further 14.3 per cent during 6 – 12 month***

period, thus a total of 85.7 per cent get employed within a year of completion of the training courses. Another 14.3 per cent of these respondents had to wait more than a year to gain employment.

The pattern of time lags between completion of training and employment in the three districts varies. Within 3 months, 57.2 per cent of course completers in Matara and 41.7 per cent course completers in Hambantota districts gain employment. It is 43.8 per cent in Galle district, while a further 18.7 per cent gain employment during 3- 6 month period. In contrary higher proportions of 28.6 and 25.0 per cents gained employment in Matara and Hambantota districts during 3-6 month period. The percentages of gaining employment within a year of training completion by vocational training completers in the three districts are 87.5, 92.9 and 91.7 in Galle, Matara and Hambantota districts respectively.

Employment of NVQ Holders by District by Gender

Table B10: Employment of NVQ Holders by District by Gender

		Gender Distribution		Total
		No of Female	No of Males	
Galle	Colombo	1	3	4
	Kalutara	0	3	3
	Galle	3	12	15
	Matara	0	1	1
	Hambantota	0	1	1
	Total	4	20	24
Matara	Colombo	1	4	5
	Galle	1	2	3
	Matara	3	3	6
	Hambantota	1	0	1
	Monaragala	0	1	1
	Total	6	10	16
Hambantota	Colombo	0	1	1

	Matara	0	3	3
	Hambantota	1	7	8
	Total	1	11	12

Source: Developed by the researcher

It is interesting to note that 73.1 per cent of the total number of already employed NVQ holders in the Southern province work in one of the three districts of the province. The remaining 27 per cent of trained and competent skilled workers migrate to districts in other provinces for work.(Please refer Table B10). 19.2 per cent of qualified and competent workers trained in the Southern province are employed in Colombo district and 7.7 per cent work in Kalutara and Monaragala districts. ***Further analysis indicates that 55.8 per cent of trained and competent skilled workers work in the district where they had their vocational training or skills acquisition had taken place. 63.6 per cent of female and 53.7 per cent of male trained and competent skilled workers work in the district where they had vocational training***. ***Similarly 90 per cent of female and 70.7 male trained and competent skilled workers trained in the Southern province continue to live and work in the same province. Only 10 per cent of skilled females and 29.3 per cent skilled males seem to cross borders to other provinces for work.***

70.7 per cent of male skilled workers trained in the Southern province are employed in the same province with 29.3 per cent crossing the provincial borders for employment.

Type of employment

Table B11: Type of employment of NVQ Holders in Southern Province

District	Criteria			Number Responded	Percent	Valid Percent
Galle		Valid	Permanent job	11	44.0	45.8
			Contract and monthly payment	8	32.0	33.3
			Daily wage	1	4.0	4.2

			piece rate	4	16.0	16.7
			Total	24	96.0	100.0
			No response	1	4.0	
			Total	25	100.0	
Matara	Valid		Permanent job	7	41.2	41.2
			Contract and monthly payment	6	35.3	35.3
			Daily wage	3	17.6	17.6
			piece rate	1	5.9	5.9
			Total	17	100.0	100.0
Hambantota		Valid	Permanent job	5	35.7	38.5
			Contract and monthly payment	1	7.1	7.7
			Daily wage	3	21.4	23.1
			piece rate	4	28.6	30.8
			Total	13	92.9	100.0
			No response	1	7.1	
			Total	14	100.0	

Source: Developed by the researcher

Table B11 shows that in Southern province, 42.6 are in the Permanent and salaried employment category, 27.8 per cent in Contract/ temporary monthly basis, 13.0 per cent on daily wages and 16.6 per cent are employed and paid on piece rate basis. The highest and lowest proportions of permanent and salaried employment are reported in Galle district with 45.8 per cent and 38.5 per cent in Hambantota districts respectively. The highest proportions in daily wage category are recorded in Hambantota district with 23.1 per cent followed by 17.6 per cent in Matara district. In Galle district it is only 4.2 per cent. Employment based on piece rate payments for skilled qualified workers is prominent in districts of Hambantota with 30.8 per cent and Galle with 16.7 per cent.

Employment of VT Course Completers by Sector

Table B12: Employment of VT Course Completers by Sector

District	Criteria		Number Responded	Percent	Valid Percent
Galle	Valid	Government	5	20.0	20.0
		Semi-Government	3	12.0	12.0
		Private	17	68.0	68.0
		Total	25	100.0	100.0
Matara	Valid	Government	1	5.9	6.3
		Semi-Government	1	5.9	6.3
		Private	13	76.5	81.3
		BOI private	1	5.9	6.3
		Total	16	94.1	100.0
		No response	1	5.9	
		Total	17	100.0	
Hambantota	Valid	Government	2	14.3	16.7
		Private	10	71.4	83.3
		Total	12	85.7	100.0
		No response	2	14.3	
		Total	14	100.0	

Source: Developed by the researcher

In Southern province 77.4 per cent of all employed course completers work in private sector and the remaining 22.6 per cent of them work in public sector. (Please refer the Table B12). District wise, Galle has 68.0 per cent, Matara 87.6 and Hambantota 83.3 per cent of the employed course completers working in the private sector. Galle district has also the highest proportion of course completers 32.0 per cent employed in the public sector, Hambantota district has 16.7 and Matara district has 12.6 per cents of their trained and qualified NVQ holders working in the public sector.

Employment Prior to Self Employment by Course Completers

Table B13: Employment Prior to Self Employment by Course Completers

District	Criteria		Number Responded	Percent	Valid Percent
Galle	Valid	Yes	5	71.4	83.3
		No	1	14.3	16.7
		Total	6	85.7	100.0
		No response	1	14.3	
		Total	7	100.0	
Matara	Valid	Yes	3	75.0	100.0
		total	3		100.0
		No response	1	25.0	
		Total	4	100.0	
Hambantota	Valid	Yes	2	40.0	50.0
		No	2	40.0	50.0
		Total	4	80.0	100.0
		No response	1	20.0	
		Total	5	100.0	

Source: Developed by the researcher

As per survey results shown in Table B13, 76.9 per cent of self employed course completers in Southern province were employed and gained more skills prior to work on their own as self employed competent workers.

Districts Where Self Employed Course Completers Work

Table B14: District Where Self Employed Course Completers Work

District	Criteria		Number Responded	Percent	Valid Percent
Galle	Valid	Galle	5	71.4	100.0
		No response	2	28.6	
		Total	7	100.0	
Matara	Valid	Matara	2	50.0	66.7
		Hambantota	1	25.0	33.3
		Total	3	75.0	100.0
		No response	1	25.0	
		Total	4	100.0	
Hambantota	Valid	Gampaha	1	20.0	33.3
		Hambantota	2	40.0	66.7
		Total	3	60.0	100.0
		No response	2	40.0	
		Total	5	100.0	

Source: Developed by the researcher

In Southern province, 91 per cent of all self employed course completers work in the province itself as shown in Table B14.

Employment Prior to Being an Employer

Table B15: Employment Prior to Being an Employer

District	Criteria		Number Responded	Percent	Valid Per cent
Galle	Valid	Yes	1	50.0	50.0
		No	1	50.0	50.0
		Total	2	100.0	100.0
Matara	Valid	No	2	66.7	100.0
		No response	1	33.3	
		Total	3	100.0	
Hambantota		No	1	50.0	100.0
		No response	1	50.0	
		Total	2	100.0	

Source: Developed by the researcher

As per Table B15, Almost 80.0 percent of course completers working as employers or entrepreneurs have not employed or worked as employees prior to become employers in the Southern province.

Districts Where Enterprises of Course Completers Working as Employers are Located

Table B16: Districts of the Enterprise of Course Completers Working as Employers

District	Criteria		Number Responded	Percent	Valid Percent
Galle	Valid	Galle	2	100.0	100.0
Matara	Valid	Galle	1	33.3	50.0
		Matara	1	33.3	50.0
		Total	2	66.7	100.0
		No response	1	33.3	
		Total	3	100.0	
Hambantota	Not Valid	No response	2	100.0	

Source: Developed by the researcher

The Enterprises run by Course completers in Southern province are located in the province it self and there is no crossing of provincial borders for livelihood, as shown in Table B16.

Currently Unemployed-Reject a job offer by NVQ holder

Table B17: Currently Unemployed-Reject a job offer by NVQ holder

District	Criteria		Number Responded	Percent	Valid Percent
Galle	Valid	Yes	12	23.5	25.5
		No	35	68.6	74.5
		Total	47	92.2	100.0
		No response	4	7.8	
		Total	51	100.0	
Matara	Valid	Yes	14	27.5	31.1
		No	31	60.8	68.9
		Total	45	88.2	100.0
		No response	6	11.8	
	Total	Total	51	100.0	
Hambantota		Yes	4	19.0	23.5
		No	13	61.9	76.5
		Total	17	81.0	100.0
		No response	4	19.0	
		Total	21	100.0	

Source: Developed by the researcher

Survey results tabulated in Table B17, Out of the currently unemployed course completers in the Southern province, 27.5 per cent have rejected job offers due to reasons given below. Conversely 72.5 per cent of these currently unemployed group of NVQ holders, have not received any job offers at all. District wise, 76.5 per cent in Hambantota, 74.5 per cent in Galle and a lesser proportion of 69.0 per cent in Matara of the currently unemployed group traced in this survey have not received any job offers at the time of the survey. This perhaps reflect the less demand for certain job categories in the immediate labour market prevailing in the Southern province.

Reason for Rejecting the Job Offers

Of those unemployed course completers who have rejected job offers, 26.7 per cent say the job offers were not relevant to the occupations in which they were qualified, 26.7 per cent say the place of employment was not in the same district and therefore difficult to attend to, for 43.3 per cent of respondents, salary offered was not adequate, for 33.3 per cent working conditions were poor and 13.3 per cent simply did not like the job. Some respondents have obviously indicated more than one reason for not accepting the jobs offered.

Possible Reasons for Current Unemployment

Table B18: Possible Reasons for Current Unemployment As Perceived by the Unemployed Themselves.

District	Criteria		Non Availability of Job opportunities	Following Another Training Programme	Do Not Expect to Work
Galle		Yes	29	8	3
		No	22	43	48
Matara		Yes	31	2	4
		No	20	49	47
Hambantota		Yes	14	0	3
		No	7	21	18

Source: Developed by the researcher

Table B18 shows, 60.2 per cent of the currently unemployed NVQ holders remained unemployed because they have not received any job offers. ***8.1 per cent of unemployed are presently following other courses of training while another 8.1 per cent just do not want to work right now.***

Future Expectations of NVQ holders Under the NVQ Framework.

Table B19: Future Expectations of NVQ holders Under the NVQ Framework.

District	Criteria	Go for Higher NVQ qualification	Do another NVQ course	Go for Diploma programme	Doing a diploma programme	Go for NVQ degree
Galle	Yes	10	4	8	4	13
	No	41	47	43	47	38
Matara	Yes	12	7	12	0	11
	No	39	44	39	51	40
Hambantota	Yes	7	3	5	0	2
	No	14	18	16	21	19

Source: Developed by the researcher

Survey results also show in Table B19 that 23.6 per cent of the NVQ holders in the Southern province, expect to study for a higher level of NVQ qualification in the same vocation or vocational area. Another group of the traced NVQ holders traced in Southern province which represent 11.4 per cent of them expect to acquire skills and competencies to qualify at relevant NVQ level but in a different vocation or vocational area. Another 20.3 per cent are planning to study for diploma at NVQ 5/6 levels to qualify as a middle level technician. 3.3 per cent of the NVQ holders traced already are following NVQ 5/6 level diploma courses in Galle district. 21.1 per cent of the respondents are also interested in doing NVQ 7 level degree course at UniVoTec.

Annexure: C

Potential Customers for TVET Sector in Monaragala District and Outputs of Training Providers' Workshop.

Due to large scale nature of infrastructure and other development initiatives currently taking place in Hambantota, the economic benefits will spread to nearby districts. In that sense Monaragala district will be most fortunate because of its close proximity to Hambantota. The Monaragala district can be a promising candidate to take a major share of economic benefits by positioning its training provision, to match the skills demand in the expanding labour market in the Hambantota and the Southern province. This annexed section will examine the school system to estimate the number of potential customers to TVET sector in Monaragala district, which eventually will supply skilled manpower to the labour market, in both Uva and Southern provinces. This section will include the outputs of a workshop held with the participation of training providers in Monaragala.

C.1 Relevant Statistics in School System in Monaragala District

Table C.1 shows the number of admission to Grade1 in School System in three districts in Southern province and Monaragala district during three year period from 2008 to 2010. In Hambantota district grade 1 admission is around 10,500.The average admission in Grade 1 in Monaragala district is around 8,100.

Table C.1:-Grade 1 New Admissions in Monaragala District

District	2008	2009	2010
Galle	17,553	18,087	18141
Matara	13,288	13,234	13079
Hambantota	10,123	10,681	10763
Southern Province	40,964	42,002	41983
Monaragala	**7,715**	**8,224**	**8,222**
Sri Lanka	331,886	329,823	326,364

Source: Ministry of Education 2010

Table C.2 shows the number of drop outs from various grades in school system in the district. The total number of drop outs from Grade 5 to Grade 8 is 437 and the number from Grade 8 to Grade 10 is 1,097 and in comparison, the national figures are 14,299 and 35,270 respectively.

The drop outs from Grade 8 to Grade 10 are a group of potential customers for vocational training providers. Although drop outs from Grades 5 and above are considered, already a part of economically active population or labour force, as they are 10 years of age and above, they could enter the labour market direct or they could also join the formal vocational training. Or else, they could join as apprentices learning under craftsmen working in the informal sector to acquire employable skills before seeking employment.

Table C.2: Drop Outs in Schools by Grade and Gender in 2010 in Monaragala District

Districts	Grade 5		Grade 6		Grade 7		Grade 8		Grade 9		Grade 10	
	M	F	M	F	M	F	M	F	M	F	M	F
Monaragala	97	34	128	51	98	29	118	86	193	130	354	216
	131		179		127		204		323		570	
	437						1097					
Sri Lanka	641	-375	3666	2868	4181	3318	4817	3720	7024	5056	8222	6431
Sub Totals	266		6,534		7,499		8,537		12,080		14,653	
	14,299						35,270					
Total SL	49,569											

Source: Ministry of Education 2010

C.2 Student Performance at G.C.E.(O/L) and G.C.E.(A/L) Examinations

Table C.3 shows the performance of school candidates in Monaragala district at G.C.E (O/L) and G.C.E. (A/L) examinations during the 4 years from 2007 to 2010. The average numbers failed in G.C.E. (O/L) and G.C.E. (A/L) examinations are 4,944 and 1,383 respectively.

Table C.3: Performance of School Candidates in Monaragala District at G. C. E. (O/ L) and G. C. E. (A/ L) Examinations During 2007- 2010

District- Monaragala		2007		2008		2009		2010	
		No.	%	No.	%	No.	%	No.	%
G.C.E.(O/L)	Number Passed	3,045	35.32	2,887	40.95	3,011	35.74	4,142	47.25
	Number Failed	5,576	64.68	4,163	59.05	5,414	64.26	4,624	52.75
G.C.E.(A/L)	Number Passed	1,963	58.3	2,423	63.7	2,263	62.4	*	*
	Number Failed	1,404	41.7	1,381	36.3	1,364	37.6		

Source: Department of Examination-2010

C.3 University Admission from Monaragala District

Table C.4 shows the total number of students admitted to all academic streams in the Universities from Monaragala district and the total university admission in the country in 2008/2009 and 2009/2010.

Table C.4: University Admission by District in 2008/2009 and 2009/2010

District	2008/2009			2009/2010		
	A	B	Total	A	B	Total
Monaragala	127	207	334	145	213	358
Total in the Country	10,223	10,623	20,846	10,654	10,893	21,547
% in Monaragala	1.2	1.9	1.6	1.4	2.0	1.7

A-Merit B-Other Source : University Grant/ Commission Economic and Social Statistics of Sri Lanka -2011 , CBSL

C.4 Eligible Customers for the Vocational Training in Monaragala District.

Table C.5 indicates the estimated number of potential customers who could join the training providers operating in Monaragala district. It is assumed that 60 per cent of all candidates failed to qualify for higher education at the universities at G.C.E (O/L) and G.C.E (A/L) examination and also those qualified, but still not selected for admission to the universities due to lack of adequate places in the universities, will give up and leave the school system.

C.5: Number of Eligible Customers for TVET system in Monaragala District

Category	Sub Total
Number at G.C.E (O/L) failed to qualify for G.C.E (A/L)	4,944
No Failed at G.C.E(A/L) to Qualify for university Entrance	1,383
Assuming 85% of G.C.E (A/L) Qualified to enter University but not Selected-2216x85%	1,884
Total not Qualified for higher level of education	8,211
Assuming 60% Of above Students opt not to Continue & Leave Schools	4,927
School drop Outs from Grade 8 to Grade 11	1,097
Total Eligible for TVET	6,024

C.5 Outputs of Training Providers Workshops

At the awareness workshop held with training providers in the Monaragala district, following the presentation made on the manpower demand analyses as forecasted in Hambantota Sea Port Mega Project and Related Industries- sector study, group activities were arranged to get training providers' feed back on what they could do, in terms of vocational training provision, to prepare the youth in Monaragala district to respond to the skilled manpower demand created in Hambantota. The participants were divided in to three groups and each group was expected to compare the number of employment forecasted to be generated in Hambantota in 26 occupations in total number 84 job categories with the outputs from their vocational training centres in the district and suggest what they would do. The details of the course mix in the district (as per TVEC data) showing a total 100 courses in close to 40 occupations were provided to them.

(a) Suggestions included:

- The courses for 40 vocations already offered in the district need to be expanded and their quality improved by providing required additional physical and human resources by the respective training organization.
- Three courses in Aluminium Fabricator to be started at VTA centres in Bibile, Monaragala and Wellawaya.
- Three courses in Automobile Electrician, 2 for Automobile Mechanics, 3 more courses each in Automobile Painter and Tinker are suggested to be commenced in public sector VTCs.
- Two more Baker courses to be commenced at VTA centres.
- Courses to be introduced in Kataragama DS division to train Beauticians and Hair Stylists to provide services to the local visitors to the locality, However a training centre first need to be established.

The occupations with estimated cumulative demand exceeding 100 numbers are Automobile Mechanic (120), Wood Craftsman (160), Computer Application Assistant (400), Computer Hardware Technician (100), Electric Motor Winder (100), Electrician (200), Fabricator (100), Machinist (120), Construction Craftsman ((180), Plastic Processing Machine Operator (100), Rubber Processing Machine Operator (100), Store Keeper ((150), Tea Factory Mechanic (100), Security Personnel (500), Rigger (200), Secretary –secretarial practices (100), Heavy Vehicle Operator (100), Clerk General ()500), Wharf Clerk (100), Construction Equipment Operator (100), Landscaper (100), Welder (400) and Dry Cleaning and Laundry Processor (100). The training providers in Monaragala district could contribute in supplying part of the skilled manpower requirement in these occupations of high demand. For other vocations where numbers are less than 100, may be the skilled manpower requirements could be met by training providers in Southern province themselves.

VET Plan Feedback Form

Rev./ Mr./ Ms.

....

Name | Address | (Optional)

....

Occupation | Telephone No. | Fax No.

Q1 How did you first come across VET Plan? (Please Tick)

- ☐ Saw it in a library
- ☐ Saw it in a Newspaper
- ☐ Saw it in store
- ☐ Saw it at TVEC
- ☐ Saw it in an embassy
- ☐ Someone told me about it
- ☐ Saw it on the Internet
- ☐ Others

Q2 Why did you read VET Plan? (Please Tick)

- ☐ I'm Interested in Vocational Training
- ☐ I was interested in the articles
- ☐ Other.......................................
- ☐ I was attracted by the cover
- ☐ I was attracted by the data

Q3 What did you think of the sections in VET Plan (Please Tick)

	Good	Neither Good Nor Bad	Bad
A. Economic Profile	☐	☐	☐
B. Human Recourse Profile	☐	☐	☐
C. Survey Findings	☐	☐	☐
D. Training Plan	☐	☐	☐
E. Mechanism for Coordination and plan Implementation	☐	☐	☐
F. Tables and Charts	☐	☐	☐

Please fold here

Q4 Has VET Plan increased your understanding of industry Sector (Please Tick)

☐ Yes, very much ☐ Yes, a little ☐ No, not much ☐ Don't know

Q5 if you replied YES to Q4, how do you think you have benefited from VET Plan (Please Tick)

☐ I have learnt about policies ☐ I have learnt more about training situation ☐ I have found issues that related to skills ☐ It has helped me in my field of research ☐ It has given me hints on how to succeed in the business ☐ Other..............

Q6 Overall rating of the VET Plan (Please Tick)

☐ Very Good ☐ Good ☐ Neither good nor bad ☐ Not good ☐ Don't know

Please fold here

Please complete the questionnaire and return it to reach us in one of the following ways

By post: | By fax: 011-2555007 | By e- mail: ajith@tvec.gov.lk

Thank you very much for your co-operation!