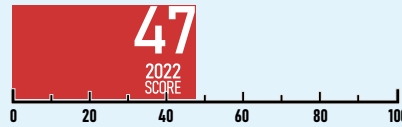




Sri Lanka



49.5 2020 SCORE

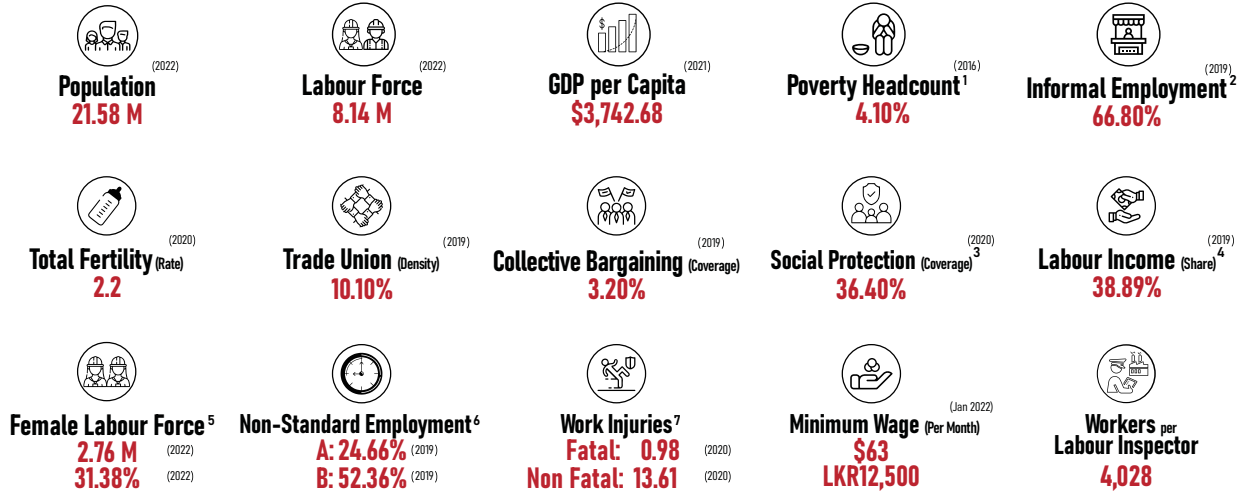
South Asia

Lower-middle income

Total Lack of Decent Work

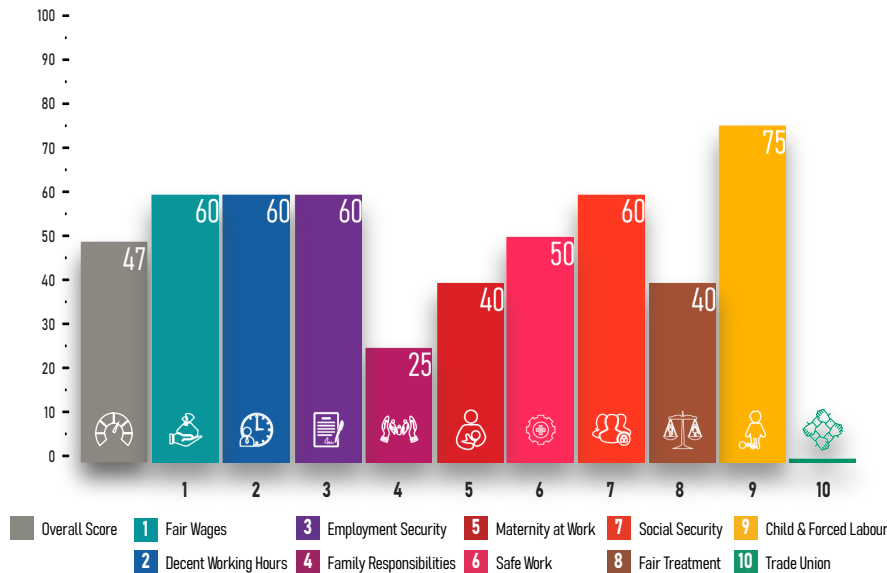


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Sri Lanka's overall score is 47 out of 100. The overall score for Sri Lanka is lower than the regional average observed across South Asia (56.33). Within the South Asian region, the highest score is observed for Nepal (72).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§21-22 and 40-44 of the Wage Boards Ordinance; §3-9 of the National Minimum Wage of Workers Act 2016	●
	Does the law require regular payment of wages?	Yes	§2, 5 & 23 of the Wage Boards Ordinance; §19 and Regulation 17 under the Shop & Office Employees Act	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	Regulation 7 of the Shop and Office Employees Act of 1954	●
	Does the law require additional compensation for working on a weekly rest day?	No	§7 of Shop and Office Employees Act, 1954	●
2. Decent Working Hours	Does the law require additional compensation for night work?	No	No applicable legal provisions could be located	●
	Does the law stipulate general working hours as 48 hours or lower?	Yes	Regulation 3, 6 & 7 of the Shop and Office Employees Act of 1954; §67 of the Factories Ordinance, 1942	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	Regulation 6 of the Shop and Office Employees Act of 1954	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§5 of Shop and Office Employees Act, 1954	●
	Does the law require paid public holidays?	Yes	§7 of the Shop and Office Employees Act, 1954; Holidays Act (No. 29 of 1971)	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	No	§6 of the Shop and Office Employees Act, 1954	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§17 & Regulation 15 of the Shop and Office Employees Act, 1954	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§54 of the Employees' Councils Act, No.32 of 1979	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	Regulation 15(g) of the Shop and Office Employees Act, 1954; §3(e) of the National Workers Charter, 1995	●
	Does the law require a 30-day notice before contract termination?	Yes	§31 of the Industrial Dispute Act, 1950	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	Yes	§5 & 6 of Payment of Gratuity Act; Termination of Employment of Workmen (Special Provisions) Act 1971 (2005 Schedule)	●
	Does the law require parental leave for parents?	No	No applicable legal provisions could be located	●
	Does the law require at least one week of paid paternity leave for fathers?	No	No applicable legal provisions could be located	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§12(B) of the Maternity Benefits Ordinance, 1939	●
	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal prohibitions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	No	§02 of the Maternity Benefits Ordinance, 1939, 1939; §18(B) of the Shop and Office Employees Act, 1954	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§18(C) of the Shop and Office Employees Act 1954; §3-5 of the Maternity Benefits Ordinance, 1939	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	No	§18(C) of the Shop and Office Employees Act 1954; §3-5 of the Maternity Benefits Ordinance, 1939	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§10 of Maternity Benefits Ordinance, 1939; §18(E) of Shop and Office Employees Act 1954	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§32, 51, 53 & 58 of the Factories Ordinance, 1942, 1942	●
	Does the law require the employer to train workers on health and safety issues?	No	§26 of the Factories Ordinance, 1942	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	§10(B) of the Maternity Benefits Ordinance, 1939; §18(D) of the Shop and Office Employees Act, 1954	●
	Does the law provide for employment injury benefit?	Yes	§6, 12, Part III & Schedule IV of Workmen's Compensation Ordinance, 1934; ISSA Country Profile for Sri Lanka	●
	Does the law provide for an old age pension?	Yes	§10 & 23 of Employees' Provident Fund Act, 1958; ISSA Country Profile for Sri Lanka	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§25 of the Employees' Trust Fund Act, 1980; ISSA Country Profile for Sri Lanka	●
	Does the law provide for unemployment benefit?	No	No applicable legal provisions could be located	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§6(3 & 4) of the Shop and Office Employees Act, ISSA Country Profile for Sri Lanka	●
	Does the law provide for invalidity benefit?	Yes	§24 of the Employees' Trust Fund Act, 1980; ISSA Country Profile for Sri Lanka	●
	Does the law require equal remuneration for work of equal value?	No	§12 of the Constitution, 1978	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§345 of the Penal Code of Sri Lanka, 1885	●
	Does the law prohibit discrimination in employment matters? ¹⁰	No	§12 & 17 of the Constitution, 1978	●
	Does the law allow women to do the same jobs as men?	No	§14(1)(g), Constitution, 1978; §02, Employment of Females in Mines Ordinance, 1937; §86, Factories Ordinance, 1942	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Employees' Provident Fund Act, 1958; ISSA Country Profile for Sri Lanka	●
	Does the law prohibit employment of children?	Yes	§7, 9, 13, 20 and 34 of the Employment of Women, Young Persons, and Children Act, 1956	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§43 of the Education Ordinance; Compulsory Attendance of Children at Schools Regulation No. 1 of 2015	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§10(2) of the Shop and Office Employees Act, 1954; Hazardous Occupations Regulations, 2010	●
	Does the law prohibit forced labour?	Yes	§11 of Constitution of Sri Lanka 1978; §358A, 360C, 360A(2), and 360A(4) of the Penal Code, 1885	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	No	§31 of the Trade Union Ordinance 1935	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§5-10 & 32(A)(g) of the Industrial Disputes Act, 1950; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§32, 48, Industrial Disputes Act, 1950; §67, Factories Ordinance, 1942; §02, Trade Union Ordinance, 1935	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§43 of the Industrial Disputes Act, 1950	●

Covid 19 and Labour Market in Sri Lanka*

Total Covid Cases	0.66 Million
Total Covid Deaths	16,531
Partial Vaccinated	78.0%
Fully Vaccinated	67.0%

Wage Subsidies	✘
Social Security Contributions (deferrals/waivers)	✘
Paid Sick Leave	✘
Add. Unemployment Benefits	✘

Protection from Dismissals	✘
Telework/flexible work	✘
Improved Health Access	✘
Training (activation measures)	✘

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Sri Lanka on SDG 8.8.2 is 2.41 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change