Human Resource Development in Sri Lanka: Trends and Challenges

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Introducing Farm Machinery
Sri Lankan President at Launching Ceremony
The human resource challenge

- Population ageing
- Globalization
- Technological change

Reducing LF

Brain drain

Demand for better skills
Demand for highly skilled workers

Knowledge based economy
POPULATION AGEING

Labour force is ageing. LF growth is slowing down.
The Sri Lankan Labour force is ageing
Labour Force is growing slower, and will soon decline

Source: Calculated using UN population projections and LFS data
Stock and flows of Labour Force

- Children reaching working age
- Immigrants
- Foreign Workers
- National Stock of Human Resources
- Deaths
- Emigrants
- Not in the labour force (Youth, Females, Retirees)
GLOBALIZATION AND TECHNOLOGICAL CHANGE

Increasing demand for skills ... not matched by supply
Technological changes have increased the demand for skilled workers
The demand for skilled workers and unskilled workers are increasing.
Sri Lanka ...
IT works force – Demand and Requirement

IT sector – IT work force

2010 demand
50,000

2006 to 2009
4,200 new entrants each year

IT graduates remaining in the country with soft skills
Demand – 3,970
IT graduates – 4,473

Source: ICTA, 2011, National ICT workforce survey
Demand for Soft Skills

Vacancies by Skills and Occupations (No.)

Source: Based on LMI, 2009
HIGHLY SKILLED WORKERS
Global battle for brains ...

"UK needs lower taxes to attract and retain highly skilled workers"

"What policy changes should be enacted to ensure that America retains and attracts the world’s top talent?"

"The Battle for Brains: How to Attract Talent" - EU

"The issue: attracting and selecting the "best and brightest" - UK"
Human Resources in Science and Technology

- Germany
- Netherlands
- Finaland
- Sweden
- UK
- Sri Lanka

Grps – People qualified to be S&T workers
S&T Employees - people working as S&T workers
S&T Grap-loyees – qualified people working as S&T workers

Source: Towers of learning and IPS; note: per cent of total population
Training Opportunities are low for adults
S&T graduates are low

Sri Lanka (2008) Total = 11,941
- Arts
- Management
- Science
- Medicine
- Engineering
- Agriculture
- Computer
- Commerce
- Architecture &
- Para-medical
- Law
- Food Science
- Dental Science
- Veterinary

Singapore (2009) Total = 11,947
- Engineering...
- Humanities and...
- Natural, Physical...
- Business and...
- IT
- Accountancy
- Architecture and...
- Law
- Medicine
- Health sciences
- Fine and applied...
- Mass...
- Services
- Dentistry
Stock and flows of Highly Skilled workers

Highly skilled workers:
Those working in a S&T field needing a university degree or high level vocational training
HUMAN RESOURCE CHALLENGES

Maximizing labour resources, improving skills, producing and retaining S&T workers, improving utilization of S&T workers.
Maximizing labour resources

- Improve participation of females and youth
- Smoother school to work transition
- Flexible terms of work
- Continuous training opportunities
- Better child care services
Improving Skills

- Improve quality of education
- Soft skills training
- Globally recognized training
- Improve relevance of education
- Continuous training
Increasing highly skilled workers

- Improving living standards
- Better remuneration
- Training opportunities for older workers
- Expanding tertiary education
Improving the utilization of S&T workers

Figure 1: The 12 pillars of competitiveness

**Basic requirements**
- Institutions
- Infrastructure
- Macroeconomic environment
- Health and primary education

**Efficiency enhancers**
- Higher education and Training
- Goods market efficiency
- Labor market efficiency
- Financial market development
- Technological readiness
- Market size

**Key for**
- Factor-driven economies
- Efficiency-driven economies
- Innovation-driven economies

Thank You!