

Human Resource Development in Sri Lanka: Trends and Challenges

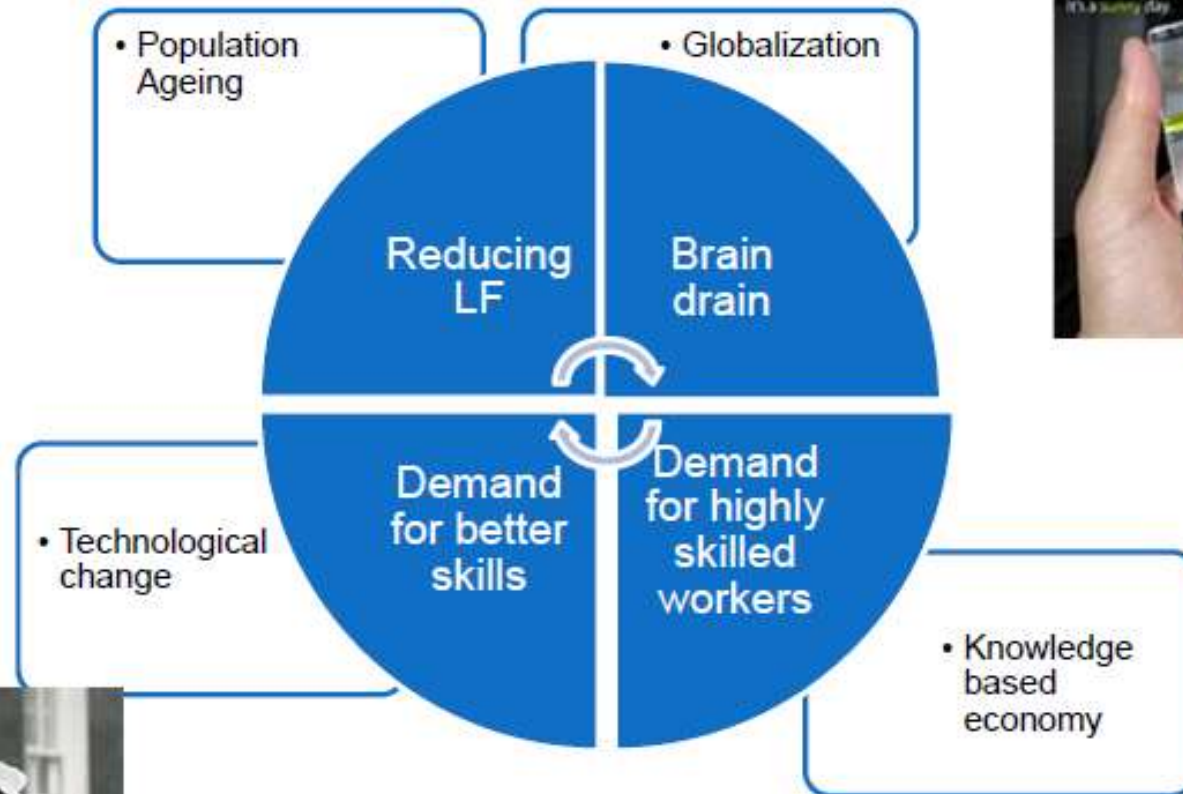
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3rd Regional Forum on Sustainable Agricultural Mechanization in Asia and the Pacific
3rd ASEAN Conference on Agricultural and Biosystems Engineering
Co-located with the 12th Engineering Research and Development for Technology in Agriculture
9-11 December 2015, Manila, the Philippines

Introducing Farm Machinery Sri Lankan President at Launching Ceremony



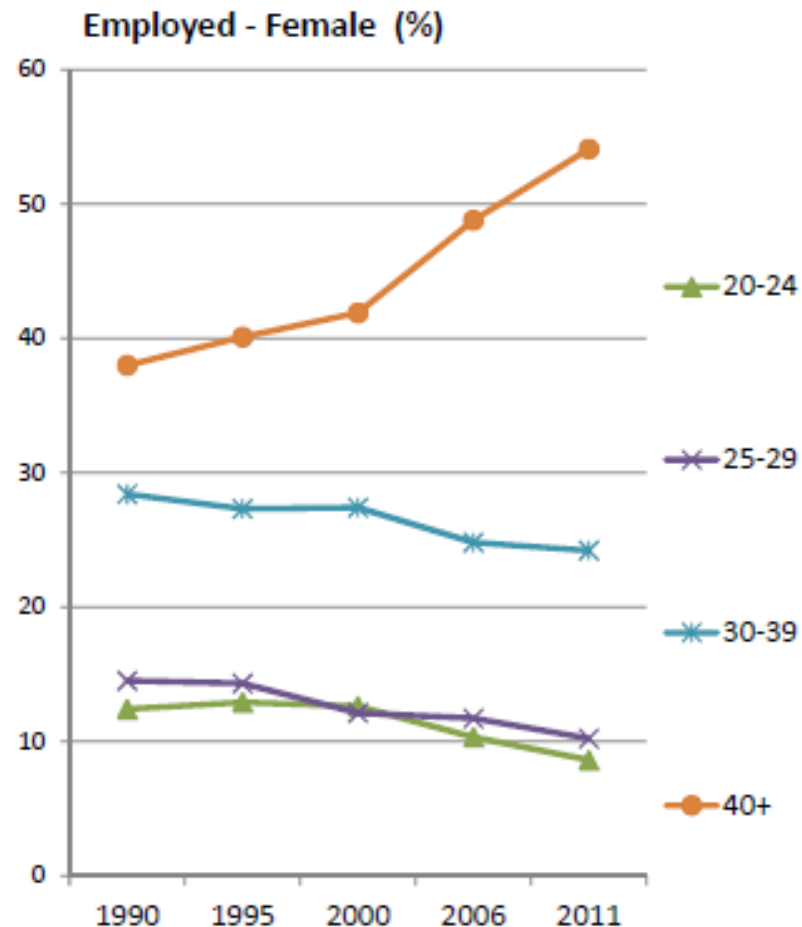
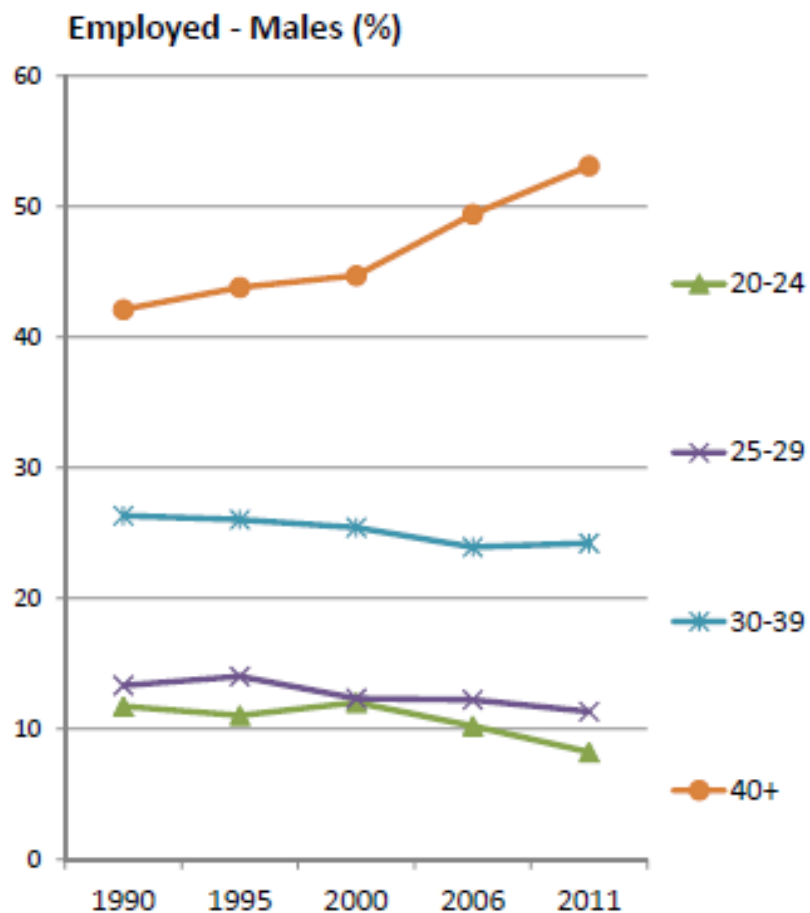
The human resource challenge



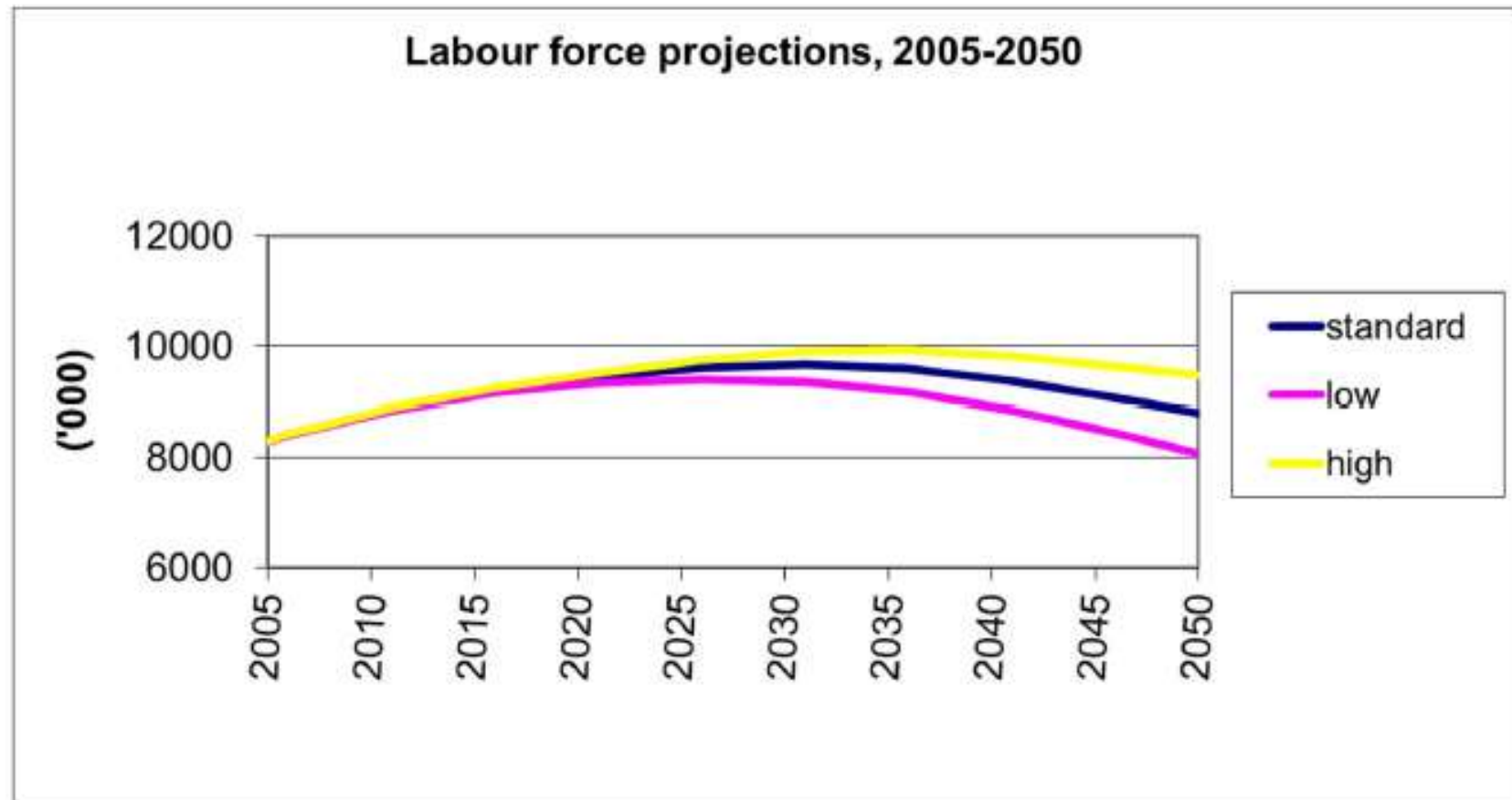
POPULATION AGEING

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



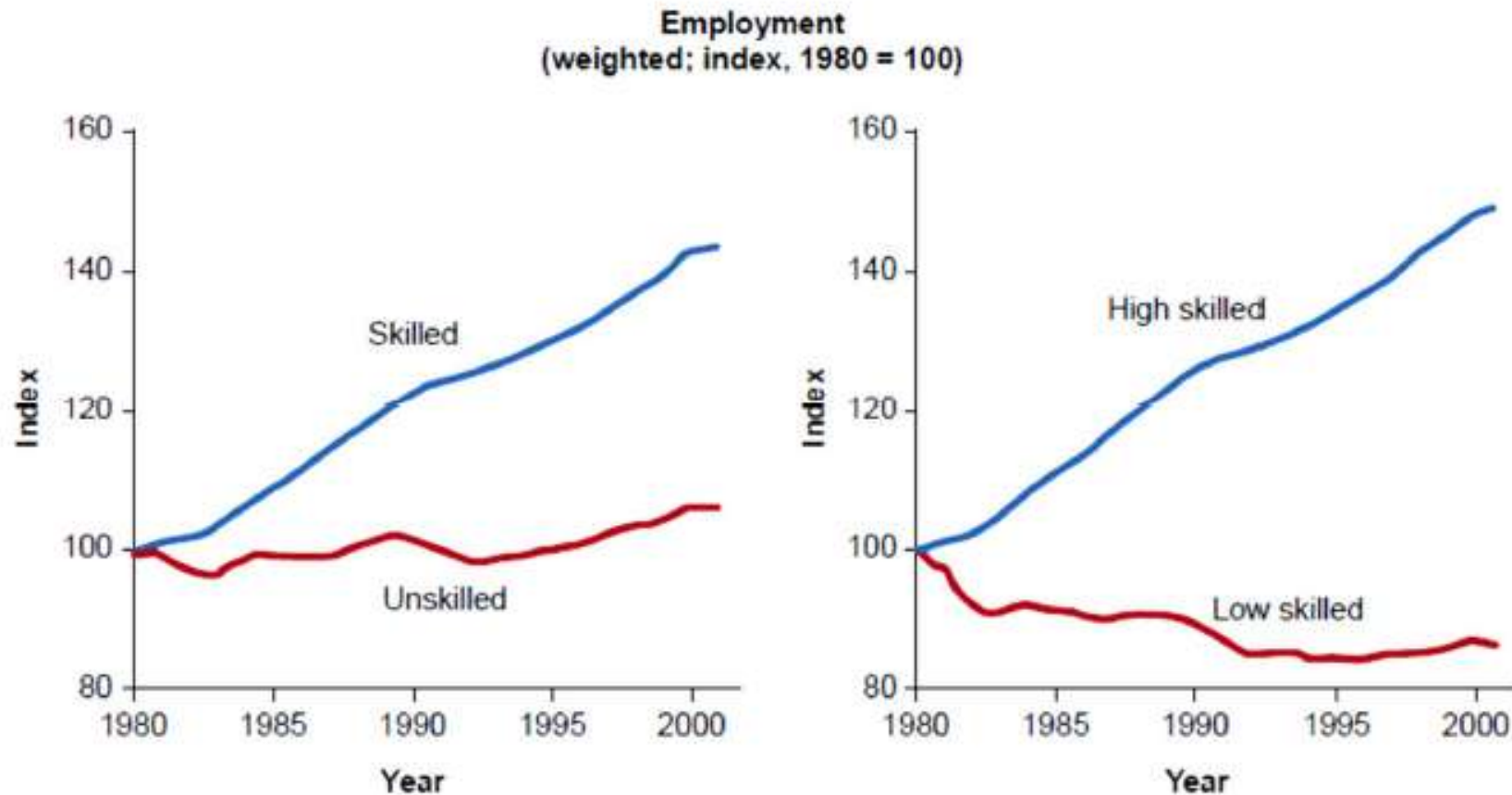
GLOBALIZATION AND TECHNOLOGICAL CHANGE

Increasing demand for skills ... not matched by supply

Technological changes have increased the demand for skilled workers

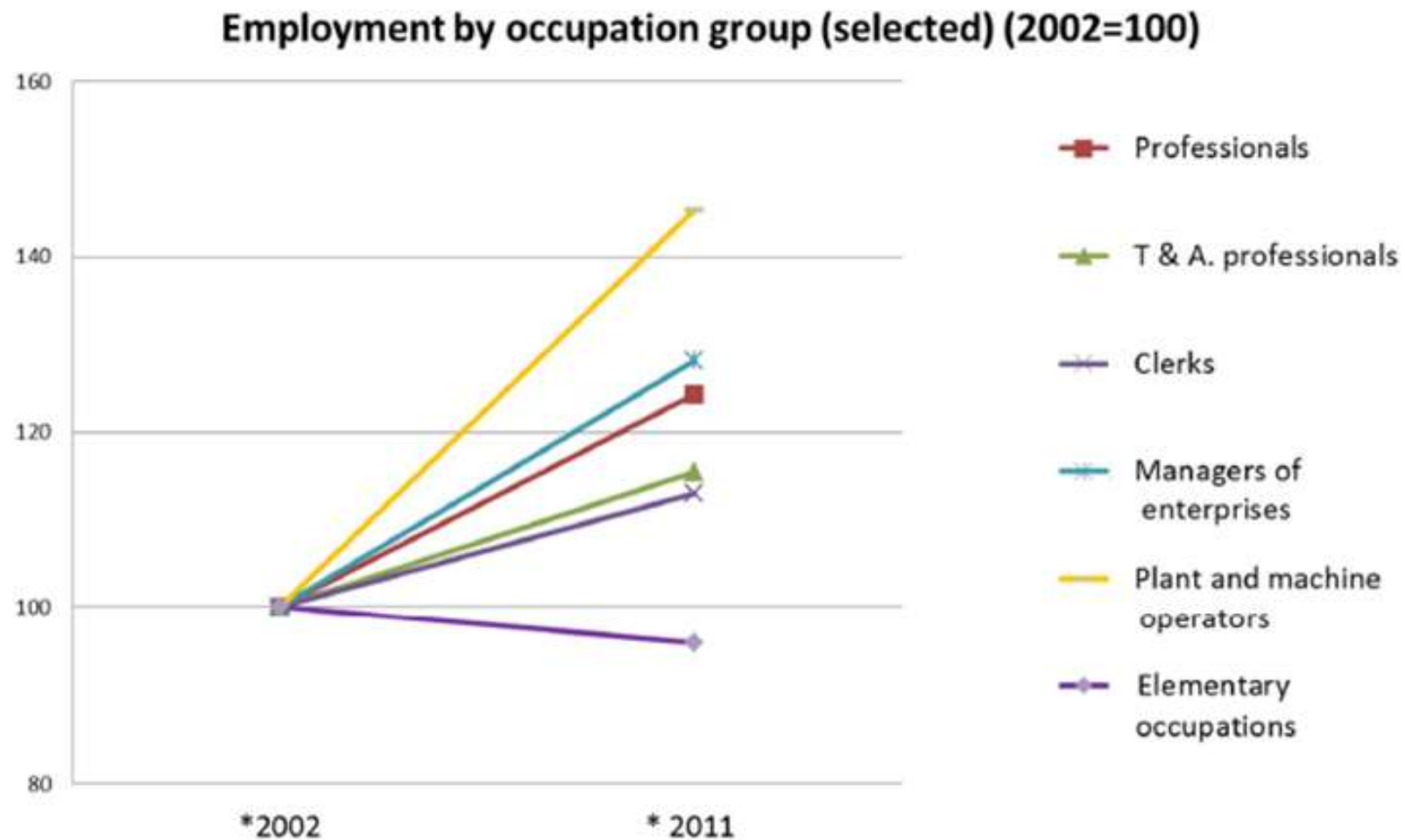


The demand for skilled workers and unskilled workers are increasing



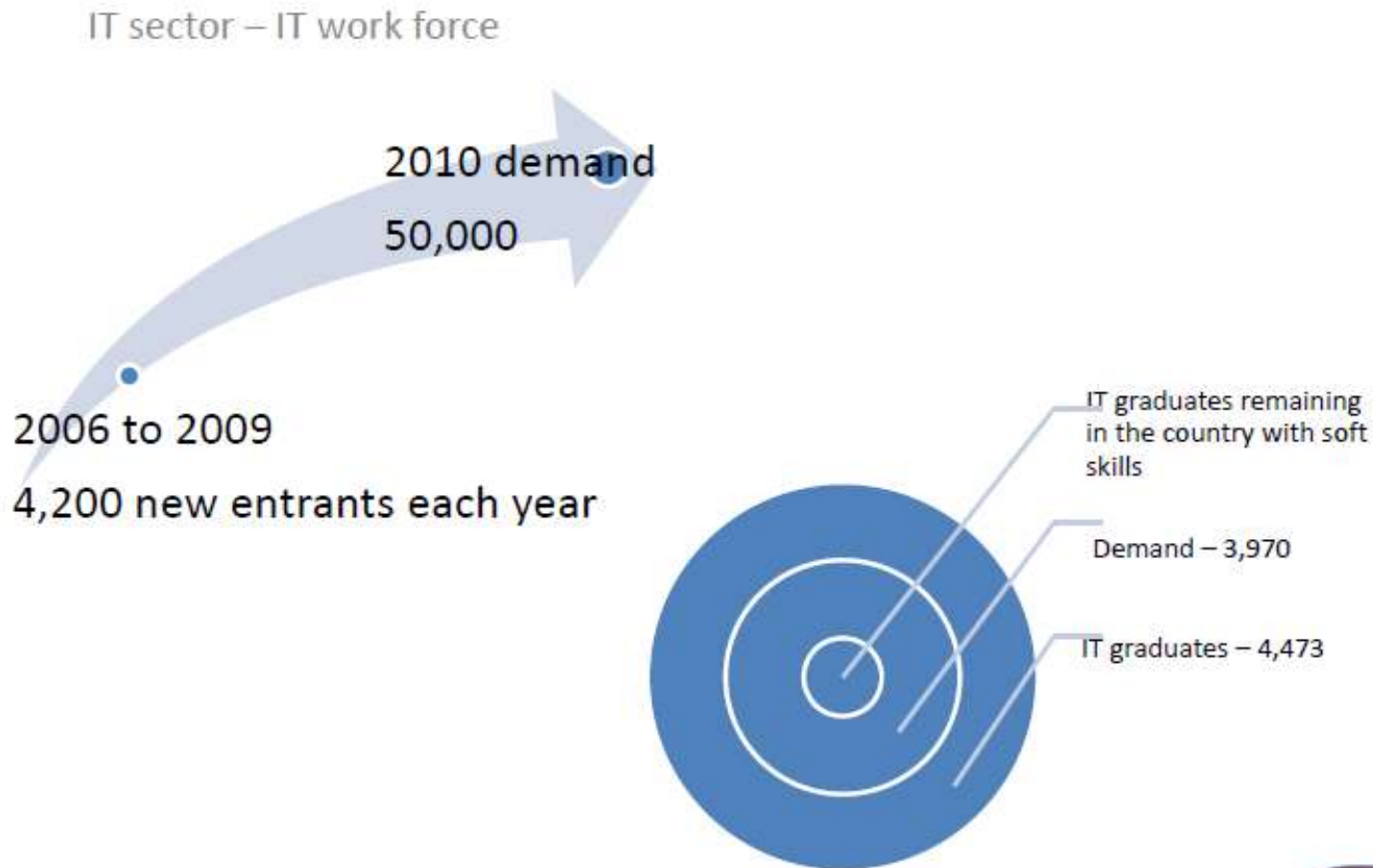
Source: Yidan Wang, 2012; Note: Advanced Economies

Sri Lanka ...



Source: based on LFS 2011

IT works force – Demand and Requirement

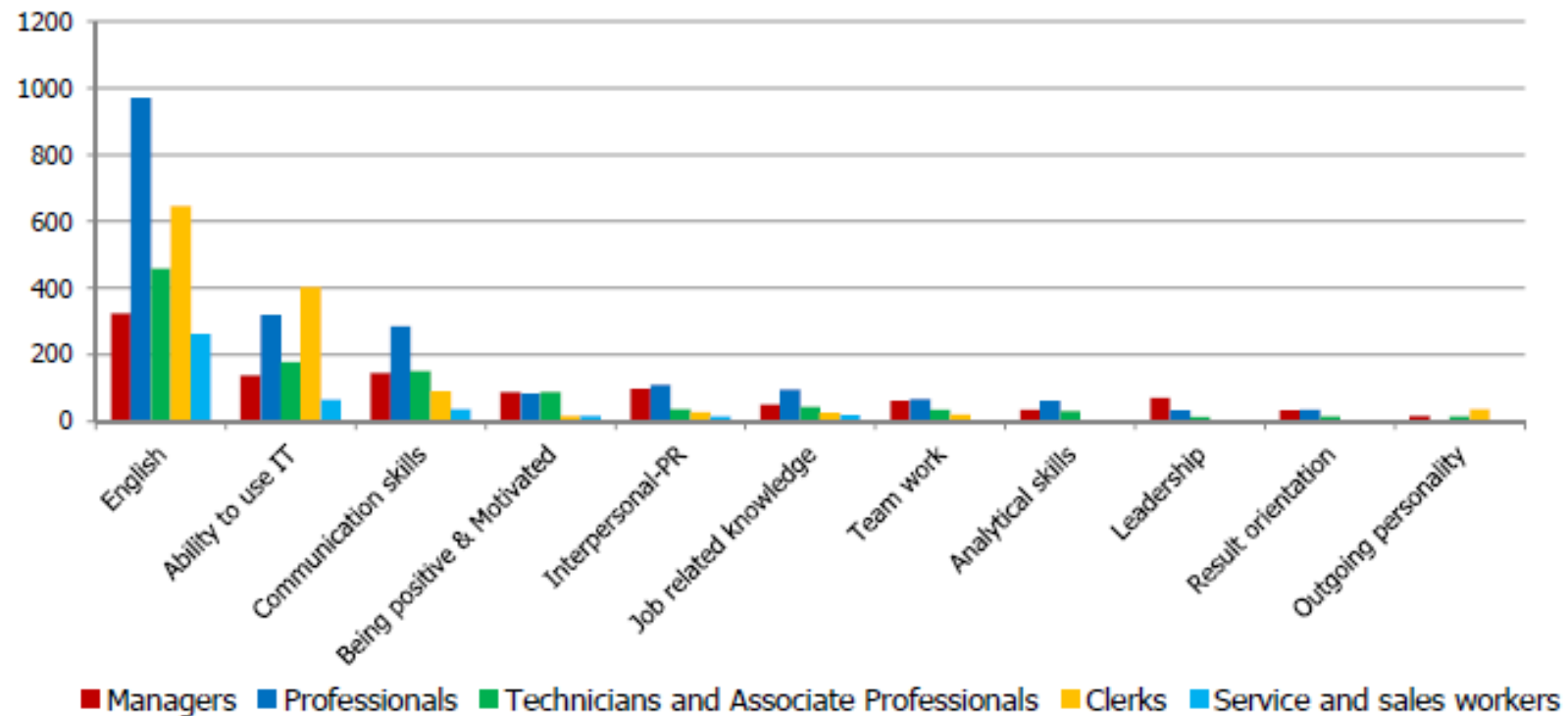


Source: ICTA, 2011, National ICT workforce survey

Skills
for SL

Demand for Soft Skills

Vacancies by Skills and Occupations (No.)



Source: Based on LMI, 2009

HIGHLY SKILLED WORKERS

Low stock. Low quality. Under utilization.

Global battle for brains ...

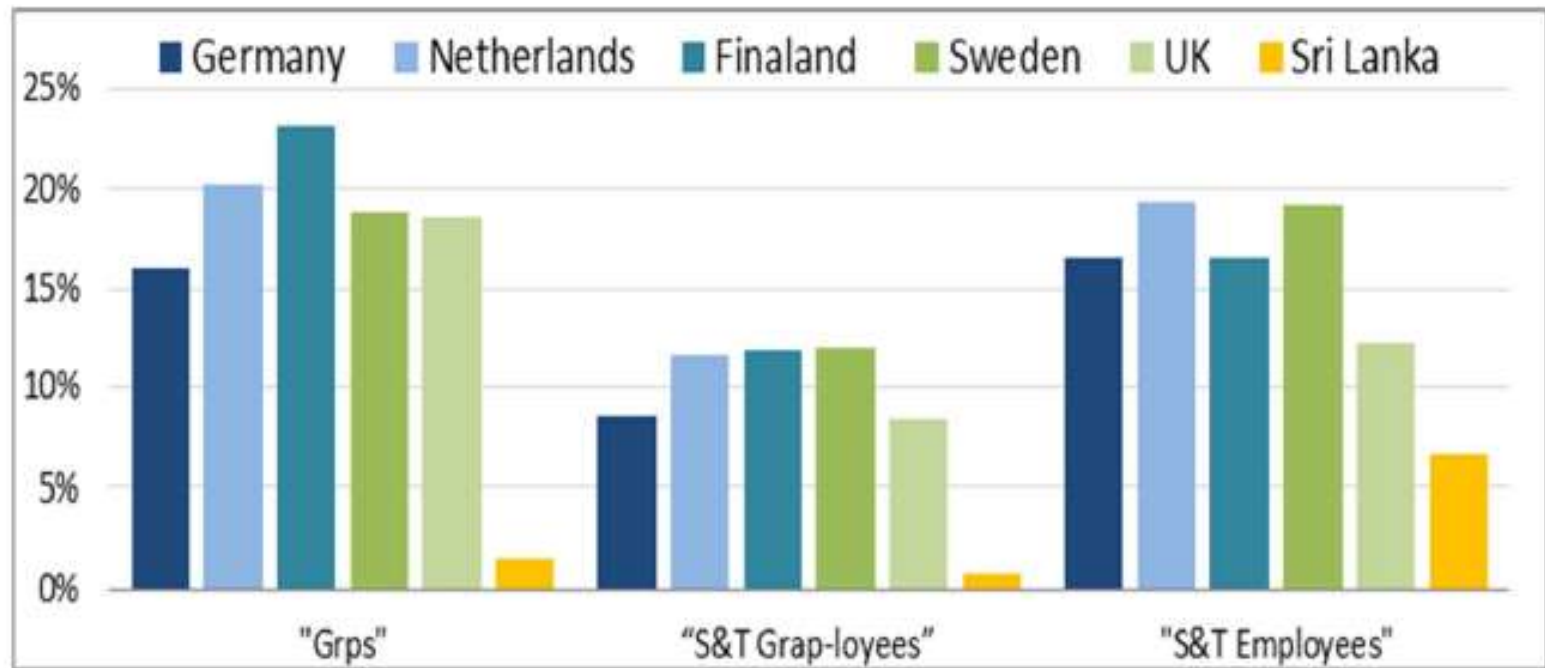
“UK needs lower taxes to attract and retain highly skilled workers”

“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

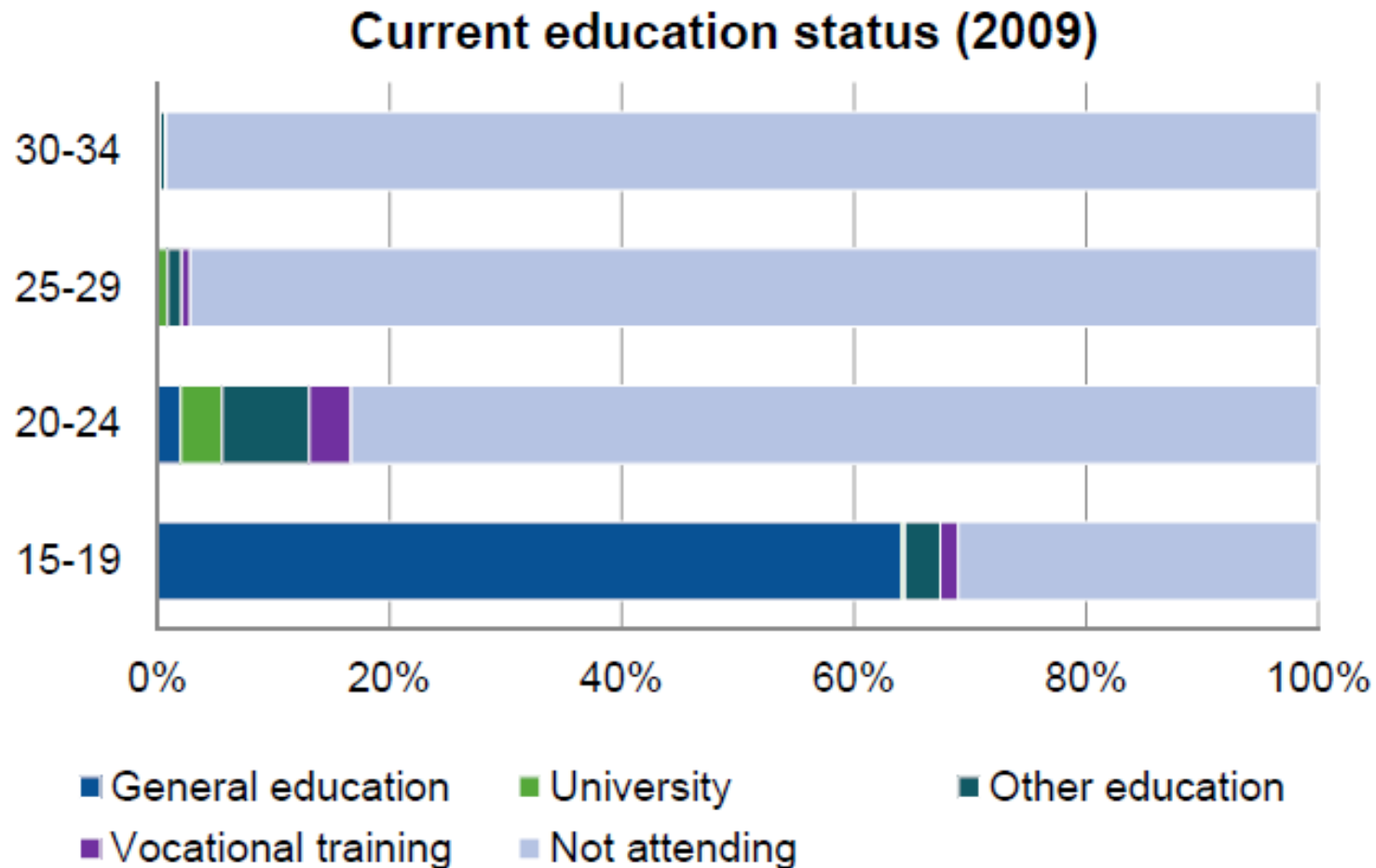
“The issue: attracting and selecting the
“best and brightest” - UK

Human Resources in Science and Technology



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

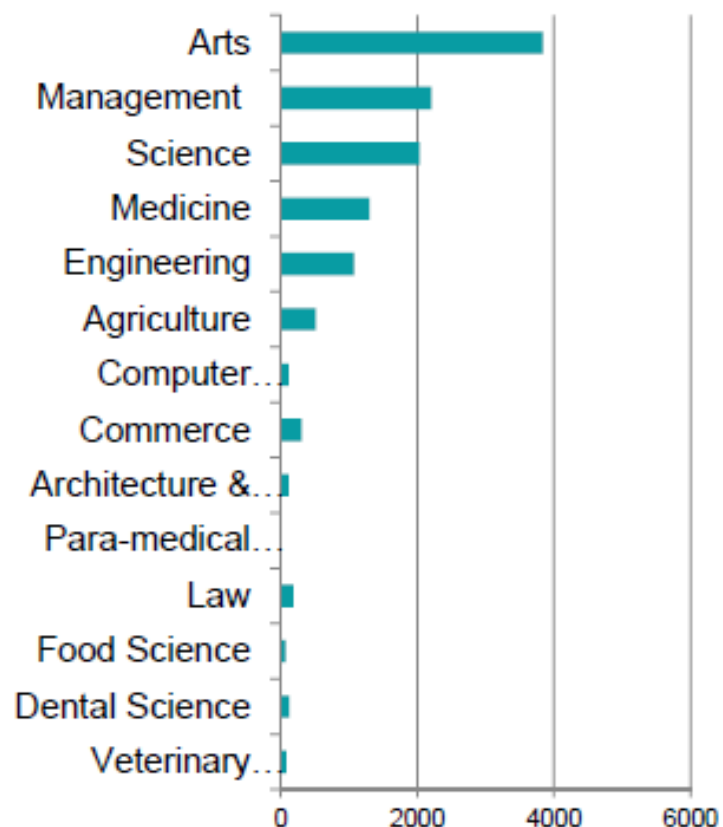
Training Opportunities are low for adults



S&T graduates are low

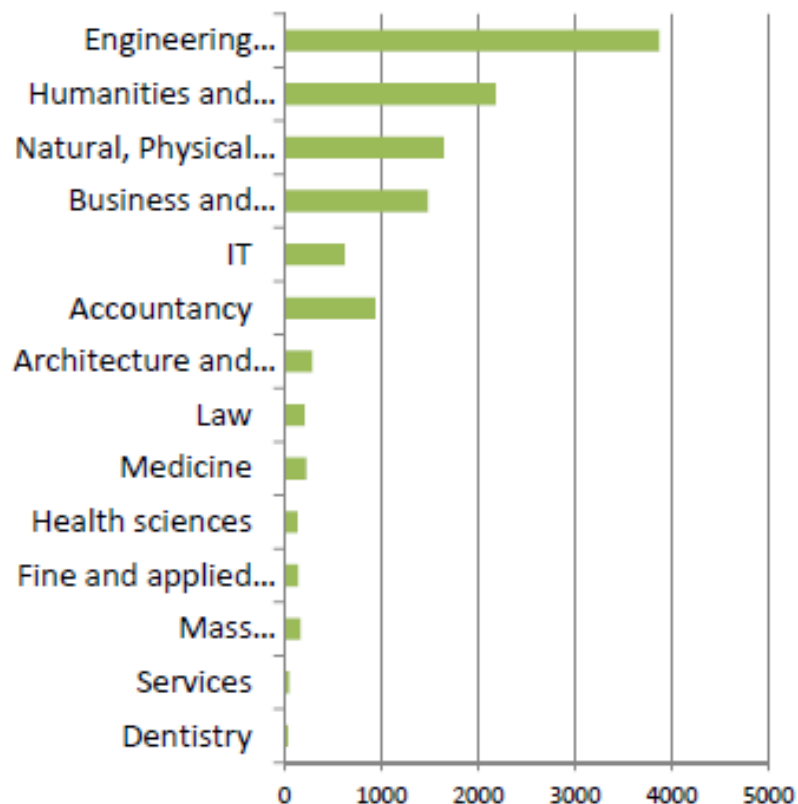
Sri Lanka (2008)

Total = 11,941



Singapore (2009)

Total = 11,947



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

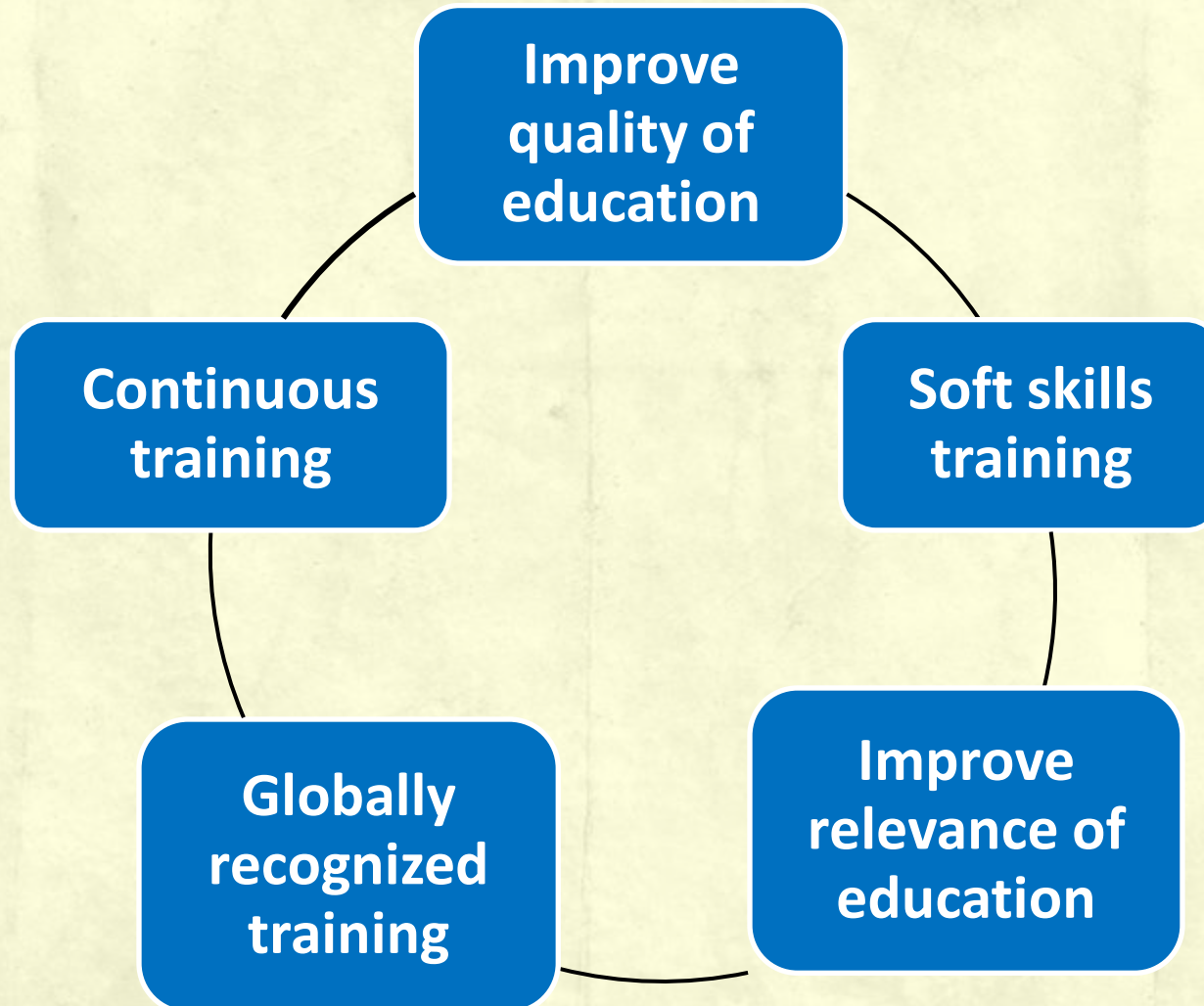
Smoother school to
work transition

Flexible terms of work

Continuous training
opportunities

Better child care
services

Improving Skills



Increasing highly skilled workers

**Improving living
standards**

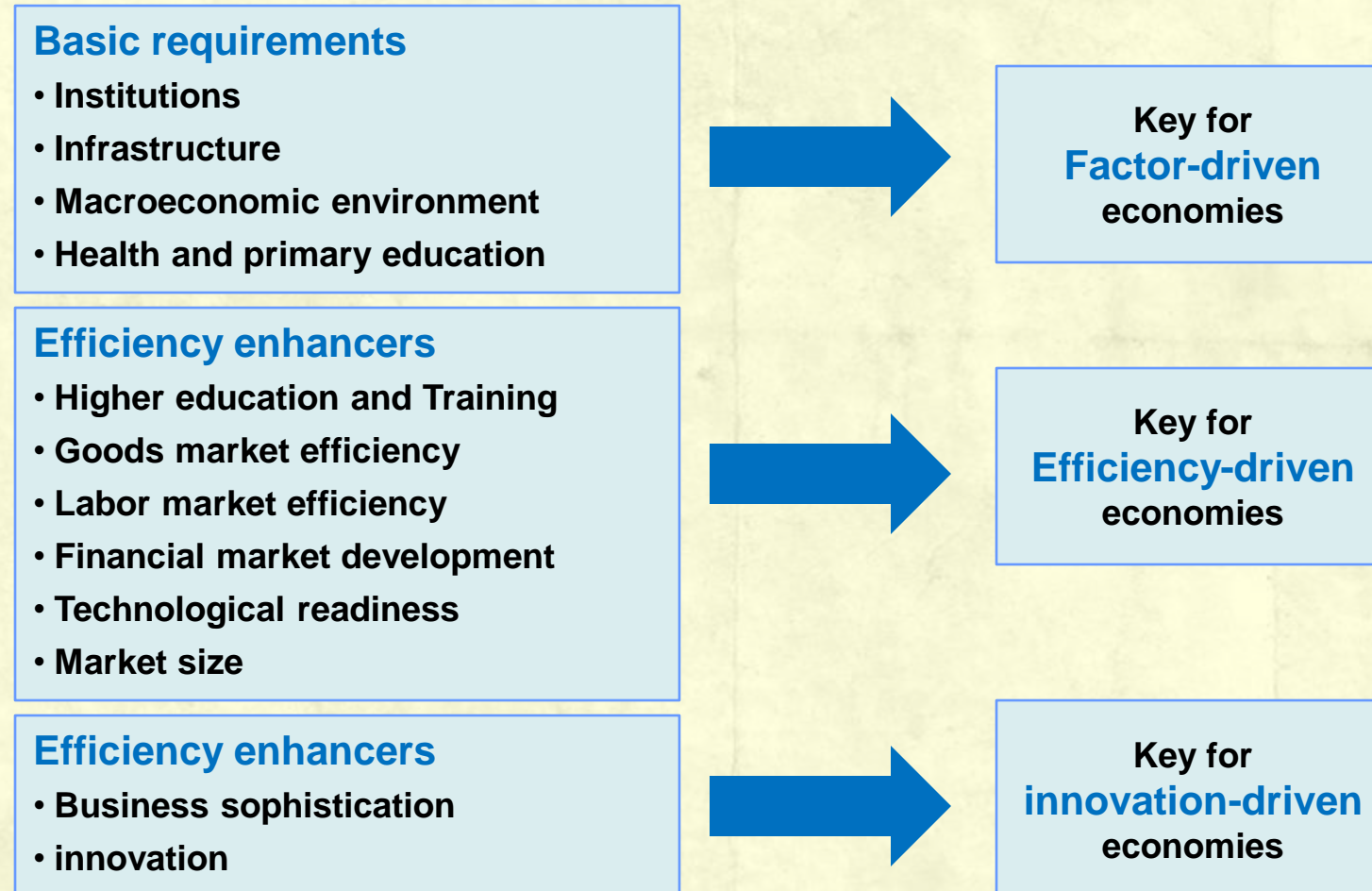
**Training
opportunities for
older workers**

**Better
remuneration**

**Expanding tertiary
education**

Improving the utilization of S&T workers

Figure 1: The 12 pillars of competitiveness



Thank You!