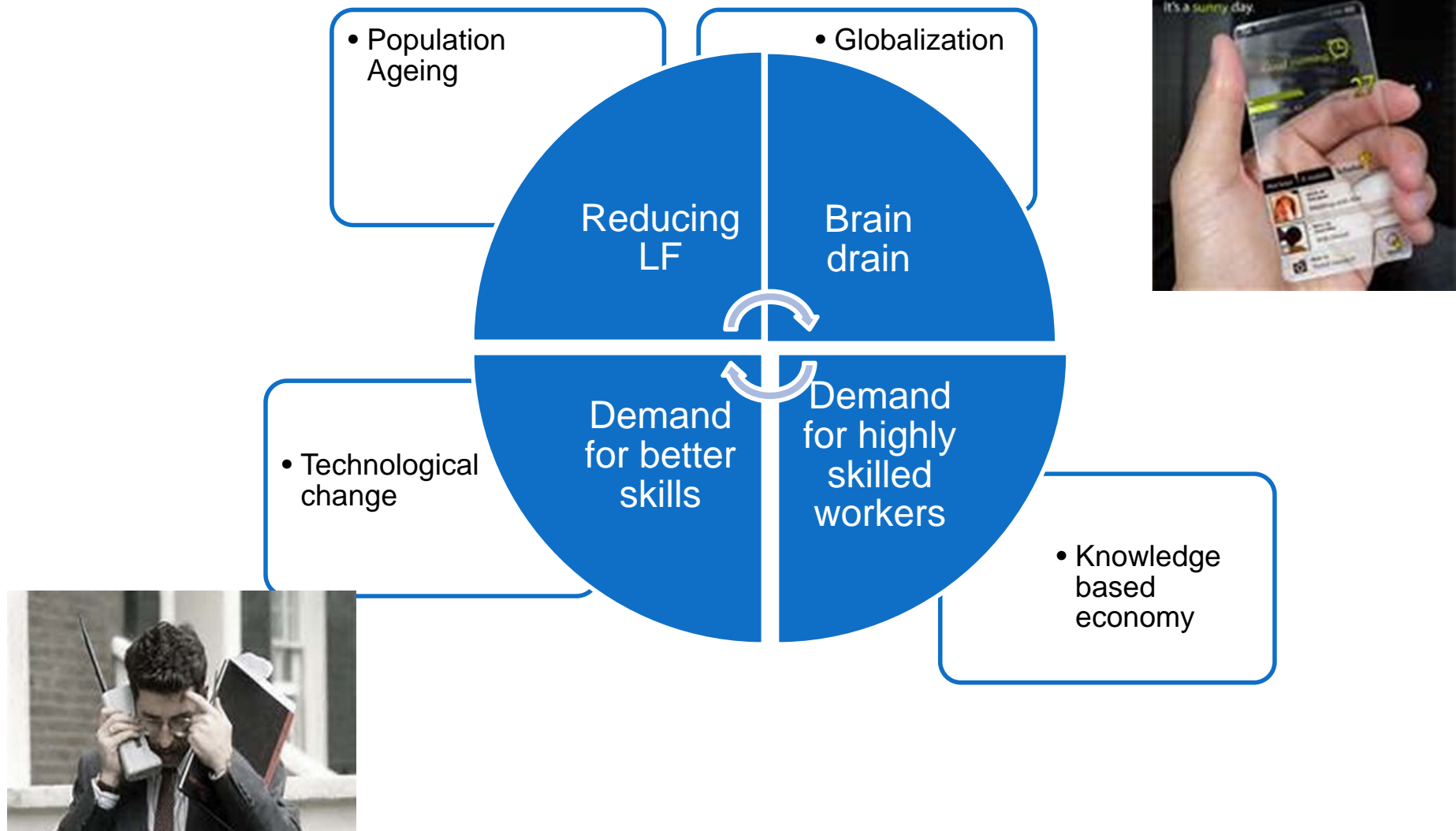


MEETING THE HUMAN RESOURCE CHALLENGES

Nisha Arunatilake
Institute of Policy Studies, Sri Lanka
July, 2013



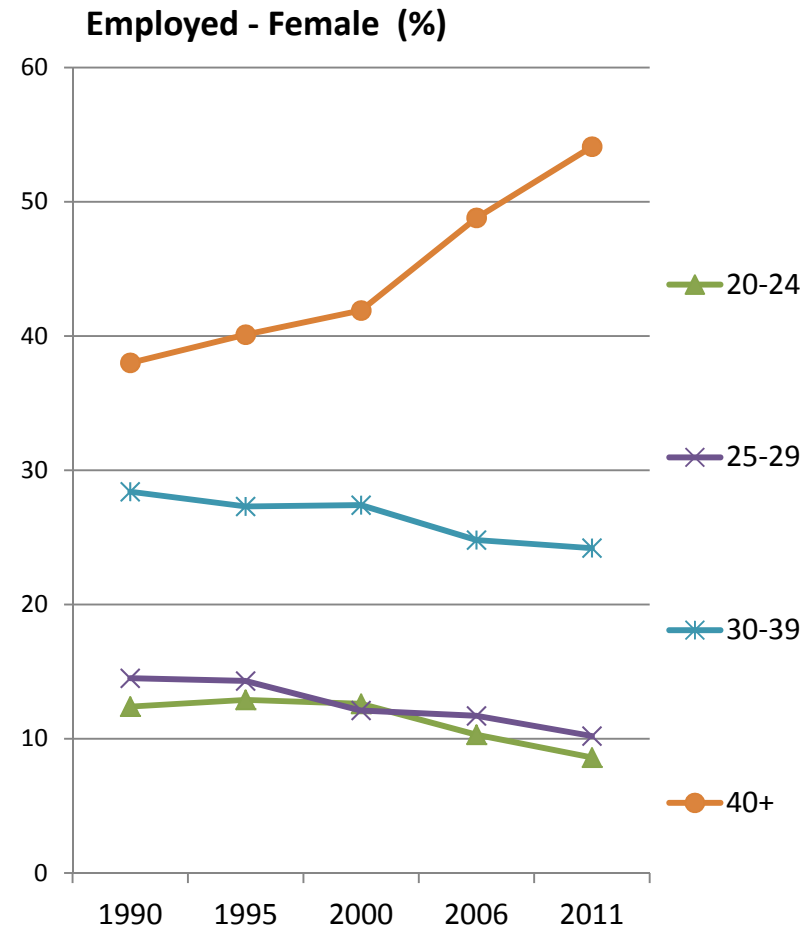
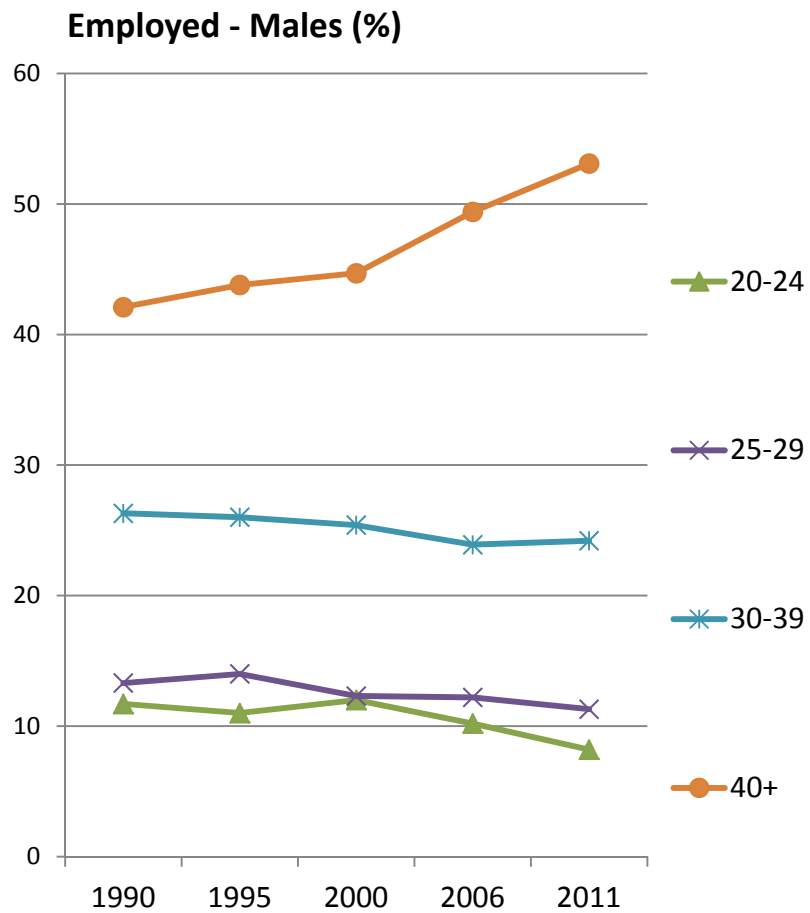
The human resource challenge



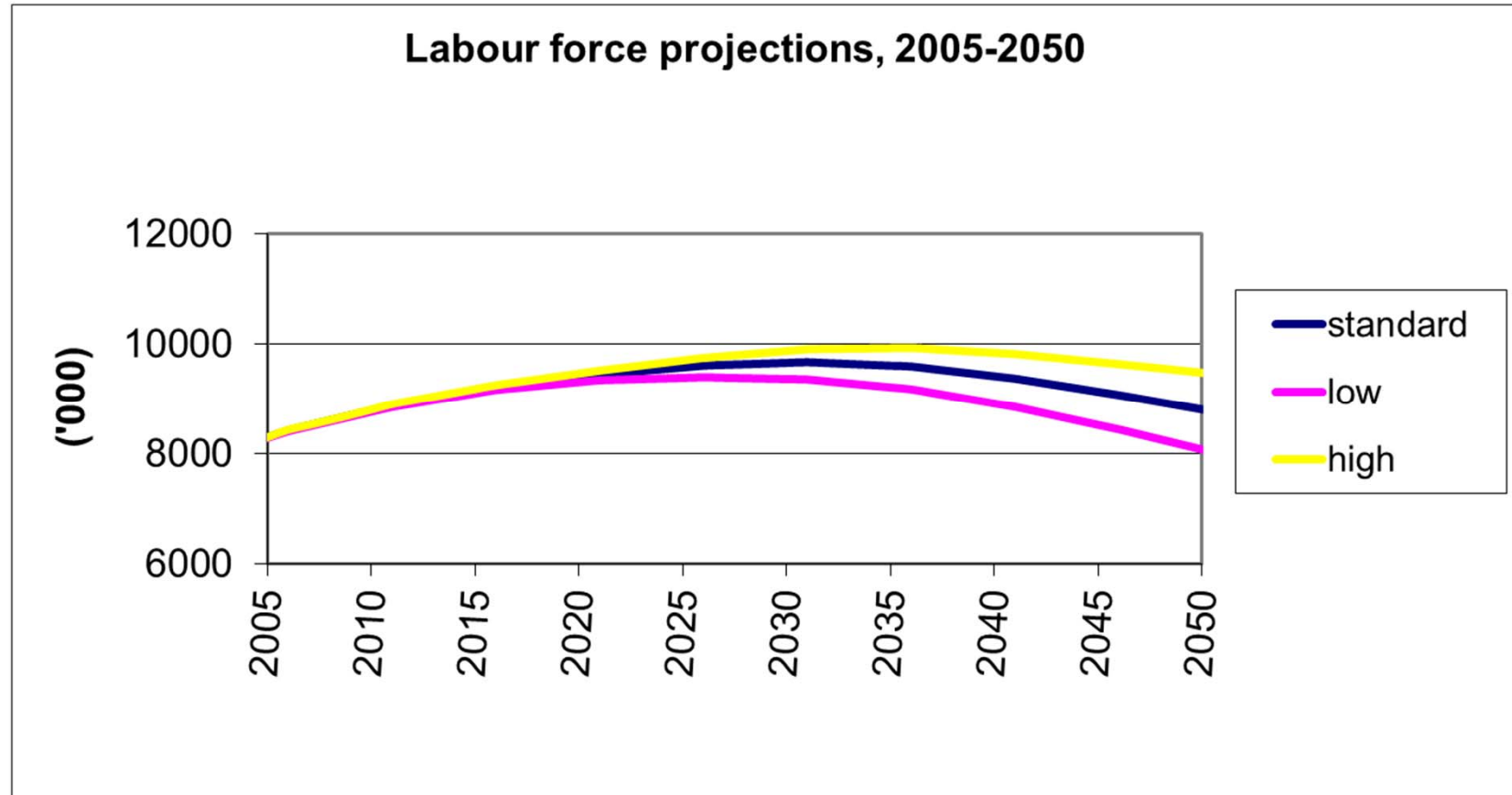
POPULATION AGEING

Labour force is ageing. LF growth is slowing down.

The Sri Lankan Labour force is ageing

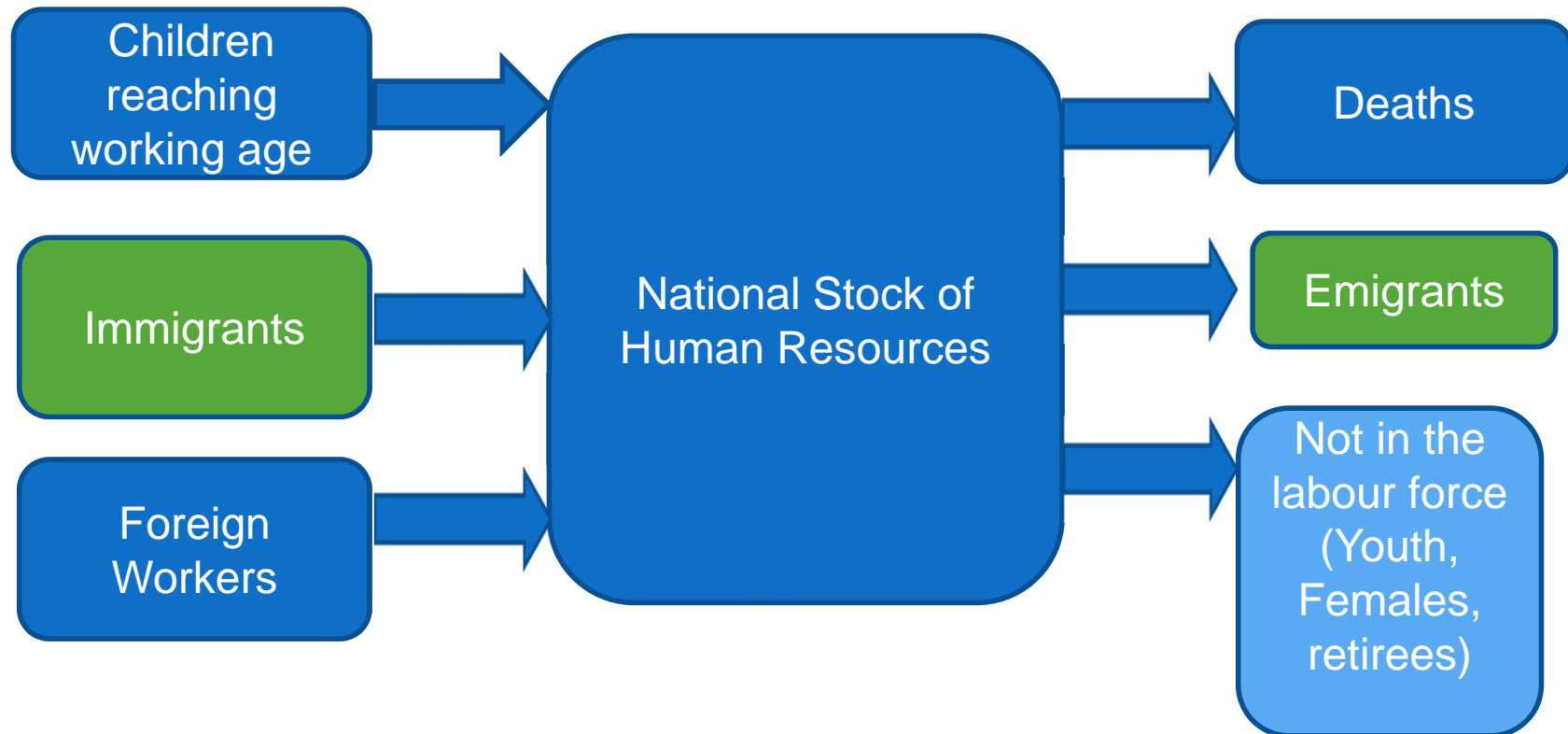


Labour Force is growing slower, and will soon decline



Source: Calculated using UN population projections and LFS data

Stock and flows of Labour Force



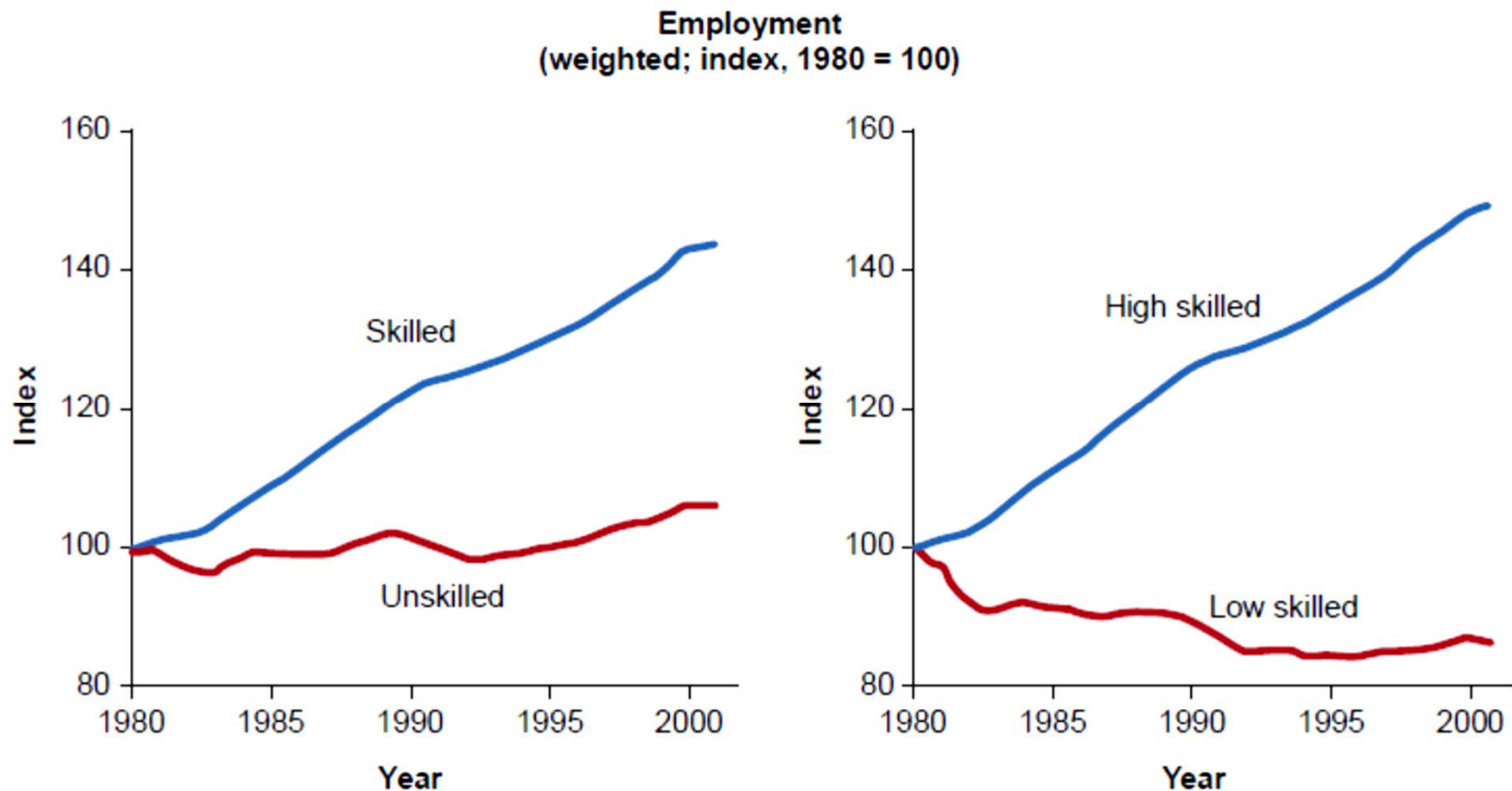
GLOBALIZATION AND TECHNOLOGICAL CHANGE

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

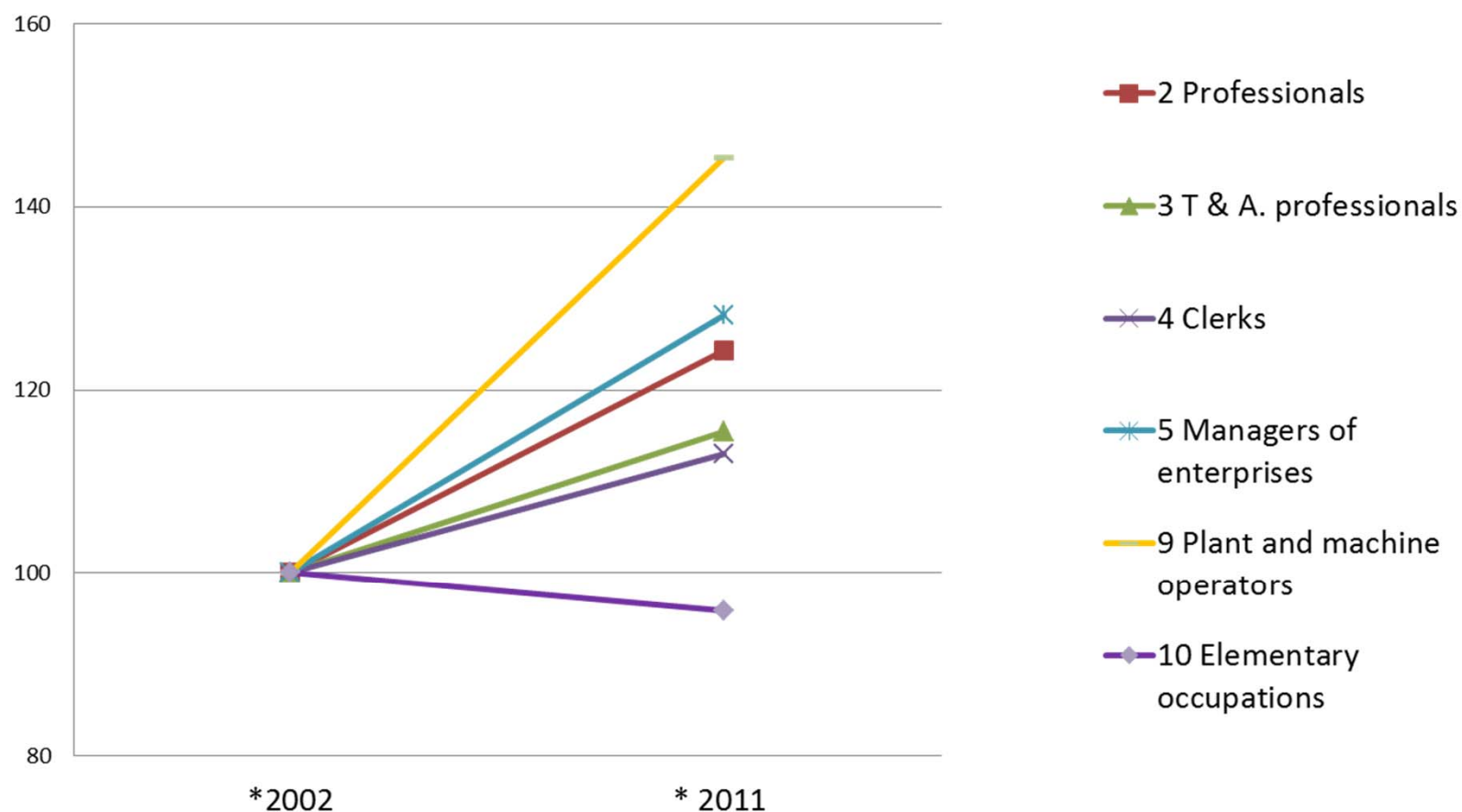


Source: Yidan Wang, 2012; Note: Advanced Economies



Sri Lanka ...

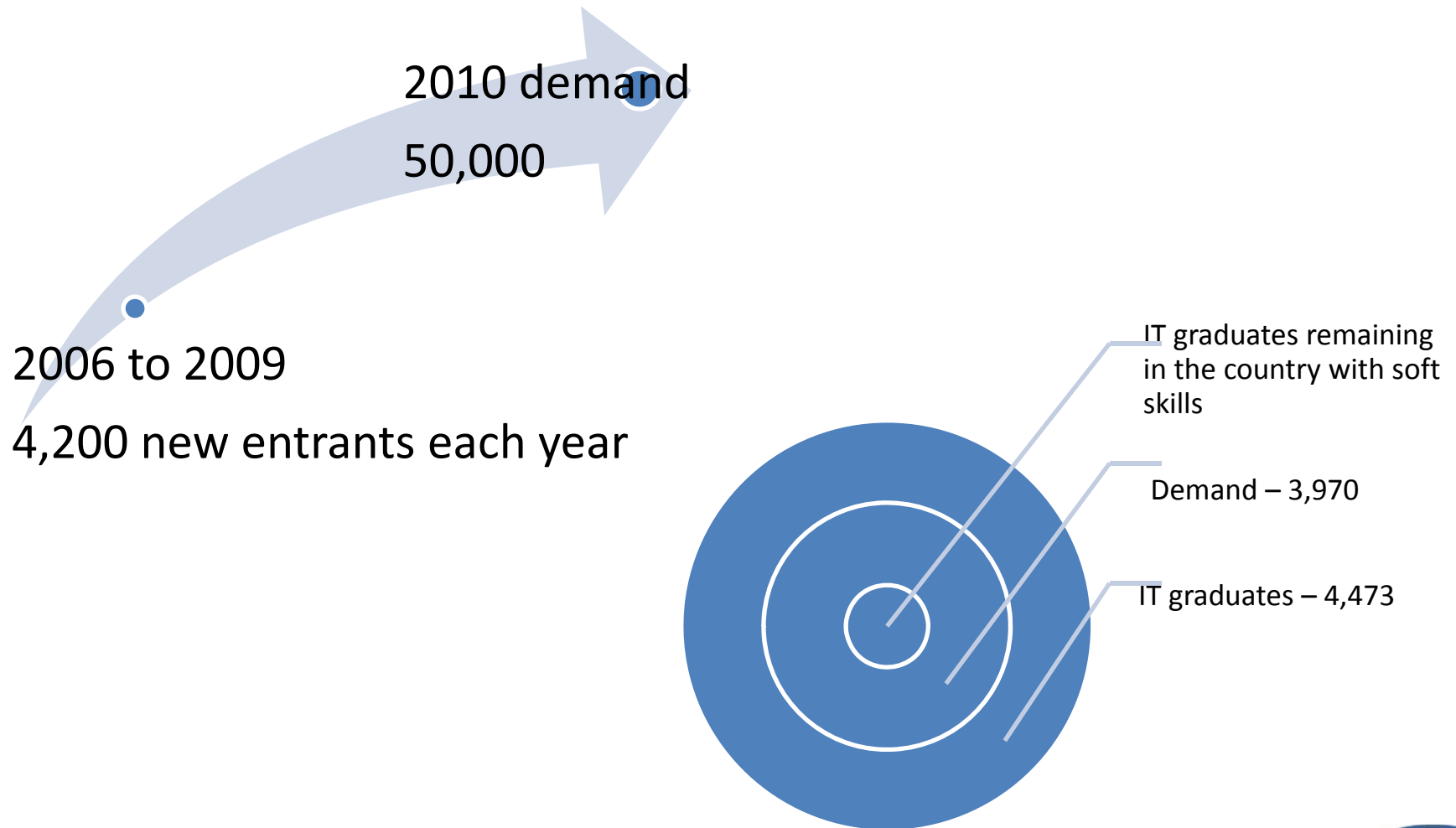
Employment by occupation group (selected) (2002=100)



Source: based on LFS 2011



IT sector – IT work force

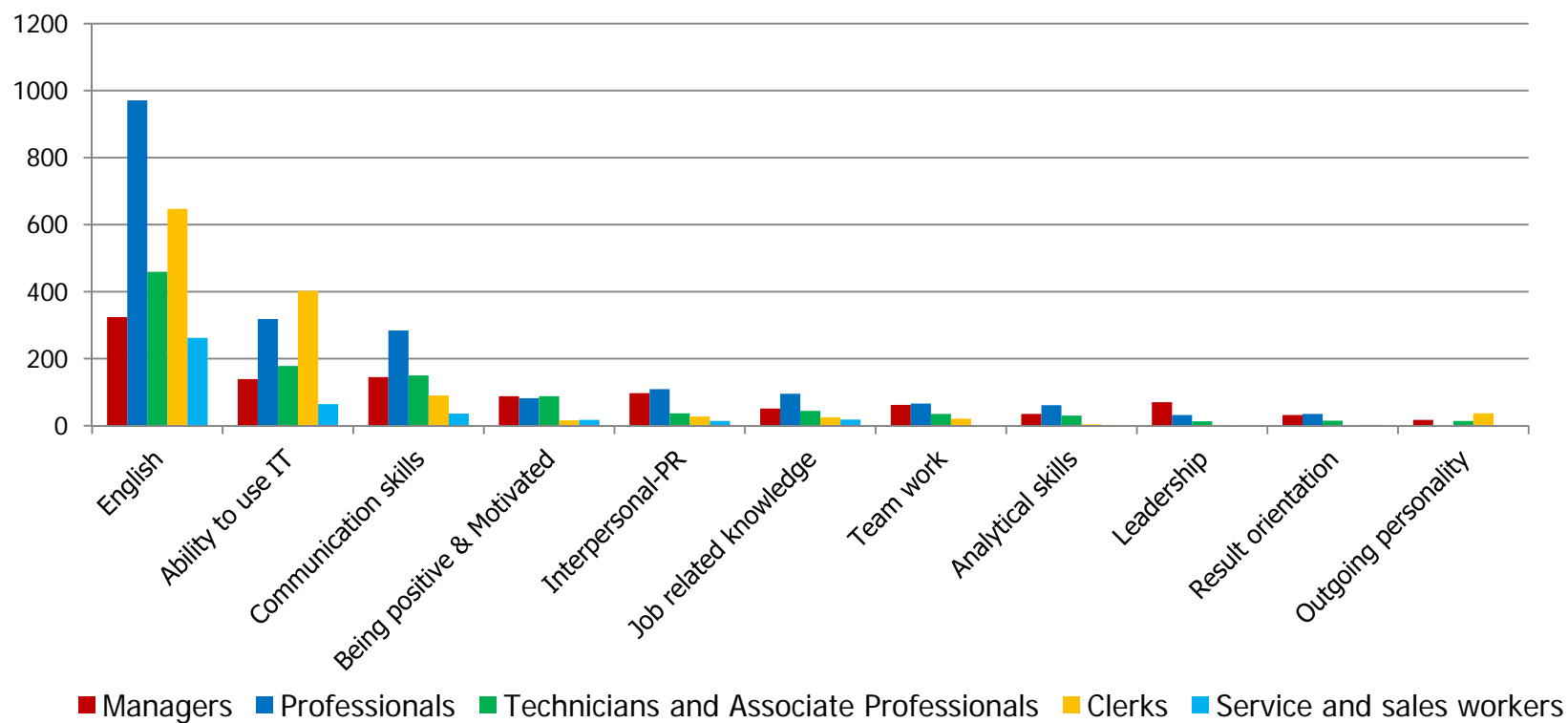


Source: ICTA, 2011, National ICT workforce survey



Demand for Soft Skills

Vacancies by Skills and Occupations (No.)



Source: Based on LMI, 2009

HIGHLY SKILLED WORKERS

Low stock. Low quality. Under utilization.

Global battle for brains ...

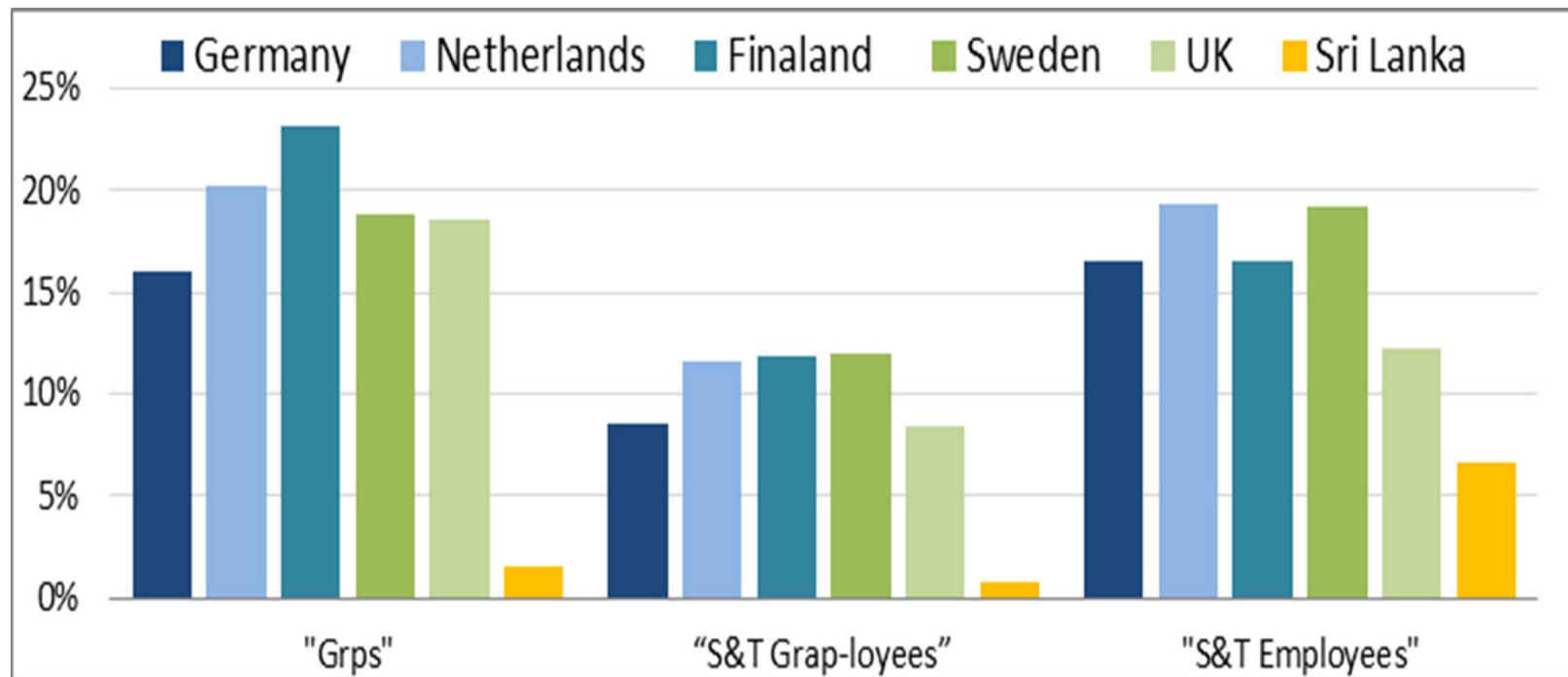
“UK needs lower taxes to attract and retain highly skilled workers”

“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

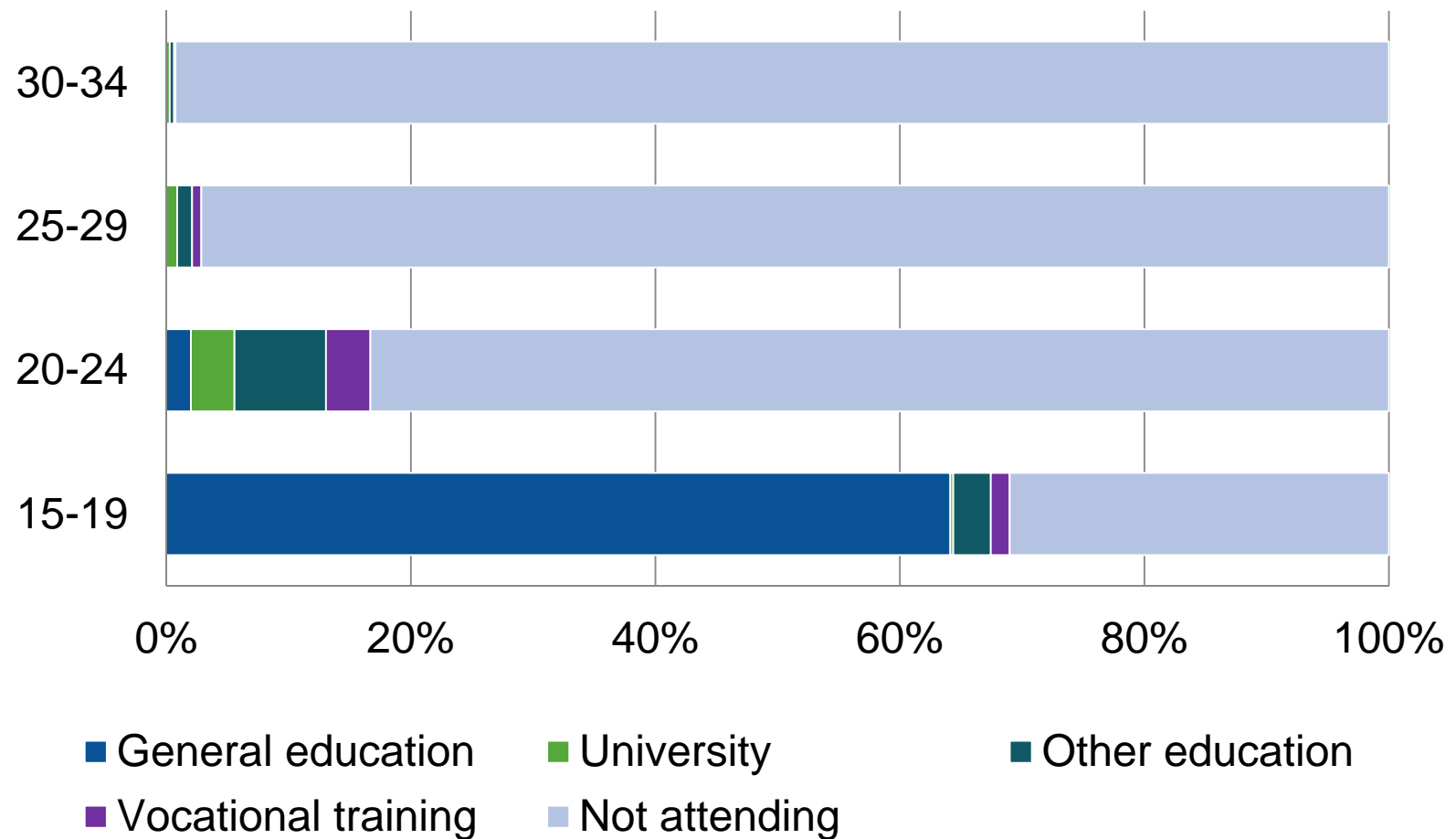


Grps – People qualified to be S&T workers
 S&T Employees - people working as S&T workers
 S&T Grap-loyees – qualified people working as S&T workers

Source: Towers of learning and IPS; note: per cent of total population

Training opportunities are low for adults

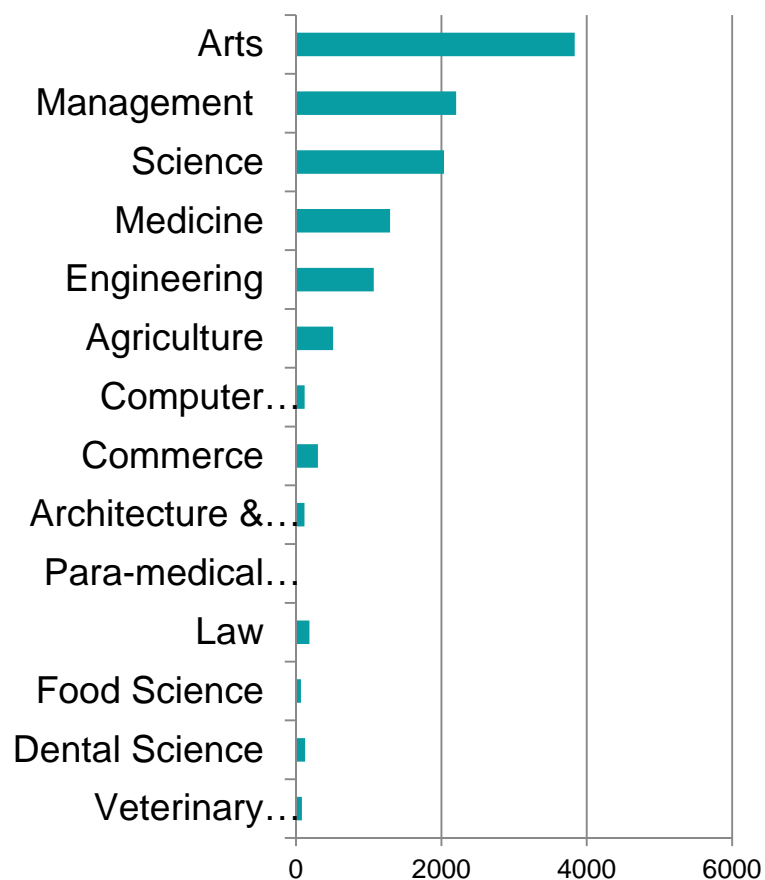
Current education status (2009)



S&T graduates are low

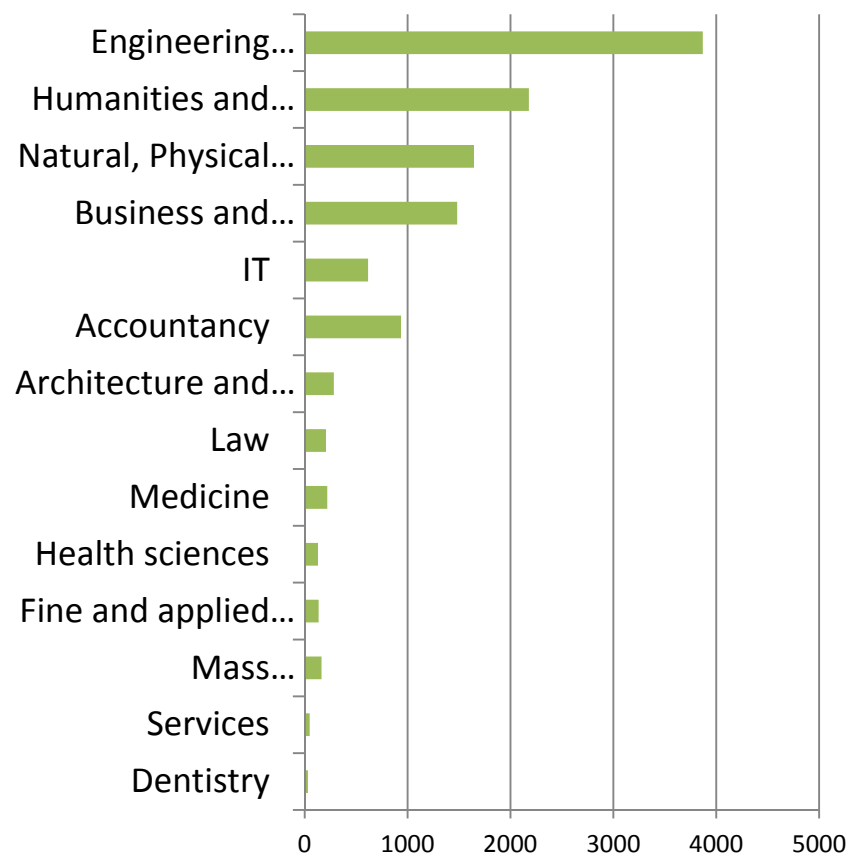
Sri Lanka (2008)

Total = 11,941

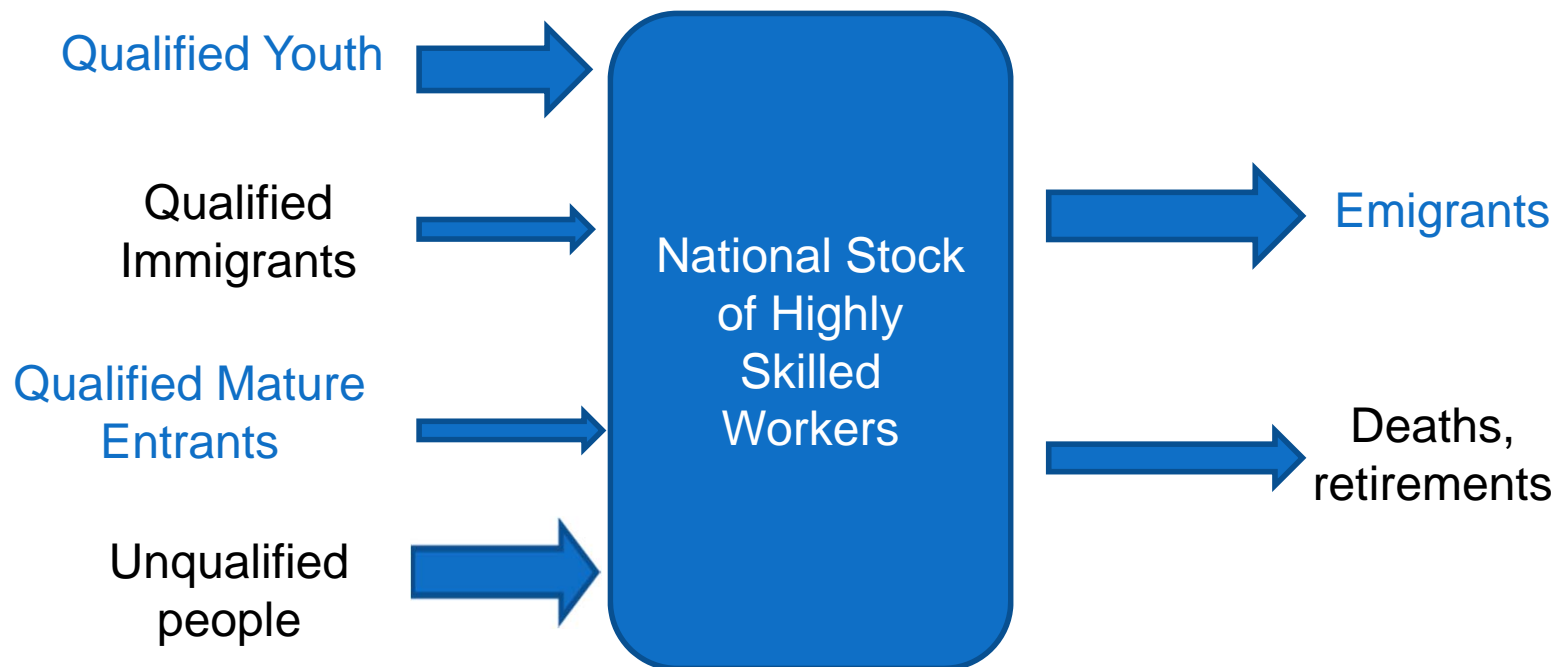


Singapore (2009)

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

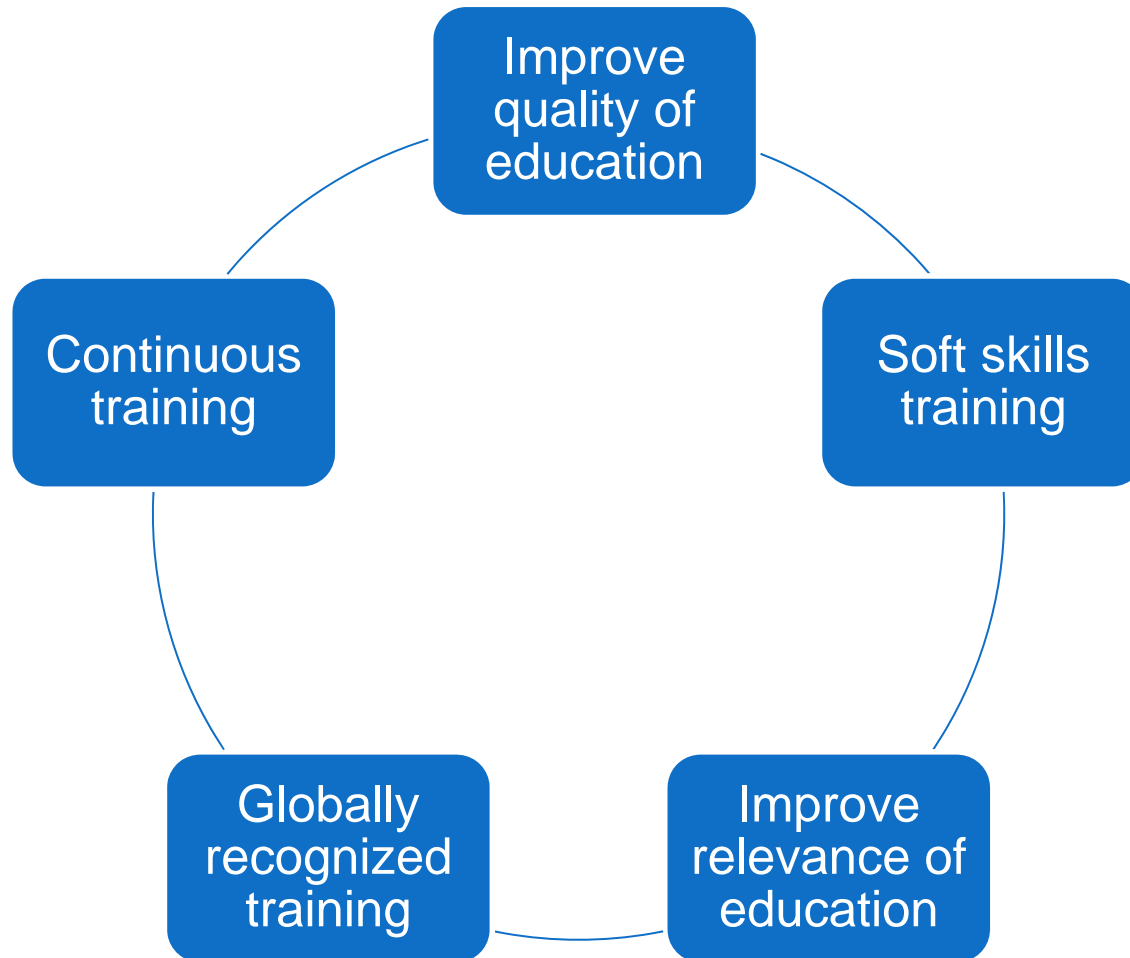
Smoother school
to work transition

Flexible terms of
work

Continuous
training
opportunities

Better child care
services

Improving skills



Increasing highly skilled workers

Improving living standards

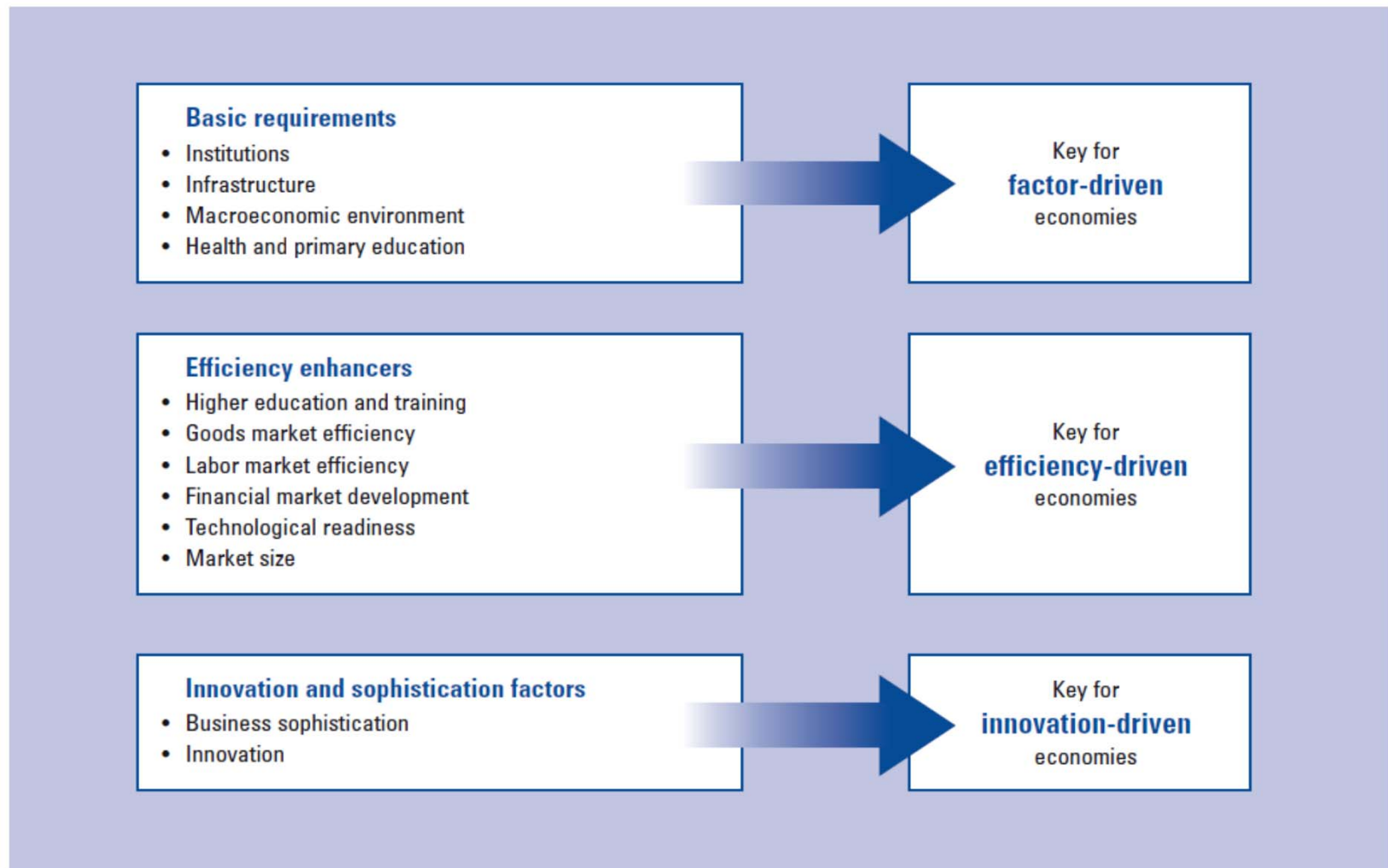
Training opportunities for older workers

Better remuneration

Expanding tertiary education

Improving the utilization of S&T workers

Figure 1: The 12 pillars of competitiveness



Source: World Economic Forum, The Global Competitiveness Report, 2011-2012

www.ips.lk

Blog : www.ips.lk/talkingeconomics