

MINISTRY OF LABOUR AND INDUSTRIAL RELATIONS

Overview

The Ministry is responsible for the formulation of policies and strategies to promote decent work, industrial peace and harmony and the protection of the rights of workers. It also provides assistance to jobseekers and facilitates employment of non-citizens.

Key Challenges	Strategies
Shortage of labour in various sectors	Implementation of the National Employment Policy
	Provision of more efficient service delivery to local job seekers and enhanced facilitation of recruitment of foreign workers
Skills mismatch in the labour market	Enhance employability programmes based on industry needs
	Strengthening of the Labour Market Information System by integrating AI driven job matching
Keeping pace with the evolving nature of the world of work	Develop and implement the Decent Work Country Programme (Second Generation)
Protection of migrant workers	Ensure fair and ethical recruitment of migrants through regulatory mechanism to mitigate illegal recruitment and reinforce the facilities and services provided
Risk of illicit financing of Non-Profit Organisations	Development of a digital platform to reinforce compliance of Associations and Trade Unions

Programme Outcomes

Programmes	Outcomes	Indicators	2025/26 Target	2025/26 Provisional	2026/27 Target	2028/29 Target	2029/30 Target
1601: Policy and Strategy for Labour and Industrial Relations	Enabling framework for labour and industrial relations	Percentage of enterprises inspected compliant with labour legislations	52%	53%	55%	60%	70%
1602: Labour and Industrial Relations Management	Harmonious industrial relations, decent work and safe work environment	Number of stoppage of works	2	4	2	1	0
1603: Regulation of Associations and Trade Unions	Registered associations and trade unions operate within regulatory framework	Percentage of Associations and Trade Unions complying with legislation	50%	50%	50%	55%	60%

Ministry of Labour and Industrial Relations - *continued*

Programmes	Outcomes	Indicators	2025/26 Target	2025/26 Provisional	2026/27 Target	2028/29 Target	2029/30 Target
1604: Employment Facilitation	Reduced unemployment rate and facilitation of employment of migrant workers	Unemployment rate	5.5%	5.7% (2025)	5.4%	5.2%	5.0%

Financial Resources

Summary by Programmes

Rs 000

Programmes	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
1601: Policy and Strategy for Labour and Industrial Relations	118,100	142,600	143,700	145,100
1602: Labour and Industrial Relations Management	253,000	271,900	267,200	269,500
1603: Regulation of Associations and Trade Unions	27,900	28,600	38,600	29,100
1604: Employment Facilitation	265,000	285,900	289,500	292,300
TOTAL	664,000	729,000	739,000	736,000

Ministry of Labour and Industrial Relations - continued

Summary by Economic Categories

Rs 000

Code	Economic Categories	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		639,600	713,300	727,300	734,300
20	National Assembly Allowances	2,400	2,400	2,400	2,400
21	Compensation of Employees	403,000	440,200	472,500	480,400
22	Goods and Services	141,000	165,500	150,200	149,300
26	Grants	13,900	18,900	15,900	15,900
28	Other Expense	79,300	86,300	86,300	86,300
Capital Expenditure		24,400	15,700	11,700	1,700
31	Acquisition of Non-Financial Assets	24,400	15,700	11,700	1,700
TOTAL EXPENDITURE		664,000	729,000	739,000	736,000

Programme 1601: Policy and Strategy for Labour and Industrial Relations

Rs 000

Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
TOTAL EXPENDITURE [Appropriation]	118,100	142,600	143,700	145,100
Recurrent Expenditure	118,100	142,600	143,700	145,100
Capital Expenditure	-	-	-	-

Accounting Officer: Permanent Secretary

Outcome: Enabling framework for labour and industrial relations

Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Develop policies and strategies for labour and industrial relations <i>Office of the Permanent Secretary</i>	Implementation of the Decent Work Country Programme (Second Generation) (Cumulative Percentage)	10%	10%	30%	60%	90%
	Implementation of the National Occupational Safety and Health Programme (Cumulative Percentage)	10%	-	10%	20%	30%
	Implementation of the National Employment Policy (Cumulative Percentage)	30%	22%	35%	70%	100%

Ministry of Labour and Industrial Relations - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		118,100	142,600	143,700	145,100
20	National Assembly Allowances	2,400	2,400	2,400	2,400
20100	Annual Allowance				
(i)	Minister	2,400	2,400	2,400	2,400
21	Compensation of Employees	93,900	108,900	117,300	119,200
21110	Personal Emoluments	83,930	96,900	105,300	107,200
	<i>of which</i>				
.001	Basic Salary	52,430	70,450	77,900	79,600
.004	Allowances	2,300	4,600	4,600	4,600
.005	Extra Assistance	11,000	12,000	12,000	12,000
.006	Cash in lieu of Leave	2,200	2,600	2,600	2,600
.009	End-of-year Bonus	5,200	6,650	7,600	7,800
21111	Other Staff Costs	8,620	10,350	10,350	10,350
.001	Wages	320	250	250	250
.002	Travelling and Transport	6,200	8,000	8,000	8,000
.100	Overtime	2,000	2,000	2,000	2,000
.200	Staff Welfare	100	100	100	100
21210	Social Contributions	1,350	1,650	1,650	1,650
.001	Contribution to the National Savings Fund	1,350	1,650	1,650	1,650
22	Goods and Services	21,800	31,300	24,000	23,500
22010	Cost of Utilities	2,265	2,365	2,365	2,365
22020	Fuel and Oil	950	1,100	1,100	1,100
22030	Rent	7,650	6,850	6,850	6,850
22040	Office Equipment and Furniture	1,200	1,700	900	900
22050	Office Expenses	1,275	1,330	1,330	1,330
22060	Maintenance	1,255	1,355	1,355	1,355
22070	Cleaning Services	435	460	460	460
22100	Publications and Stationery	1,845	1,870	1,870	1,870
22120	Fees	100	6,100	600	100
	<i>of which</i>				
	(a) Feasibility Study on the Introduction of a 40-Hour Work Week	-	3,000	-	-
	(b) Development of Policy and Strategy on Mental Health at Workplace	-	2,000	500	-
	(c) Review of the Wage Determination System	-	1,000	-	-
22170	Travelling within the Republic	-	345	345	345
22900	Other Goods and Services	4,825	7,825	6,825	6,825
	<i>of which</i>				
.032	Organisation of Labour Day and other Events	200	200	200	200
.832	Observatory on Employment and Industrial Relations	3,000	2,000	2,000	2,000
.837	Expenses i.c.w. the National Initiative to Combat Drugs	-	2,000	2,000	2,000
.922	Conferences/Seminars/ Workshops	1,000	1,000	-	-
.955	Gender Mainstreaming	200	200	200	200
.974	Decent Work Country Programme (Second Generation - Implementation)	-	2,000	2,000	2,000
TOTAL		118,100	142,600	143,700	145,100

Ministry of Labour and Industrial Relations - *continued*

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Minister	1	1
2	Permanent Secretary	1	1
3	Deputy Permanent Secretary	1	1
4	Assistant Secretary, <i>formerly Assistant Permanent Secretary</i>	2	2
5	Manager, Financial Operations	1	1
6	Assistant Manager, Financial Operations	1	1
7	Assistant Financial Operations Officer	4	4
8	Assistant Manager (Procurement and Supply)	1	1
9	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
10	Assistant Procurement and Supply Officer	1	1
11	Manager, Internal Audit, <i>formerly Manager, Internal Control</i>	-	1
12	Assistant Manager, Internal Audit, <i>formerly Assistant Manager, Internal Control</i>	1	-
13	Principal Internal Audit Officer, <i>formerly Principal Internal Control Officer</i>	-	1
14	Internal Audit Officer/Senior Internal Audit Officer, <i>formerly Internal Control Officer/Senior Internal Control Officer</i>	1	1
15	Manager, Human Resources	1	1
16	Senior Human Resource Executive	1	1
17	Human Resource Executive	1	1
18	Office Management Executive	4	4
19	Office Management Assistant	11	11
20	Higher Executive Officer (<i>Personal</i>)	1	1
21	Office Supervisor	1	1
22	Management Support Officer	62	62
23	Confidential Secretary	7	7
24	Word Processing Operator	6	6
25	Senior Receptionist/Telephone Operator	1	1
26	Receptionist/Telephone Operator	4	4
27	Head Office Auxiliary	2	2
28	Office Auxiliary/Senior Office Auxiliary	29	29
29	Stores Attendant	1	1
30	Driver	4	5
31	Handy Worker	20	21
32	General Worker	2	2
TOTAL		174	177

Ministry of Labour and Industrial Relations - *continued*

Programme 1602: Labour and Industrial Relations Management

Rs 000

Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
TOTAL EXPENDITURE [Appropriation]	253,000	271,900	267,200	269,500
Recurrent Expenditure	240,500	262,500	267,000	269,500
Capital Expenditure	12,500	9,400	200	-
Sub-Programmes:				
160201: Industrial Relations	181,900	202,000	196,700	198,200
160202: Occupational Safety and Health Management	68,600	67,400	68,000	68,800
160203: Wage Determination	2,500	2,500	2,500	2,500
TOTAL	253,000	271,900	267,200	269,500

Sub-Programme 160201: Industrial Relations

Accounting Officer: Permanent Secretary						
Outcome: Harmonious industrial relations, decent work and safe work environment						
Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Enforcement of Labour Legislation <i>Labour and Industrial Relations Division</i>	Percentage of complaints settled within one year	-	55%	72%	75%	78%
Provision of conciliation or mediation services on labour disputes <i>Commission for Conciliation and Mediation</i>	Percentage of labour disputes disposed of within one year	-	61%	70%	74%	74%
Dealing with cases on reduction of workforce and closure of enterprises <i>Redundancy Board</i>	Percentage of redundancy cases settled within 60 days	57%	57%	60%	63%	65%

Ministry of Labour and Industrial Relations - continued

Sub-Programme 160201: Industrial Relations

Rs 000

Item No.	Details		2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure			170,900	193,500	196,500	198,200
21	Compensation of Employees		115,600	122,900	130,400	132,500
21110	Personal Emoluments		103,435	110,005	117,505	119,605
	<i>of which</i>					
.001	Basic Salary		77,435	93,905	100,605	102,505
.004	Allowances		4,500	5,000	5,000	5,000
.006	Cash in lieu of Leave		3,200	3,500	3,500	3,500
.009	End-of-year Bonus		7,200	7,600	8,400	8,600
21111	Other Staff Costs		10,895	11,395	11,395	11,395
.001	Wages		275	275	275	275
.002	Travelling and Transport		10,500	11,000	11,000	11,000
.100	Overtime		50	50	50	50
.200	Staff Welfare		70	70	70	70
21210	Social Contributions		1,270	1,500	1,500	1,500
.001	Contribution to the National Savings Fund		1,270	1,500	1,500	1,500
22	Goods and Services		41,400	51,700	50,200	49,800
22010	Cost of Utilities		6,260	6,860	6,860	6,860
22030	Rent		23,300	29,150	29,150	29,150
22040	Office Equipment and Furniture		1,211	1,264	1,264	864
22050	Office Expenses		1,600	1,625	1,625	1,625
22060	Maintenance		1,872	2,297	2,872	2,872
22070	Cleaning Services		355	805	805	805
22090	Security		100	1,000	1,000	1,000
22100	Publications and Stationery		1,824	1,824	1,824	1,824
22120	Fees		1,340	4,140	2,640	2,640
	<i>of which</i>					
.008	Fees to Consultants (<i>Actuarial Review - Workfare Programme Fund</i>)		-	1,500	-	-
22170	Travelling within the Republic		38	60	60	60
22900	Other Goods and Services		3,500	2,675	2,100	2,100
	<i>of which</i>					
.903	Awareness Campaign		1,000	1,000	1,000	1,000
.974	Decent Work Country Programme (Second Generation - <i>Consultancy Services</i>)		1,500	575	-	-
26	Grants		13,900	18,900	15,900	15,900
26210	Contribution to International Organisations					
.098	International Labour Organisation		4,200	4,200	4,200	4,200
.099	African Regional Labour Administration Centre		1,500	1,500	1,500	1,500
26313	Extra-Budgetary Units					
.013	Manufacturing Sector Workers Welfare Fund		4,000	9,000	6,000	6,000
.092	Trade Union Trust Fund		4,200	4,200	4,200	4,200
Capital Expenditure			11,000	8,500	200	-
31	Acquisition of Non-Financial Assets	Project Value Rs 000	11,000	8,500	200	-
31122	Other Machinery and Equipment					
.802	Acquisition of IT Equipment		4,000	2,500	200	-
31132	Intangible Fixed Assets					
.119	Computerisation of Labour Division		7,000	6,000	-	-
		<i>10,000</i>				
TOTAL			181,900	202,000	196,700	198,200

Ministry of Labour and Industrial Relations - *continued*

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Chairperson, National Remuneration Board	1	1
2	Vice-Chairperson, National Remuneration Board	1	1
3	Head Remuneration Analyst	1	1
4	Senior Remuneration Analyst	1	1
5	Remuneration Analyst	4	4
6	Director, Labour and Industrial Relations	1	1
7	Deputy Director, Labour and Industrial Relations	1	1
8	Assistant Director, Labour and Industrial Relations	9	9
9	Principal Labour and Industrial Relations Officer	13	14
10	Senior Labour and Industrial Relations Officer	32	33
11	Labour and Industrial Relations Officer	91	95
12	President, Commission for Conciliation and Mediation	1	1
13	Vice-President, Commission for Conciliation and Mediation	2	2
14	Manager, Human Resources	1	1
15	Human Resource Executive	1	1
16	Registrar, Redundancy Board (<i>New</i>)	-	-
17	Deputy Registrar, Redundancy Board	1	1
18	Senior Transcriber	2	2
19	Transcriber	3	3
TOTAL		166	172

Ministry of Labour and Industrial Relations - *continued*

Sub-Programme 160202: Occupational Safety and Health Management

Accounting Officer: Permanent Secretary						
Outcome: Harmonious industrial relations, decent work and safe work environment						
Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Enforcement of Occupational Safety and Health Legislation <i>National Occupational Safety and Health Department</i>	Number of inspections carried out for compliance	3,500	2,500	3,500	3,700	4,000
	Average time taken to issue Lodging Accommodation Permits (Weeks)	7	7	6	5	5
	Incidence rate for fatal and non-fatal cases (Per 100,000 workers)	70	52	60	58	55

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		67,100	66,500	68,000	68,800
21	Compensation of Employees	48,900	49,400	54,000	54,800
21110	Personal Emoluments <i>of which</i>	43,660	44,020	48,620	49,420
.001	Basic Salary	31,960	37,070	41,220	41,970
.004	Allowances	2,200	2,300	2,300	2,300
.006	Cash in lieu of Leave	1,500	1,650	1,650	1,650
.009	End-of-year Bonus	3,000	3,000	3,450	3,500
21111	Other Staff Costs	4,680	4,780	4,780	4,780
.002	Travelling and Transport	4,600	4,700	4,700	4,700
.100	Overtime	50	50	50	50
.200	Staff Welfare	30	30	30	30
21210	Social Contributions	560	600	600	600
.001	Contribution to the National Savings Fund	560	600	600	600
22	Goods and Services	18,200	17,100	14,000	14,000
22010	Cost of Utilities	3,145	3,145	3,145	3,145
22030	Rent	7,000	4,100	4,100	4,100
22040	Office Equipment and Furniture	1,391	2,045	445	445
22050	Office Expenses	807	815	815	815
22060	Maintenance	1,246	1,546	1,546	1,546
22070	Cleaning Services	355	355	355	355
22100	Publications and Stationery	916	916	916	916
22120	Fees	2,103	2,913	1,413	1,413

Ministry of Labour and Industrial Relations - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
22170	Travelling within the Republic	37	60	60	60
22900	Other Goods and Services	1,200	1,205	1,205	1,205
Capital Expenditure		1,500	900	-	-
31	Acquisition of Non-Financial Assets	1,500	900	-	-
	Project Value Rs 000				
31132	Intangible Fixed Assets				
.113	Computerisation of Occupational Safety and Health Division	1,500	900	-	-
	12,000				
TOTAL		68,600	67,400	68,000	68,800

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Director, Occupational Safety and Health	1	1
2	Deputy Director, Occupational Safety and Health	1	1
3	Chief Occupational Safety and Health Officer	6	6
4	Divisional Occupational Safety and Health Officer	5	5
5	Principal Occupational Safety and Health Officer	14	14
6	Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	42	42
7	Head, Specialist Support Services	1	1
8	Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer	2	2
TOTAL		72	72

Sub-Programme 160203: Wage Determination

Accounting Officer: Permanent Secretary						
Outcome: Harmonious industrial relations, decent work and safe work environment						
Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Recommendation on national minimum wage <i>National Wage Consultative Council</i>	Number of impact report on minimum wage published	1	1	1	1	1
Recommendation on remuneration regulation <i>National Remuneration Board</i>	Number of recommendations issued	-	-	3	3	3

Ministry of Labour and Industrial Relations - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		2,500	2,500	2,500	2,500
22	Goods and Services	2,500	2,500	2,500	2,500
.967	National Wage Consultative Council	2,500	2,500	2,500	2,500
TOTAL		2,500	2,500	2,500	2,500

Programme 1603: Regulation of Associations and Trade Unions

Rs 000

Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
TOTAL EXPENDITURE [Appropriation]	27,900	28,600	38,600	29,100
Recurrent Expenditure	23,900	24,600	27,100	27,400
Capital Expenditure	4,000	4,000	11,500	1,700

Accounting Officer: Permanent Secretary						
Outcome: Registered associations and trade unions operate within regulatory framework						
Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Registration and regulation of associations and trade unions <i>Registry of Associations</i>	Average time taken to process an application (Weeks)	5	5	4	4	4
	Number of inspections undertaken	550	550	600	650	700

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		23,900	24,600	27,100	27,400
21	Compensation of Employees	16,300	17,700	20,200	20,500
21110	Personal Emoluments	14,940	16,150	18,650	18,950
	<i>of which</i>				
.001	Basic Salary	11,030	13,550	15,925	16,200
.004	Allowances	600	750	750	750
.006	Cash in lieu of Leave	600	650	650	650
.009	End-of-year Bonus	1,100	1,200	1,325	1,350
21111	Other Staff Costs	1,175	1,350	1,350	1,350
.002	Travelling and Transport	1,100	1,275	1,275	1,275
.100	Overtime	25	25	25	25
.200	Staff Welfare	50	50	50	50

Ministry of Labour and Industrial Relations - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
21210	Social Contributions	185	200	200	200
001	Contribution to the National Savings Fund	185	200	200	200
22	Goods and Services	7,600	6,900	6,900	6,900
22010	Cost of Utilities	860	950	950	950
22030	Rent	3,410	2,660	2,660	2,660
22040	Office Equipment and Furniture	300	300	300	300
22050	Office Expenses	660	720	720	720
22060	Maintenance	1,070	1,070	1,070	1,070
22070	Cleaning Services	305	175	175	175
22100	Publications and Stationery	765	765	765	765
22120	Fees	50	50	50	50
22170	Travelling within the Republic	30	60	60	60
22900	Other Goods and Services	150	150	150	150
Capital Expenditure		4,000	4,000	11,500	1,700
31	Acquisition of Non-Financial Assets	4,000	4,000	11,500	1,700
		Project Value Rs 000			
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment	200	1,000	1,000	200
31132	Intangible Fixed Assets				
.200	E-Project - <i>Digital Platform for Registry of Associations</i>	3,800	3,000	10,500	1,500
		17,250			
TOTAL		27,900	28,600	38,600	29,100

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Registrar of Associations	1	1
2	Deputy Registrar of Associations	1	1
3	Principal Inspector of Associations	3	3
4	Senior Inspector of Associations	6	6
5	Inspector of Associations	13	20
TOTAL		24	31

Ministry of Labour and Industrial Relations - continued

Programme 1604: Employment Facilitation

Rs 000

Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
TOTAL EXPENDITURE [Appropriation]	265,000	285,900	289,500	292,300
Recurrent Expenditure	257,100	283,600	289,500	292,300
Capital Expenditure	7,900	2,300	-	-
Sub-Programmes:				
160401: Employability Enhancement	197,100	212,200	214,500	216,100
160402: Recruitment of Foreign Workers	67,900	73,700	75,000	76,200
TOTAL	265,000	285,900	289,500	292,300

Sub-Programme 160401: Employability Enhancement

Accounting Officer: Permanent Secretary						
Outcome: Reduced unemployment rate and facilitation of employment of migrant workers						
Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Facilitate the employment of jobseekers <i>National Employment Department</i>	Number of jobseekers placed	6,000	4,500	5,000	5,500	5,700

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		190,300	209,900	214,500	216,100
21	Compensation of Employees	79,800	88,900	95,800	97,400
21110	Personal Emoluments <i>of which</i>	71,450	80,150	87,050	88,650
.001	Basic Salary	51,500	69,050	75,050	76,450
.004	Allowances	1,200	1,700	1,700	1,700
.005	Extra Assistance	2,400	1,875	1,875	1,875
.006	Cash in lieu of Leave	1,600	1,900	1,900	1,900
.009	End-of-year Bonus	4,800	5,500	6,400	6,600
21111	Other Staff Costs	7,050	7,350	7,350	7,350
.002	Travelling and Transport	5,700	6,000	6,000	6,000
.100	Overtime	1,300	1,300	1,300	1,300
.200	Staff Welfare	50	50	50	50
21210	Social Contributions	1,300	1,400	1,400	1,400
.001	Contribution to the National Savings Fund	1,300	1,400	1,400	1,400

Ministry of Labour and Industrial Relations - *continued*

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
22	Goods and Services	31,200	34,700	32,400	32,400
22010	Cost of Utilities	2,530	2,830	2,830	2,830
22020	Fuel and Oil	300	300	300	300
22030	Rent	12,072	12,922	12,922	12,922
22040	Office Equipment and Furniture	725	2,275	775	775
22050	Office Expenses	545	575	575	575
22060	Maintenance	1,113	813	813	813
22070	Cleaning Services	450	450	450	450
22090	Security	800	800	800	800
22100	Publications and Stationery	1,465	1,525	1,525	1,525
22120	Fees	450	600	600	600
22170	Travelling within the Republic	-	60	60	60
22900	Other Goods and Services	10,750	11,550	10,750	10,750
	<i>of which</i>				
.903	Awareness Campaign	8,700	8,700	8,700	8,700
.922	Conferences/Seminars/Workshops	200	1,000	200	200
.948	Employment Outreach Initiative	1,500	1,500	1,500	1,500
28	Other Expense	79,300	86,300	86,300	86,300
28212	Transfer to Households				
.028	Employability Enhancement Programme	77,300	84,300	84,300	84,300
	<i>(a) Youth Employment Programme</i>	<i>28,000</i>	<i>30,000</i>	<i>30,000</i>	<i>30,000</i>
	<i>(b) Women Back to Work Programme</i>	<i>10,000</i>	<i>10,000</i>	<i>10,000</i>	<i>10,000</i>
	<i>(c) Trainee Engineer Scheme</i>	<i>35,000</i>	<i>40,000</i>	<i>40,000</i>	<i>40,000</i>
	<i>(d) Training and Placement of Persons with Disabilities</i>	<i>3,300</i>	<i>3,300</i>	<i>3,300</i>	<i>3,300</i>
	<i>(e) Trainee Land Surveyor Scheme</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>
.033	Training Programme for Jobseekers	2,000	2,000	2,000	2,000
Capital Expenditure		6,800	2,300	-	-
31	Acquisition of Non-Financial Assets	6,800	2,300	-	-
31112	Non Residential Buildings				
.401	Upgrading of Office Building	500	300	-	-
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	1,000	-	-	-
31132	Intangible Fixed Assets				
.104	Enhancement of Employment Information Centres (EIC) - <i>Upgrading of Labour Market Information System</i>	1,100	-	-	-
.200	E-Project - <i>AI Enabled - Labour Market Information System</i>	4,200	2,000	-	-
TOTAL		197,100	212,200	214,500	216,100

Ministry of Labour and Industrial Relations - *continued*

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Permanent Secretary	1	1
2	Deputy Permanent Secretary	1	1
3	Assistant Secretary, <i>formerly Assistant Permanent Secretary</i>	2	2
4	Director, National Employment Department	1	1
5	Deputy Director, National Employment Department	1	1
6	Chief Employment Coordinator	5	5
7	Senior Employment Counselling Officer	18	18
8	Employment Counselling Officer	41	41
9	Principal Financial Operations Officer	1	1
10	Financial Operations Officer/Senior Financial Operations Officer	2	2
11	Assistant Financial Operations Officer	1	1
12	Principal Procurement and Supply Officer	1	1
13	Assistant Procurement and Supply Officer	1	1
14	Assistant Manager, Human Resources	1	1
15	Human Resource Executive	1	1
16	Office Management Executive	2	3
17	Office Management Assistant	7	7
18	Office Supervisor	1	1
19	Management Support Officer	33	33
20	Confidential Secretary	2	3
21	Word Processing Operator	4	4
22	Receptionist/Telephone Operator	4	4
23	Head Office Auxiliary	1	1
24	Office Auxiliary/Senior Office Auxiliary	16	16
25	Driver	2	2
26	General Worker	13	13
TOTAL		163	165

Sub-Programme 160402: Recruitment of Foreign Workers

Accounting Officer: Permanent Secretary						
Outcome: Reduced unemployment rate and facilitation of employment of migrant workers						
Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Issuance of work permits to foreign workers <i>Work Permit Unit</i>	Percentage of work permits issued within statutory timeframe	80%	78%	85%	90%	90%

Ministry of Labour and Industrial Relations - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		66,800	73,700	75,000	76,200
21	Compensation of Employees	48,500	52,400	54,800	56,000
21110	Personal Emoluments	44,725	47,525	49,925	51,125
	<i>of which</i>				
.001	Basic Salary	32,925	42,075	44,075	45,075
.004	Allowances	750	750	750	750
.006	Cash in lieu of Leave	1,200	1,300	1,400	1,500
.009	End-of-year Bonus	3,200	3,400	3,700	3,800
21111	Other Staff Costs	2,925	3,925	3,925	3,925
.002	Travelling and Transport	2,200	3,200	3,200	3,200
.100	Overtime	700	700	700	700
.200	Staff Welfare	25	25	25	25
21210	Social Contributions	850	950	950	950
.001	Contribution to the National Savings Fund	850	950	950	950
22	Goods and Services	18,300	21,300	20,200	20,200
22010	Cost of Utilities	1,267	1,887	1,887	1,887
22030	Rent	6,350	6,850	6,850	6,850
22040	Office Equipment and Furniture	675	1,775	675	675
22050	Office Expenses	650	650	650	650
22060	Maintenance	933	1,163	1,163	1,163
22100	Publications and Stationery	6,150	6,150	6,150	6,150
22120	Fees	750	800	800	800
22900	Other Goods and Services	1,525	2,025	2,025	2,025
	<i>of which</i>				
.813	Expenses i.c.w. National Action Plan to Combat Trafficking in Persons	1,000	1,000	1,000	1,000
Capital Expenditure		1,100	-	-	-
31	Acquisition of Non-Financial Assets	1,100	-	-	-
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	1,100	-	-	-
TOTAL		67,900	73,700	75,000	76,200

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	Assistant Secretary, <i>formerly Assistant Permanent Secretary</i>	1	1
2	Office Management Executive	5	5
3	Office Management Assistant	20	20
4	Management Support Officer	78	78
TOTAL		104	104