

F-08 **AN ANALYSIS OF OCCUPATIONAL ACCIDENTS AND OVER-3-DAY ABSENCES
FROM WORK (1979 - 80) IN SRI LANKA**

M. Ponnambalam and Vinitha Mendis
(*Division of Occupational Hygiene, Colombo 5*)

Accidents take a large toll of life and limb and affect men and women to the extent that they are a leading cause of death and disability among workers. In Sri Lanka, accidents which disable workers for more than three days from earning their full wages in premises that are defined as factories are reportable accidents.

This study presents an analysis of 5,700 cases of non-fatal occupational accidents that occurred over a period of two years from January 1979 to December 1980. Among the victims 558 (10%) are females. Majority of the victims were workers within the age group 20-29 years followed by those in the 30-39 age group. The year 1980 records an increase in the percentage of victims in the 20-29 age group for both sexes and for the 30-39 age group for the females compared to the corresponding figures for the year 1979. Industry-wise analysis reveals that the highest incidence of accidents is in the manufacturing industries.

F-09 **CONCEPTUAL VALIDITY OF THE INFORMAL SECTOR**

A. L. S. Perera
(*University of Moratuwa*)

Ever since Keith Hart (1973) introduced the idea of the informal sector in his dualistic classification of the urban economy there has been a tremendous response from academics, policy makers and politicians all over the world as regards its relevance in most developing countries. In fact, it has been suggested that the informal sector concept can be used as an instrument of policy for the creation of employment opportunities in the urban economies of these countries which record a high incidence of unemployment of the urban work force.

The idea of the informal sector and its potential for employment creation has gained substantial attention in the Sri Lanka context as well. It is contended that in the city of Colombo the informal sector has been responsible for the easing of the burden of unemployment and that the informal sector comprises an important component of the total employed in the city. It is further suggested that the informal sector is likely to be a key factor in the selection of employment strategies for city development.

However, the very conceptual basis of the informal sector seems to be weak and not amenable to scientific analysis. Further, the inclusion of a wide variety of concerns under the informal sector renders it to be a rather meaningless categorisation.

The objective of this paper is to bring into focus these shortcomings and to explore the possibility of alternative approaches to tackle the problem of urban unemployment in Sri Lanka by injecting a degree of pragmatism which may lead to workable solutions.

F-10 **JOB ENRICHMENT AND INCREASING PRODUCTIVITY IN DEVELOPING COUNTRIES**

C. Sivanesan
(*Customs, Colombo 1*)

In the highly developed countries in recent years because of the increase in the standard of education of workers, the improvement in the dignity of labour and the demand for greater equality, freedom, autonomy and democratic rights, and because of the expanding aspiration for the satisfaction of social esteem and self-actualization needs after the satisfaction of physical and security needs, there has been a movement towards job enrichment by improving the quality of work through increasing participation, autonomy, flexibility and making the work experience more challenging and creative instead of routine mechanistic.

In the developing countries a major portion of the work done has still not been routinised or mechanised as the majority of workers are still involved in the traditional agriculture, craft and informal sectors but with low productivity. The developing countries need not repeat all the stages and experimental mistakes of the developed countries which pioneered development and can gain from their success and failures by enriching jobs from the beginning through creating challenging job opportunities which would give full expression to the potentialities and talents of workers, with greater participation, autonomy and flexibility. The developing countries like Sri Lanka with its humanistic and spiritual values can even pioneer new ways of enriching the quality of work experience and personal development.