

**Migration of Skilled Workers: The factors that
influence the migration pattern of Sri Lanka
from 2002 to 2011**

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ABSTRACT

Talents and skills have become most demanding resources in modern economies. Skilled individuals from all over the world to face up to the shortage of specialized workers. Due to this reasons migration of skilled workers has become a crucial issue in the modern world. Skilled workers are categorized in to several groups such as professionals, middle level technicians, clerical and other skilled workers. A skilled employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. A highly skilled worker or professional is one who is capable of working efficiently and supervises efficiently the work of skilled employees.

Migration of professionals is focused in this study. And main objectives were identifying the reasons for the job preferences and preferred destinations for the highly skilled professional migrants of Sri Lanka. Multinational companies and governments in industrialized countries recruit and retain. Factors influence for the migration of skilled workforce vary according to the socio economic environment, and there is no institutional mechanism to monitor the migration patterns of this group as they are making their own arrangements for finding employments. Therefore Identifying the factors influenced to the pattern of high skilled professional migration, Filling the knowledge gap in the specific area of the migration and finally. Identifying the policy needs to regulate the high skilled labor migration from Sri Lanka.

Therefore, following suggestions can be given according to the study, it is important that a formal mechanism is established or an existing one strengthened to deal with matters related to the migration of professional and maintaining their information, government makes appropriate policy decision to remunerate those in the public sector in an attractive manner with a view to retain them in the country. In order to do this, the proposed mechanism should comprehensively study the relevant issues and account for the losses and gains mentioned above. Finally in order to reduce the percentage of labour waste in the fields of highly skilled professions, higher education system should be geared to cater to this need by developing the human resources in the identified areas with required country specific expertise of the destination countries.