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ஆண்டறிக்கை
ANNUAL REPORT**

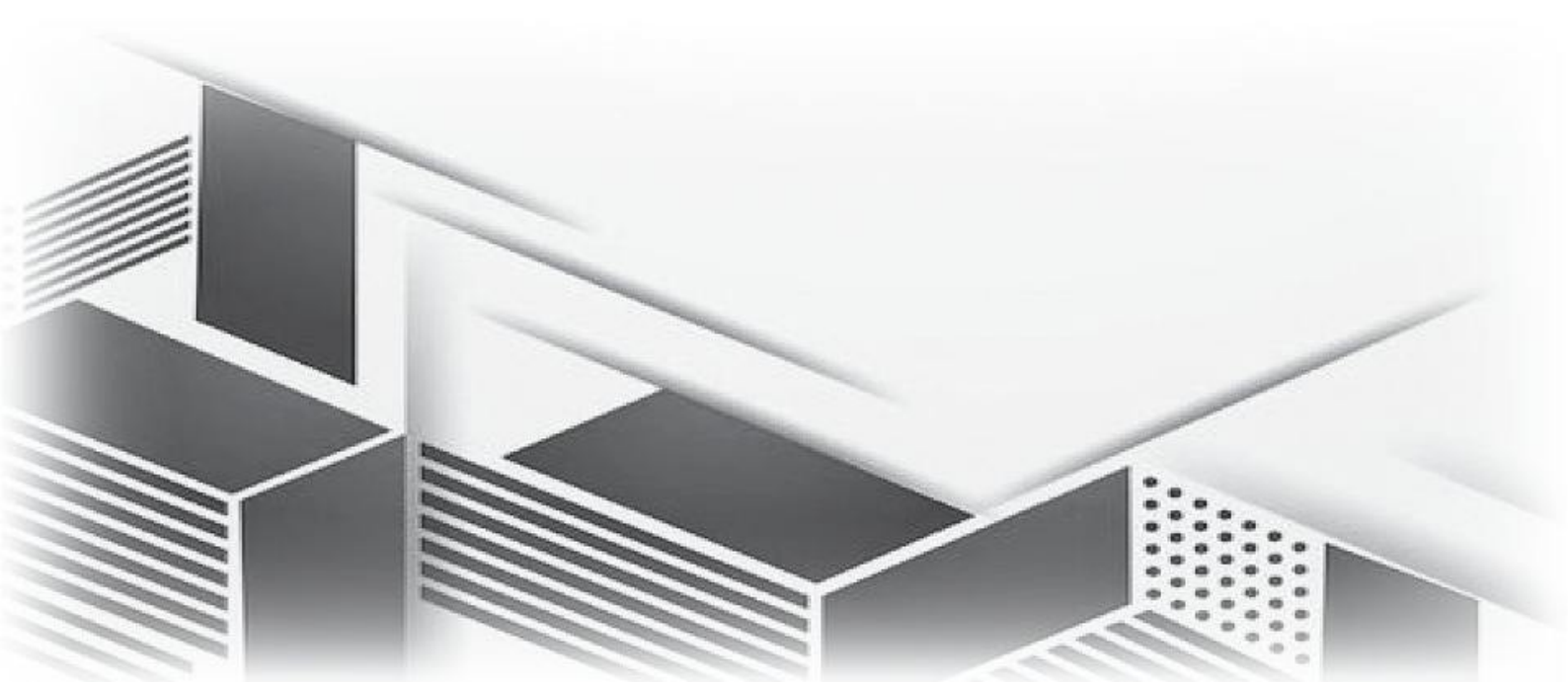
2024



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Sri Lanka Bureau of Foreign Employment**



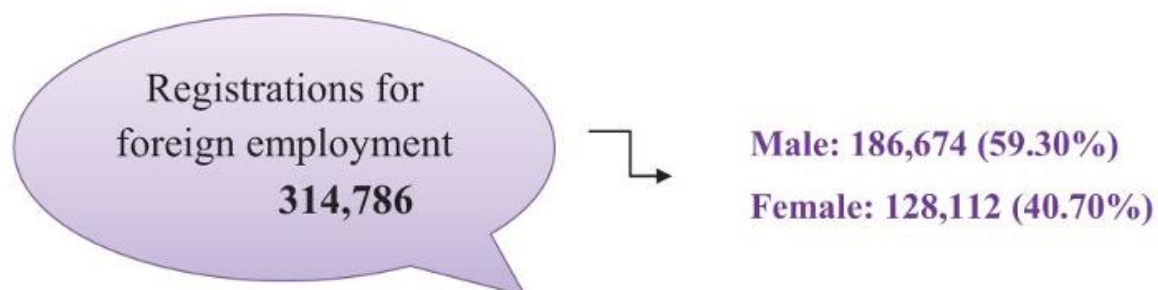
Sri Lanka Bureau of Foreign Employment
ANNUAL REPORT - 2024



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Highlights



Skilled				Low skilled				Grand Total
Male	Female	Total	%	Male	Female	Total	%	
127,928	116,539	244,467	77.66	58,746	11,573	70,319	22.34	314,786

Major Labour
Receiving Countries
Kuwait | U.A.E. | K.S.A.

Worker Remittance
USD Mn. 6,575
Rs. Bn. 1,984

SLBFE Revenue
Rs. Mn. 10,639

Workers Welfare Fund
Expenditure Rs. Mn. 3,294

SLBFE Profit
Before Tax
Rs. Mn. 3,618

SLBFE Expenditure
Rs. Mn. 3,726

Abstract

The Annual Report of SLBFE 2024 presents the integrated operational and financial performances of the SLBFE and its subsidiary covering the period from 01 January 2024 to 31 December 2024. The Report reflects on the enduring pledge of SLBFE in remaining true to its core pillars of function, protection, promotion and welfare, as the regulatory authority for foreign employment in Sri Lanka. The Report integrates both financial and non-financial performances to demonstrate the assurance of SLBFE in fulfilling its purpose. In doing so, the Report showcases the accomplishments of 2024 and also enhances comparability by including performance data for both the year under review and the previous periods where applicable.

Beyond capturing key financial and operational achievements, the Report emphasizes on the SLBFE's steadfast commitment in facilitating safe and regular migration and thereby ensuring the adherence to its mandate to safeguard the best interest of Sri Lankan migrant workers and their family members.

The financial information has been prepared and presented in accordance with the Sri Lanka Accounting Standards (SLFRS / LKAS), Public Enterprise Guidelines, Finance Act No. 28 of 1971, and Code of Best Practice on Corporate Governance issued by CA Sri Lanka. Financial Statements together with the Audit Report has also been published therein.

The information contained in this Report has been reviewed by the respective officials, the auditor general confirming the accuracy of the financial statements and the General Manager, Chairman & the Board of Directors where applicable.

Introduction

Vision

Sri Lanka to be the best choice for competent human resources for overseas market.

We are the sole authority for the governance and regulation of the foreign employment industry in Sri Lanka



Mission

Create efficient and equitable pathways for people to benefit from their skills in overseas employment markets securing interests of all stakeholders while contributing to economic growth.

Quality Policy

Sri Lanka Bureau of Foreign Employment strive to maintain the trust and satisfaction of our customers, contribute to the advancement of the foreign employment sector in Sri Lanka, and uphold our committed to social responsibility and ethical business practices. The SLBFE committed to deliver high-quality services that meet the needs of our stakeholders while adhering to customer, legal, regulatory, and other relevant requirements. We consider our employees as most valuable asset and develop their competence for continual improvement and maintain effectiveness of Quality Management System in conforming to International Standards for providing better services to our customers.

Group Structure



Ministry of Foreign Affairs, Foreign
Employment & Tourism

Extraordinary Gazette no. 2412/08 dated 25.11.2024



Sri Lanka Bureau of Foreign Employment

Parliamentary Act.No.21 of 1985 as amended by Act No 04
of 1994 & Act.No.56 of 2009



Sri Lanka Foreign Employment Agency

Established in 1996 and it is a fully owned subsidiary of
SLBFE

Our Local Network

✚ Head Office:

No.234, Denzil Kobbekaduwa Mawatha,
Koswatta, Battaramulla

Our Workforce

1,121

✚ Migrant Resource Centers

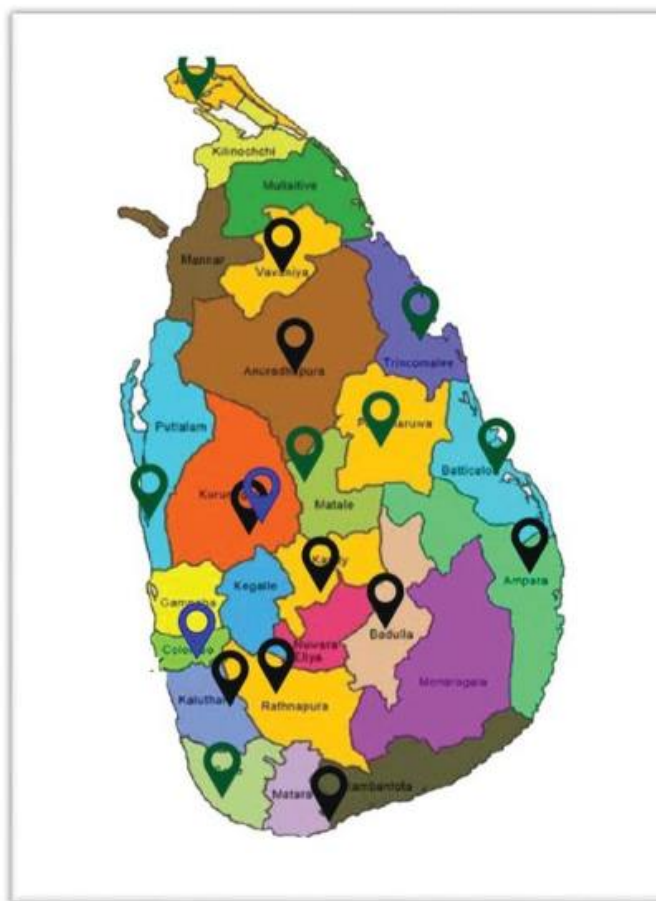
1. Matugama
2. Tangalle
3. Hali-ela
4. Ratnapura
5. Ampara
6. Kurunegala
7. Kandy
8. Vavuniya
9. Anuradhapura

✚ Training Centers

1. Kurunegala (Wehera)
2. Pannipitiya

✚ District Training Centers

- | | | | |
|---------------|----------------|-----------------|-----------------|
| 1. Jaffna | 4. Dambulla | 7. Trincomalee | 10. Kilinochchi |
| 2. Batticaloa | 5. Galle | 8. Nuwara Eliya | |
| 3. Chilaw | 6. Polonnaruwa | 9. Monaragala | |



Expanding our Local Network to better serve our migrant workers and their families.....

The year 2024 marked significant growth as an establishment with the opening of three new centers in Nuwara Eliya, Monaragala and Kilinochchi Districts. The centers were established in response to the growing demand for foreign employment and also identifying the need to enhance accessibility to services of SLBFE at regional level, specially where existing SLBFE centers in neighboring districts are located at significant distances.

The objective was to ease the financial burden on aspiring migrant workers from low- income families to access training facilities and also returnee migrant workers and family members of migrant workers to access the decentralized services of the SLBFE.

**Nuwara Eliya
District Center:**
Serving since 07th
January 2024

**Monaragala
District Center:**
Serving since
24th June 2024

**Kilinochchi District
Center:**
Serving since
13th July 2024

With the opening of the above three centers, the total number of district centers of SLBFE increased to 10.



Our Foreign Network

Employment and Welfare Sections of the Sri Lanka Diplomatic Missions Overseas

The SLBFE operates **15 Employment & Welfare (E&W) Sections** established at Sri Lanka Diplomatic Missions **in 13 countries**. These E & W Sections provides services to the migrant workers in overseas countries. The Overseas Administration and Foreign Relations Division coordinates the operations of these Employment and Welfare Sections.

1. Abu Dhabi
2. Bahrain
3. Dubai
4. Israel
5. Jeddah
6. Jordan
7. Kuwait
8. Lebanon
9. Malaysia
10. Maldives
11. Oman
12. Qatar
13. Riyadh
14. Singapore
15. South Korea



Chairman's Message



On reflecting back on the year 2024, it is essential to acknowledge the invaluable contribution of Sri Lankan migrant workers to our nation's economy. The year 2024 recorded USD Mn 6575 as worker remittances. This showed a 10% increase in comparison to the year 2023 in which worker remittance stood at USD Mn 5970. It is encouraging to note the substantial growth in worker remittances compared to the previous year.

The year 2024 also showed significant improvement in the number of registration recorded at the Sri Lanka Bureau of Foreign Employment. The year 2024 recorded 314,786 registrations for foreign employment. This showed an increase of 5.75% compared to the previous year. Skilled category accounted for 77.66% out of the total registrations while low skilled category accounted for 22.34%. The SLBFE recorded an income of 10.63 billion in the year under review. Additionally, the profit before tax was recorded at 3.61 billion.

The rise in demand for foreign employment has led to more fraud cases involving false job promises. In response, the SLBFE has expanded awareness campaigns to prevent exploitation and promote safe, orderly and regular migration. In 2024, the SLBFE has also conducted numerous welfare and reintegration activities across the country, highlighting its dedication towards promoting welfare of migrant workers and their family members.

In reviewing the performance for year 2024, I would like to take this opportunity to acknowledge the effort of the Management and Staff of SLBFE, as well as all stakeholders, guidance from the Minister and the cooperation extended by the Line Ministry during this period.

With a steadfast commitment on promoting the biggest strength of our country "our manpower", we are focused on moving forward implementing structural changes and developing strategies to navigate future challenges and capitalize on emerging opportunities.

A stylized, handwritten signature in black ink, consisting of a large, flowing 'K' followed by a horizontal line and a small flourish.

Koshala Wickremasinghe
Chairman

Board of Directors

In terms of Section 5 of the SLBFE Act No.21 of 1985 as amended by No.04 of 1994 and No.56 of 2009 the Board of Directors of SLBFE is consist of;

- 01 Member : Ministry of Finance
- 01 Member : Ministry of Foreign Affairs
- 01 Member : Ministry of Women's Affairs
- 04 Members : Licensed Foreign Employment Agencies
- 04 Members : Appointed by the Minister in charge of the subject of
Foreign Employment

The Board of Directors of the SLBFE during the year ended December 31, 2024 is given below.

Name of the Director	Position
01. Mr. Koshala Wickremasinghe	- Chairman
02. Mr. Janaka Adikari	- Director
03. Mr. Chandana Jayawardana	- Director
04. Mrs. J.M.S.D. Rathnayake	- Director
05. Ms. Pradeepa Seram	- Director
06. Ms. Nilmini Herath	- Director
07. Ms. Harshani Jayasekara	- Director
08. Mr. M.F.M. Arshad	- Director
09. Mr. Pradeep Niyadandupola	- Director
10. Mr. Hemantha Sapumohotti	- Director
11. Mr. M.F.M. Fanoor	- Director

Senior Management Team

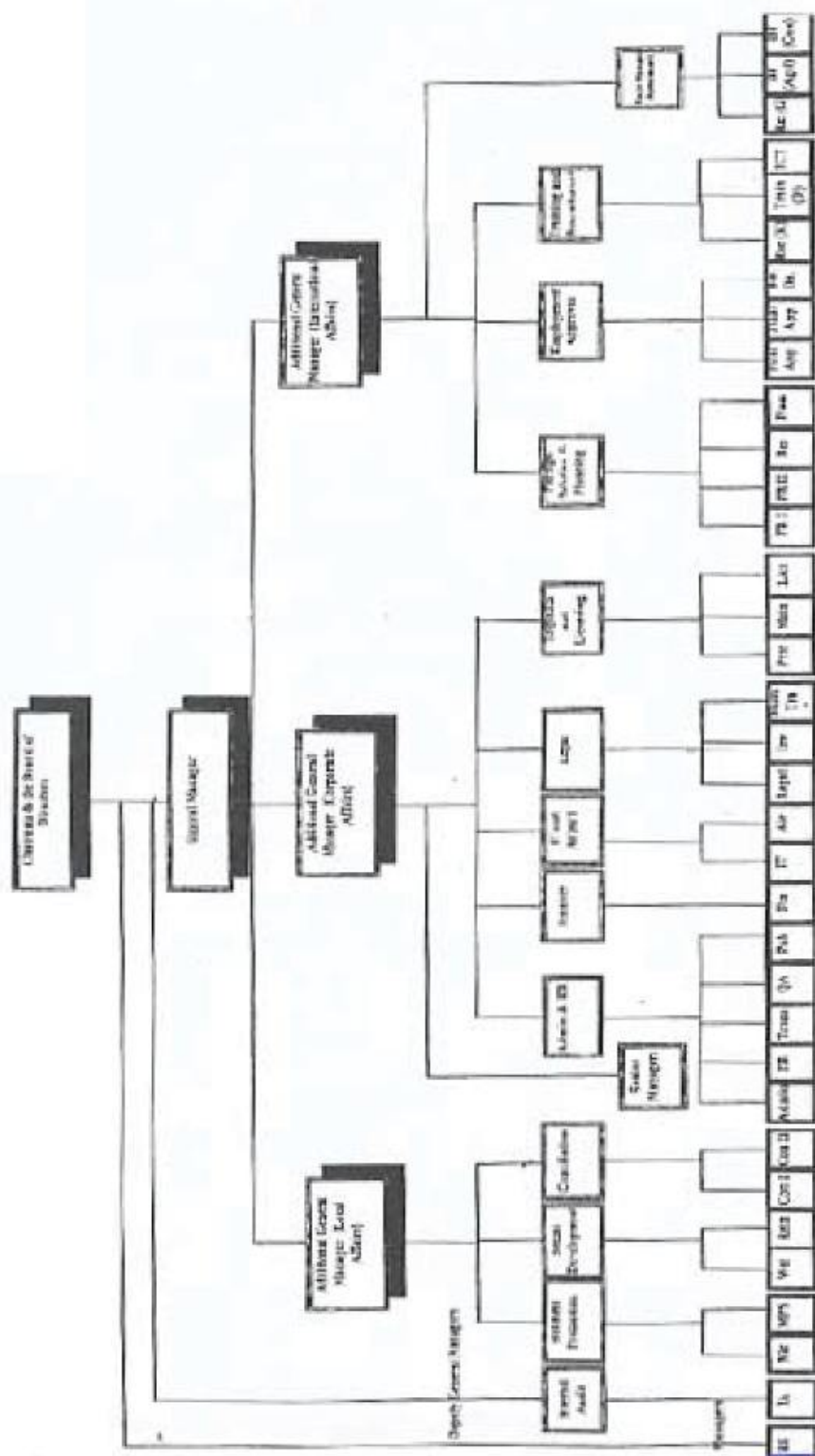
The Senior Management of the SLBFE during the year ended December 31, 2024 is given below.

- Mr. Koshala Wickremasinghe - Chairman
- Mr. D.D.P. Senanayake - General Manager

- Mr. L.A.P.K. Liyanwala - Additional General Manager- Corporate Affairs
- Mr. P.P. Weerasekara - Actg. Additional General Manager- Local Affairs
- Mr. P.G.G.S. Yapa - Actg. Additional General Manager- International Affairs

- Mr. A.K.U. Rohana - Deputy General Manager – IT & Airport
- Mr. J.M.R.U. Jayasinghe - Deputy General Manager – Logistics & Licensing
- Ms. N.Y. Samarasekara - Deputy General Manager – Legal
- Ms. P.M. Rathnasinhaarachchi - Actg. Deputy General Manager – Employment Approval
- Ms. W.A.K. Kumari - Actg. Deputy General Manager – Finance
- Mr. J.A.D.P. Manjula - Actg. Deputy General Manager – Admin & HR
- Mr. L.Y. Pathirana - Actg. Deputy General Manager – Social Development
- Mr. R.A.S. Chaminda - Actg. Deputy General Manager – Internal Audit
- Ms. G.T.S.C. Wijeratne - Actg. Deputy General Manager – FR & Planning
- Mr. H.W. Samantha - Actg. Deputy General Manager – Business Promotion
- Ms. B.A. Rohini - Actg. Deputy General Manager – Conciliation
- Mr. R.W.A.G.S. Chaminda - Actg. Deputy General Manager – Training & Recruitment

- Mr. Jagath Batugedara - Senior Manager - Sabaragamuwa Province
- Ms. S. Gallage - Senior Manager - Uva Province
- Mr. H.M. Sunil - Senior Manager - North Central Province
- Ms. W.I.L.P. Weerasinghe - Senior Manager - North Western Province
- Ms. M.G.S. Tennakoon - Senior Manager - Western Province
- Mr. K.A.D.S. Kumarapeli - Senior Manager - Recruitment
- Ms. A.L.D.D. Lakrani - Actg. Senior Manager - Northern Province
- Ms. N.K. Kannangara - Actg. Senior Manager - Central Province
- Ms. G.G.P. Wijewardana - Actg. Senior Manager - Southern Province
- Mr. T.H.L.P. Abeywickrama - Actg. Senior Manager – Eastern Province



*Senior Managers who have been appointed for previous years under the supervision of Adm. GM (Chairman Affairs)

Key Objectives

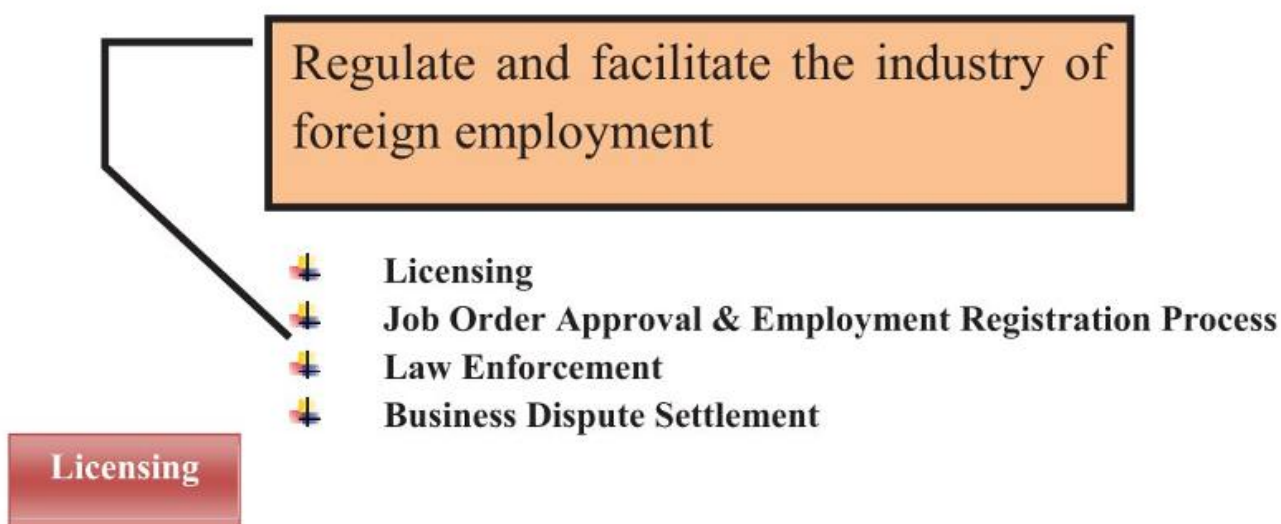
Regulate and facilitate the industry of foreign employment

Secure welfare and protection of Sri Lankans employed outside Sri Lanka and their left behind family members

Promote and develop employment opportunities for Sri Lankans outside Sri Lanka

Performance Review

The performance review is presented structured in line with the three main aforementioned objectives and section on operational excellence of SLBFE.

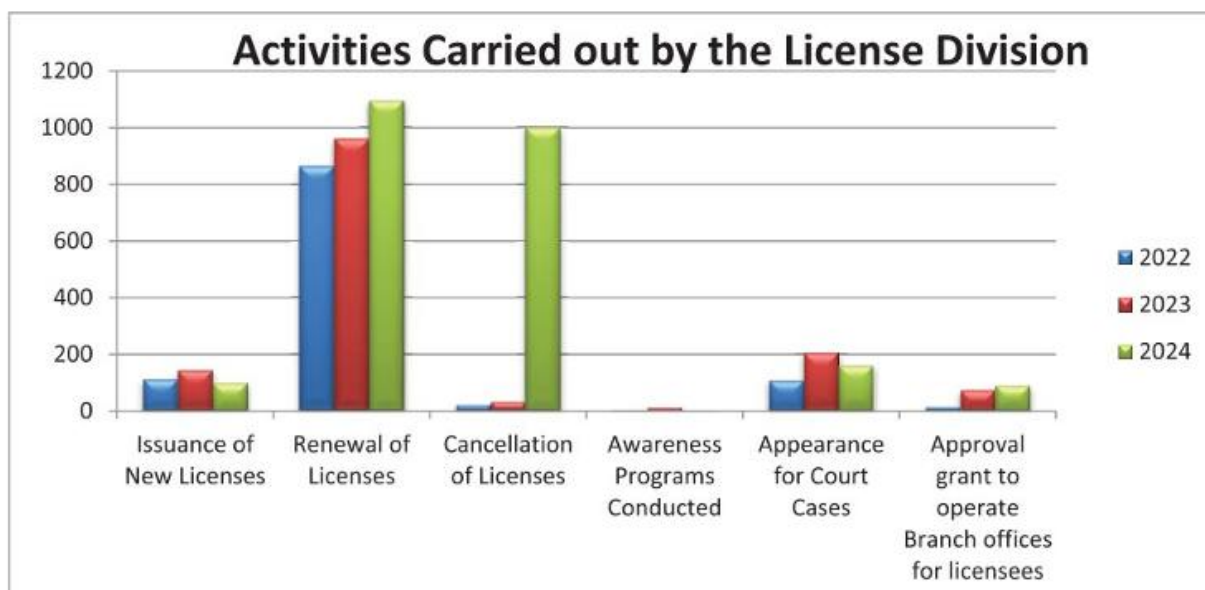


SLBFE issue Licenses to carry out the business of foreign employment for those who have fulfilled the requirements as per the provisions of the SLBFE Act.

A License is valid for a period of one year and renewable.

The Licensing process safeguard workers by ensuring that workers are recruited through legal channels, reducing risk of fraudulent activities and increasing accountability. The License Division of the SLBFE is responsible for licensing and regulating recruitment agencies that facilitate the employment of Sri Lankan workers abroad. The division monitors the activities of licensed recruitment agencies to ensure their adherence to relevant laws, regulations, and ethical standards.

Activities carried out by the License Division		2022	2023	2024
1.	Issuance of New Licenses	113	144	99
2.	Renewal of Licenses	864	961	1095
3.	Cancellation of Licenses	22	33	1000
4.	Conduct Awareness Programs	04	12	03
5.	Appear for Court Cases	108	206	161
6.	Grant approval to operate Branch offices for licensees	15	75	91



An Awareness Programme was conducted for Licensees of New Licensed Foreign Employment Agencies on 12.12.2024 to educate on regulations, standards and procedures related to foreign employment in accordance to the SLBFE Act.



While the Licensing Division impose strict regulations and licensing requirements in Sri Lanka, the Employment and Welfare Sections of Sri Lanka Diplomatic Missions/Posts overseas register and renew the registration of Foreign Recruitment Agencies who work with Licensed Foreign Employment Agencies in Sri Lanka. The system thereby ensures that recruiters in the foreign employment sector are regulated in Sri Lanka and overseas.

Registration and Renewal of Registration of Foreign Agencies through E&W Sections	2022	2023	2024
Registration of Foreign Agencies	1034	1188	884
Renewal of Foreign Agencies	1687	914	1045

Job Order Approval & Employment Registration Process

The SLBFE aim to safeguard the interests of both employers and workers involved in overseas employment, ensuring fair and ethical recruitment practices while promoting the welfare of Sri Lankan workers abroad by the process of the Job Order Approval & Employment Registration Process.

As per the provisions of the SLBFE Act, every Sri Lankan who leaves for employment outside Sri Lanka should register with the SLBFE prior to such departure. The registration with the SLBFE ensures that Sri Lankans are employed overseas with a valid employment contract which safe guards their rights and interests in host countries. **All the registered migrant workers are eligible for an insurance cover provided by the SLBFE free of charge and it is valid during their contract period.** The SLBFE's registration is valid for a period of two years or three years as per the relevant employment contract. The employees are facilitated to renew their registration through the SLBFE's Head Office, Branch Offices and Sri Lanka Diplomatic Missions Overseas.

Two divisions namely; the First Approval Division and the Final Approval Division operates towards this process.

First Approval Division

- grants approvals for the Job Orders and the Advertisements submitted by the Licensed Foreign Employment Agencies (LFEAs). It also facilitates the Registration and Renewal of Registration of Migrant Workers who receive employment through private sources (Self Registration).

Final Approval Division

- grants approvals to the Licensed Foreign Employment Agencies (LFEAs) to recruit Sri Lankans for Overseas employment as per the job orders approved by the SLBFE.

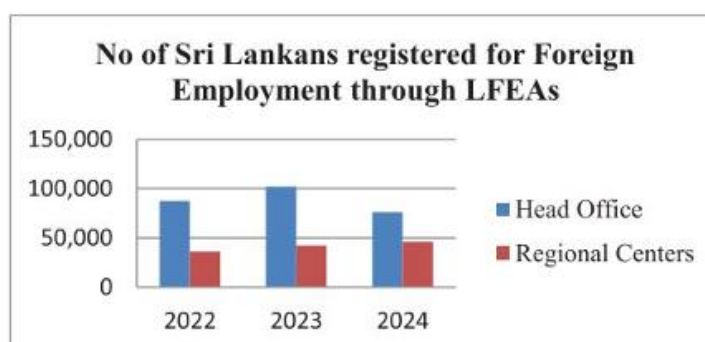
Activities carried out by the First Approval Division

	Year		
	2022	2023	2024
Registrations for Self-Departures	187,639	121,844	97,152
Job Order Approvals Granted	3,138	4,260	4,122
Advertisement Approvals Granted	1,005	1,341	2,848

Activities carried out by the Final Approval Division

- Registrations of those who departs for foreign employment through Licensed Foreign Employment Agencies (LFEAs) from 2022 to 2024 at Head Office and Regional Centers.

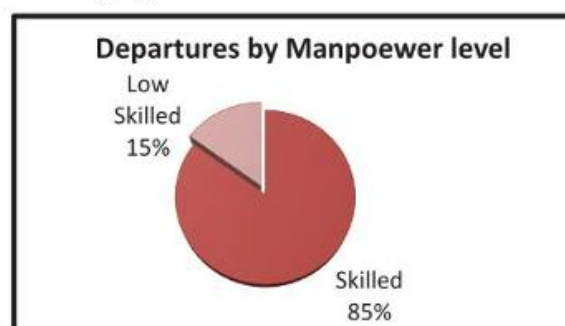
Centre		2022	2023	2024
Head Office		87,405	101,916	76,165
Regional Centers	Ampara	1,955	510	0
	Anuradapura	1,850	2,204	2,264
	Badulla	90	68	138
	Chilaw	57	873	1,449
	Kandy	5,400	5,887	6,216
	Kurunegala	26,518	32,318	36,031
	Ratnapura	21	07	43
Total of Regional Centers		35,891	41,867	46,141
Total		123,296	143,783	122,306

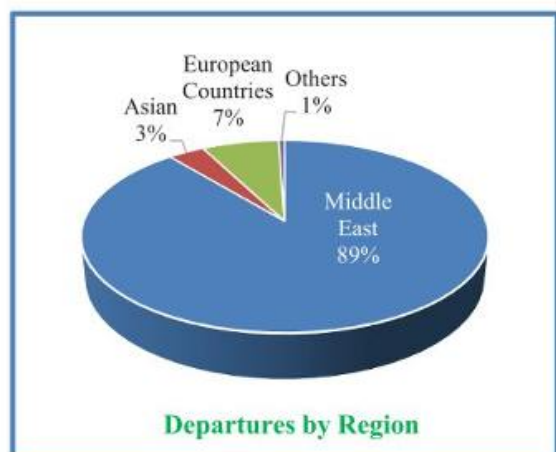


- Number of Sri Lankans registered for foreign employment through Licensed Foreign Employment Agencies (LFEAs) by Manpower Level in 2024

Manpower Level	2024		
	Female	Male	Total
Skilled	78,865	23,936	102,801
Low Skilled	3,428	14,620	18,048

According to the statistics on registrations through LFEAs at SLBFE, 85% were under the skilled category and 15% under the low skilled category.





Most workers are employed in GCC countries i.e. Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the United Arab Emirates. The Middle East Region has been identified as the largest foreign employment market for Sri Lankan migrants, with over 89% of Sri Lankan workers employed in the region.

In addition to the First Approval and Final Approval Divisions, registration and renewal of SLBFE registration is facilitated through the Airport Unit of SLBFE and the Employment and Welfare Sections of Sri Lanka Diplomatic Missions/Posts Overseas.

Registrations through Employment and Welfare Sections			
Description	2022	2023	2024
New registration of MWs	3,320	2,797	3,096
Renewal of MWs	6,329	4,609	5,499

Registrations through Airport Division/Sahana Piyasa	2022	2023	2024
Airport Division	71,824	55,257	82,675
Sahana Piyasa	3,499	4,402	5,161

Law Enforcement

The SLBFE engages in various law enforcement activities to regulate and oversee the recruitment and deployment of Sri Lankan workers abroad. Legal Division, Special Investigation Division and the Counter Human Trafficking Unit of the SLBFE are in operations for the process of Law Enforcement. The SLBFE implements various law enforcement mechanisms to protect the rights and interests of the job seekers, migrant employees, their family members and other aggrieved parties. Some of its key law enforcement activities include;

- ❖ **Regulatory Compliance:** Enforces regulations related to overseas employment, ensuring that recruitment agencies adhere to licensing requirements, code of conduct, and other legal obligations.
- ❖ **Monitoring and Inspection:** Conduct regular inspections and monitoring of recruitment agencies to verify compliance with regulations. This includes assessing the working conditions, recruitment practices, and welfare of migrant workers.
- ❖ **Investigation of Complaints:** Investigates complaints and grievances lodged by migrant workers or their families regarding recruitment fraud, exploitation, abuse, or other violations of their rights.
- ❖ **Prosecution and Legal Action:** In cases of misconduct or illegal practices by recruitment agencies or employers, SLBFE takes legal action, including prosecuting offenders and revoking licenses of errant agencies.
- ❖ **Prevention of Human Trafficking:** SLBFE collaborates with law enforcement agencies to prevent human trafficking in the context of overseas employment and participates in awareness campaigns, training programs, and initiatives aimed at combating trafficking and protecting vulnerable migrant workers.

The Legal Division, Special Investigation Division and Counter Human Trafficking Unit as part of their responsibility independently and collaboratively conduct awareness programmes for general public, government officers, licensed foreign employment agencies and other relevant parties on safe migration, laws, regulations and practices related to foreign employment and prevention of human trafficking.

In addition to the aforesaid Divisions, the SLBFE operates a service counter at the Departure Lobby of the Bandaranaike International Airport to enforce the provisions of the SLBFE Act, through verification of SLBFE registration of Sri Lankans leaving for foreign employment. Attempts for illegal recruitment for foreign employment and human trafficking are detected by officers attached to the counter at the verification process.

Performance related to the activities carried out by the Legal Division,

Activities carried out by the Legal Division 		Progress		
		2022	2023	2024
01	Appear in courts of Law & tribunals in case filed against SLBFE	106	185	153
02	Take legal actions against licensed agents and non-licensed persons who has violated the law	54	25	10
03	Appearing in courts of law & tribunals in cases filed by the SLBFE against the licensed agents and non-licensed persons	4121	4472	3280
04	Draft and attest legal documents	57	98	150
05	Conduct awareness programmes for SLBFE officials to update the knowledge on law of foreign employment and other related laws	00	02	06
06	Make legal officers participated for national and international legal workshops and programmes to update their existing law	01	02	06
07	Conduct awareness programmes for Divisional secretarial staff, police officers regarding Prevention of Human Trafficking under SLBFE Act.,	01	02	22
08	Provided Legal assistant /advice to Migrant workers and their family members through provincial office of the SLBFE. (Commencing from 2024)	00	02	18
Providing legal assistance to other SLBFE divisional activities				
		2022	2023	2024
9	No. of Reports submitted for the renewal of licenses	1233	1242	1272
10	No. of Insurance payment files completed	199	277	311
11	Appearing in Human Rights Commissions and other similar organization provide necessary information as and when required	56	14	08

Performance related to the activities carried out by the Special Investigation Division (SID),

Raids Conducted by the Special Investigation Division (SID) of SLBFE on recruitment activities carried out by persons who do not have valid SLBFE license.

Year	No. of Raids conducted	No. of Successful Raids
2022	27	27
2023	15	15
2024	24	24

Number of arrests made of persons who forged or altered any document for the purpose of foreign employment

Year	No. of Arrests
2022	91
2023	132
2024	141

Number of cases filed by the Special Investigation Division

Year	No. of Case Filed
2022	91
2023	182
2024	900

Number of Complaints received and settled by the SID

Year	No. of Complaints received	No. of Complaints settled
2022	1337	922
2023	3675	1348
2024	4658	1635



An Awareness Programme was conducted for officers of Provincial Offices of SLBFE on 07.06.2024 by SID

Performance related to the activity through the Airport Division operated at BIA

Number of passengers referred to Investigation Division/CID/Airport Police by the Airport Division operated at BIA

Year	No. of passengers
2022	99
2023	233
2024	157

Performance related to the activities carried out by the Counter Human Trafficking Unit (CHTU)

- *Conduct awareness programmes for government officers, licensed foreign employment agents and general public on victim identification and protection, including dissemination of information.*

In the year 2024, 30 awareness programmes had been conducted island wide and around 3478 participated in those programmes. In comparison to the year 2022 and 2023 this showed a significant increase showcasing the effort made to strengthen commitment of SLBFE in ensuring safe migration.



	2022	2023	2024
No. of programmes	13	8	30
No. of participants	1381	1488	3478

In addition to the awareness programmes conducted by SLBFE, officers of SLBFE participate as resource persons in programmes conducted by other organizations related to counter human trafficking. In the year 2024, the SLBFE has participated in 27 such programmes.



- *Other Activities conducted by the CHTU*

Activity	Number of programmes	No. of Participants
Conduct awareness programmes for Mission officials & Migrant Workers Overseas for victim identification and protection	01	51
Identify the victims of illegal migration for employment and also victims of Human Trafficking and coordinate with the Police Department in handling investigations	No. of complaints received / referred to CID 63	

The Business Dispute Settlement Division of SLBFE is responsible for resolving disputes and conflicts that arise between

- two or more Licensed Foreign Employment Agencies (LFEAs),
- between a Foreign Recruitment Agency and a Licensed Foreign Employment Agency, or
- between a Licensed Foreign Employment Agency and a Migrant Employee or a job seeker.

S/No	Performance related to year 2024	Received Complaints	Settled Complaints
1	Business disputes received from Foreign Agencies against LFEAs	62	07
2	Business disputes received from LFEAs against Foreign Agencies	95	17
3	Business disputes received from LFEAs against LFEAs	0	1*
4	Business disputes received from LFEAs against Job seekers	5021	799
5	Complaints receive from job seekers against LFEA who retain passports without SLBFE registration	616	327

**complaint received during previous year*

By resolving disputes efficiently and effectively, the division helps to maintain the reputation of Sri Lankan foreign workers and promotes a positive relationship between Sri Lanka and the countries where its citizens are employed.

	2022	2023	2024
Total no. of complaints received in all categories	927	1998	5794
Total no. of complaints settled in all categories	218	512	1151

Secure welfare and protection of Sri Lankans employed outside Sri Lanka and their left behind family members

-  **Complaint Resolving**
-  **Welfare Services**
-  **24hr Information Service**
-  **Assistance for Returnees**
-  **Sahana Piyasa Welfare Center**

Complaint Resolving

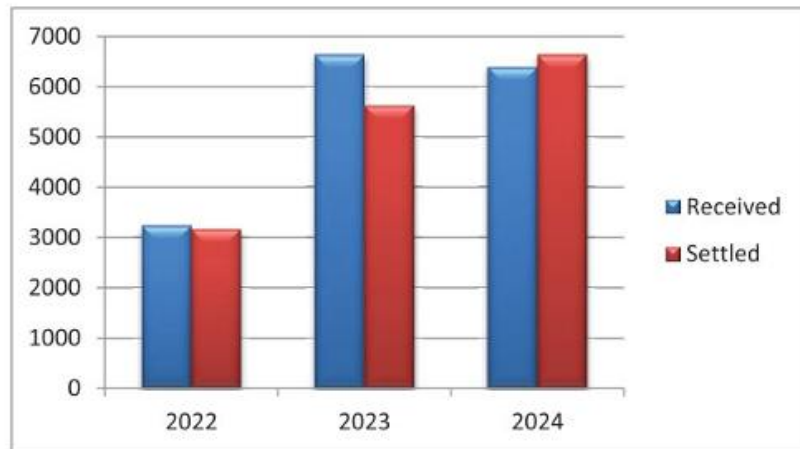
A registered migrant worker or a person who acts on his / her behalf could lodge a complaint at the SLBFE's Head Office, a Local Branch Office or the Employment and Welfare Section of the Sri Lanka Diplomatic Mission/Post in the respective country. The SLBFE operates a web-based Complaint Management System (CMS) to enhance the efficiency of resolving those complaints by the SLBFE's authorized officers attached to the Conciliation Division /Branches or Labour Sections in Sri Lanka Diplomatic Missions Overseas; relevant Licensed Foreign Employment Agencies & Foreign Agencies and the relevant parties are facilitated to communicate through and record information in the CMS.

The Conciliation Division

"Providing relief to Sri Lankans employed abroad in their difficulties"

The Conciliation Division acts as a mediator and protector of the rights of Sri Lankan migrant workers, ensuring their welfare and resolving employment-related issues efficiently. It operates in resolving disputes and addressing grievances related to the employment of Sri Lankan migrant workers abroad.

Performance of the Conciliation Division during past 03 years			
Description	2022	2023	2024
Received Complaints	3236	6637	6392
Settled Complaints	3167	5630	6635
Financial Benefits granted for Migrant Employees through Conciliation process	Rs.17,992,054/-	Rs.27,647,653/-	Rs.10,235,140/-



Conciliation Division conducts Special Conciliation Day Programmes with the relevant parties in order to expedite the complaint resolving process.

Above programmes facilitates to mediate between the aggrieved parties and the foreign employment agencies or employers to resolve conflicts and disputes amicably. This involves facilitating discussions and negotiations to reach a mutually acceptable solutions.



During the year 2024, 08 programmes were conducted in total. Those being 02 at Head Office, 04 in Branch Offices (MRC North Central, North Western, Central, Southern) and 02 in District Secretariat Divisions.



In addition to the Conciliation Division, the Overseas Administration & Foreign Relations Division, Foreign Relations II Division and Employment and Welfare Sections of Sri Lankan Missions / Posts overseas engage in resolving complaints.

Foreign Relations II Division resolves complaints regarding self-registered migrant workers and those who are not under the responsibility of recruitment agencies at the time of lodging complaints even though initially registered through agencies.

Performance of the FR II Division during past 03 years			
Description	2022	2023	2024
Received Complaints	1140	843	889
Settled Complaints	1112	679	881

The Overseas Administration & Foreign Relations Division and Employment and Welfare Sections of Sri Lankan Missions / Posts overseas resolves complaints related to specially Jail and Hospital and assist in the repatriation of stranded MWs and repatriation of human remains of deceased MWs.

Performance of the OA & FR Division and E&W Sections during past 03 years			
Description	2022	2023	2024
No. of complaints received	195	5901	3874
No. of complaints solved	120	3477	2634

The SLBFE maintains safe houses attached to Sri Lanka Missions/Posts in Riyadh, Jeddah, Dubai, Oman, Qatar and Kuwait. The safe houses provide temporary shelter to female migrant workers until their problems are resolved / repatriated. Food, medical facilities, cost of air tickets, transport facilities, legal assistance and other essential items / assistance to safe house inmates are provided by the SLBFE under the Workers Welfare Fund (WWF).

Welfare Services

One of the main objectives of the SLBFE is the Welfare of migrant workers and their family members. The Welfare Division of the SLBFE is dedicated to safeguarding the interests and well-being of Sri Lankan migrant workers and their families, providing a comprehensive support to address their needs and challenges.

Over the years the Welfare Division has been carrying out numerous activities for the welfare of migrant workers and their family members. These activities includes:

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Assist migrant workers in receiving insurance benefits. 2. Provide Scholarships 3. Provide School Equipment 4. Provide Special Assistance for needy Children of Migrant Workers 5. Provide bus fare/food for Migrant workers/NOK 6. Provide special assistance for migrant workers and their family members under Workers Welfare Fund (WWF) 7. Assist the families of MWs in disaster situation | <ol style="list-style-type: none"> 8. Provide financial and technical assistance to construct house Registered migrant workers who are disable due to accident (disability 65% or above) while they were working in abroad 9. Provide financial and non-financial support by providing medical facility for needy migrant workers 10. Aware migrant workers on Pension Scheme 11. Conduct Medical camps 12. Issue recommendation letters to banks 13. Conduct Programme to uplift other talents of children of MWs |
|---|--|

In the year 2024, the following programmes were implemented with the aim to further enhance the welfare activities conducted by the SLBFE towards migrant workers and their family members.

1. Offer multipurpose loans on low interest rates for in -service MWs through licensed commercial Banks in collaboration with CBSL
2. Implement reward scheme for migrant workers who have multiple registration with SLBFE. As a tribute to the contribution made towards increasing foreign exchange, Sathosa vouchers were awarded to workers who have been registered with the Bureau for more than 6 times, as follows:

• Rs. 7,500/- for 6 times	• Rs. 20,000/- for 8 and 9 times
• Rs. 12,500/- for 7 times	• Rs. 25,000/- for 10 or more times
3. Award Dry - ration packages for first time female domestic migrant workers leaving for foreign employment (Sathosa Voucher of Rs. 10,000/-)
4. Implement Corporate Social Responsibility (CSR) programs for developing school facilities and infrastructure in rural areas where a significant number of migrant workers children study.

Key Performance Highlights of Welfare Division during the year 2024

1. Provide Insurance Benefits

Activities	No. of Beneficiaries	Value Rs. (Mn)
Provide Insurance Benefits Registered migrant workers who died or subjected to Illness, Personal accident, Harassment within the period of two years from the date of registration are entitled for insurance benefits	949	184.33
• Insurance premium paid on behalf of migrant workers (Local Insurance)	213,735	368.95
• No. of claims paid through Implementation of an employer paid life insurance Scheme for Sri Lankan MWs (Foreign Insurance)	103	4.85

2. Award Scholarships

In the year 2024, scholarships were awarded to 2688 children of migrant workers who have passed

- ❖ Grade 5 scholarship examination
- ❖ O/L examination
- ❖ A/L examination and enrolled in a full-time internal degree course in a government University or Private University recognized by the University Grants Commission or pursuing a Diploma course of 02 years or more in an National Institute of Technology or another educational institute

A total of Rs. 81.12 Mn was incurred for the said purpose under the Welfare Fund Expenditure.



3. Distribution of School Equipment



In the year 2022 and 2023, 789 and 956 children of migrant workers who are currently working overseas were provided school equipment respectively. However, in the year 2024, the Welfare Division distributed 12,781 school equipment for children of migrant workers incurring Rs. 121.83 Mn.



4. Conduct Medical Camps

Medical Camps are conducted with the objective to enhance the health of migrant worker or their dependents. In the year 2024, nine such medical camps were conducted in Central Province, Western Province, Uva Province, Vavuniya, Thambuththegama, Tangalle, Pothuvil, Chilaw and Godakawela.



5. Implement a CSR (Corporate Social Responsibility) programme to improve facilities of 10 schools in rural areas where at least 10 children of MW's are studying



The Workers Welfare Fund (WWF) has been established as per the section 45 to the SLBFE Act for the benefit of migrant workers and their family members. This fund is utilized to provide welfare services / facilities through the SLBFE and Employment and Welfare Sections in Sri Lanka Missions/Posts.

Performance related to Welfare Division 2022 – 2024							
#	Activity	2022		2023		2024	
		No. of Beneficiaries	Cost (Rs.Mn)	No. of Beneficiaries	Cost (Rs.Mn)	No. of Beneficiaries	Cost (Rs.Mn)
1.	Award scholarships for children of Migrant Workers	2,755	3.3	2,064	57.3	2,688	81.12
2.	Provide material support for children of MWs	789	7.4	956	12	12,781	121.83
3.	Provide special assistance for migrant workers and their family members under Workers Welfare Fund (WWF)	66	14.025	142	31.27	95	19.86
4.	Pay Insurance Premium on behalf of MWs	314,057	444.49	194,247	430.2	213,735	368.95
5.	Assist Claimants to claim insurance benefits	551	111.685	782	129.355	949	184.33
6.	Assist MWs and their family members to pay for medical treatment, prescribed drug, food & other materials	15	0.221	22	1.19	53	5.528
7.	Provide financial and technical assistance to construct houses for disabled MWs	06	2.1	1	0.35	0	0
8.	Provide Special Assistance for identified needy children of MWs	11	0.633	3	0.675	28	2.29
9.	Conduct Medical Camps	2	0.629	4	3.11	9	2.72
10.	Provide bus fare/ foods for MWs /NOK	182	0.66	282	2.23	4,407	2.85
11.	Assist the families of MWs in disaster situation	5	0.75	01	0.015	5	0.536
12.	Issue Recommendation letters to banks	-	-	1,878	-	1,684	-
13.	Conduct Programmes to uplift other talents of children of MWs	-	-	3	0.564	1	0.25
14.	Implementation of an employer paid life insurance scheme for Sri Lankan Migrant Workers employed in the Middle Eastern Region (No. of claims paid)	-	-	17	7.038	103	4.85
15.	No. of Migrant Workers successfully maintained membership of pension scheme	-	-	62	0	90	0
16.	Provide multipurpose loans on low interest rates for in-service MWs through licensed commercial Banks in collaboration with CBSL (No. of beneficiaries)	-	-	-	-	127	238.02
17.	Implement reward scheme for migrant workers who have multiple registration with SLBFE	-	-	-	-	982	8.52
18.	Award Dry - ration packages for 1 st time departing female domestic sector migrant workers	-	-	-	-	2,951	29.51
19.	Implement a CSR programme to improve facilities of 10 schools in rural areas where at least 10 children of MW's are studying (No. of school benefited)	-	-	-	-	319	187.95

24 hr Information Service

24 hour Information Center is operated by the SLBFE to provide information to any person on foreign employment and also to receive complaints from migrant employees or on their behalf. Any person can contact the Information Center through a Hotline (1989) and dedicated hunting telephone lines (011-2879900), Email (infor_center@slbfe.lk), Skype (24 hours call center - SLBFE) and Whatsapp / Viber / Imo (+94719802822).

Number of Calls Received for year 2024
282699

Assistance for Returnees

SLBFE provides a range of assistance and activities for returned migrant workers to support their reintegration and welfare. It ensures that returned migrant workers are supported in their reintegration into Sri Lankan society and can contribute positively to the country's economy and development.

The Reintegration Division of the SLBFE conducts many activities with the District co-ordination including the other relevant agencies. The Division is dedicated to assisting returned migrant workers in their transition back into Sri Lankan society and the workforce. It is ensuring that the experiences and skills acquired by migrant workers abroad are utilized effectively upon their return. The Division also often collaborates with other government agencies, non-governmental organizations, and international bodies to implement programs and initiatives aimed at:

- Developing sustainable income-generating opportunities.
- Strengthening the capacity of returned migrant workers to contribute to community development.
- Promoting policies and practices that support the rights and welfare of migrant workers.

By offering comprehensive services and support mechanisms, the Reintegration Division of the SLBFE plays a vital role in helping returned migrant workers successfully reintegrate into Sri Lankan society and make meaningful contributions to their communities and the national economy.

Key Performance Highlights of Reintegration Division during the year 2024

- Provide material support to Migrant Workers who have not exceeded 05 years after return from employment overseas with SLBFE registration to start self-employment or to improve an existing the self-employment, subject to a maximum of Rs.100,000/= (offered in two phases).

Details of material support provided for self-employment during the year 2024	No of Beneficiaries	Amount Rs. Mn.
	529	25.16



- Distribute school equipment to children of returned Migrant workers who were not exceeded 05 years after returning from employment overseas with SLBFE registration subject to a maximum of Rs.10,000/= per child as an educational relief.

Distribution of school equipment for children of returnee migrant workers					
2022		2023		2024	
No of Beneficiaries	Amount Rs. Mn.	No of Beneficiaries	Amount Rs. Mn.	No of Beneficiaries	Amount Rs. Mn.
815	39.42	460	44.31	1185	11.33



- Identify success stories of returnee migrant workers to publish & appreciate entrepreneurs

In the year 2024, success stories of returned migrant workers were published in events and social media platforms of SLBFE. These individual stories of returnees not just showcased their achievements but were also used to inspire and motivate both current and prospective migrant workers. The SLBFE aimed to foster a sense of possibility and encouragement to achieve success from foreign employment dreams through the narratives of those from the community itself who found ways to utilize their skills and savings to build their own business while also emphasizing on the importance of safe and legal migration.

Each individual who participated in sharing their success story was also provided a financial grant not just as an appreciation to their achievement but also to further develop their self-employment.

Appreciation to Entrepreneurs during the year 2024	No of Beneficiaries	Amount Rs. Mn.
	145	7.25

- Conduct regional level fairs of returnee migrant workers to sell their self-employment products

Conduct regional level fairs of returnee migrant workers to sell their self-employment products during the year 2024	No of Beneficiaries	Amount Rs.Mn
	21	2.66

- Conduct mobile service programmes to support returned migrant workers who wish to become entrepreneurs offering technical and institutional support. The programme was conducted covering Sabaragamuwa Province, North Western Province, Western Province, Northern Province and North Central Province in the year 2024.

Mobile Service	No of Beneficiaries	Amount Rs. Mn.
	05	0.869

- An Entrepreneur assistance counter was established at the Bandaranaike International Airport from October 2024 in order to provide awareness regarding services of the Reintegration Division.

S/N	Month	No of participated
01	October	91
02	November	181
03	December	232
	Total	504

Sahana Piyasa Welfare Center

“Sahana Piyasa” Welfare Assistance Center is located in close proximity to the BIA to coordinate welfare facilities and to provide welfare services to the needy returnees. The service counter of SLBFE operated at Arrival Lobby of BIA facilitate to serve the Sri Lankan migrant workers who need special assistance on their return to Sri Lanka in coordination with Sahana Piyasa.

Expenses incurred by Sahana Piyasa - 2024

S/No	Description	Cost (Rs.)
1.	Expenses for provision of food for migrant workers	345,242.74
2.	Medical expenses (Ambulance charges, medical expenses)	238,495.00
3.	Passenger Welfare other expenses (cloth, sanitary items etc)	69,148.90
4.	Payment of travel expenses for migrant workers	5,449,600.00
5.	Funeral Expenses for family members of deceased MWs	3,400,000.00
	Total	9,502,486.64

Provision Welfare Service through Sahana Piyasa- 2024

S/No	Welfare service provided	Unit	Total
1	Payment of travel expenses	No. of persons	2202
2	Payment of funeral expenses	No of persons	85
3	Provision of accommodation	No. of persons	160
4	Admission to hospital	No. of persons	29
5	Assistance for pregnant & returned women with babies	No. of persons	13
6	Assistance to mentally unstable persons	No. of persons	32
7	Assistance to sick persons / Disabled Persons	No. of persons	1264
8	Assistance to persons affected with Sexual Harassment	No. of persons	22
9	Assistance to submit insurance claims	No. of persons	38
10	Assistance to persons who returned due to harassments	No. of persons	895
11	Assistance to persons who returned due to harassments and Nonpayment of salary		505
12	Assistance to persons who returned due to Nonpayment of salary	No. of persons	246
13	Assistance to persons who returned due to other issues such as Immigration	No. of persons	854
14	Assistance to Registered Passengers	No. of persons	100
15	Assistance to persons taken in to custody due to violation of law and provided with the welfare facilities	No. of persons	157

Promote and develop employment opportunities for Sri Lankans outside Sri Lanka

-  **Training**
-  **Recruitment**
-  **Employment Promotions and Publicity**

Training

SLBFE provides comprehensive training to prospective migrant workers to ensure their safety, well-being, and professional competence. The training divisions of the SLBFE; *Training (Domestic)* and *Training (Industrial and Corporate)* play a pivotal role in ensuring that Sri Lankan migrant workers are well-prepared, protected, and capable of achieving success abroad. By providing thorough pre-departure and vocational training, the SLBFE aims to protect workers from exploitation and empower them with the knowledge and skills needed to thrive in foreign environments. This training also leads to increased remittances to the Sri Lankan economy as they are more likely to secure better paying jobs. Language and cultural training help workers integrate more smoothly into their host countries, reducing the risk of isolation and cultural misunderstandings.

Training Programmes carried out by the **Training Division (Domestic)**:

- 28 days training programme for female workers leaving to Middle East Countries as Domestic Housekeeping Assistant. (Residential Training Qualifying NVQ – Level III standard)
- 28 days country specific training programme for female workers leaving to Europe and East Asian countries as Domestic Housekeeping Assistant. (Residential Training Qualifying NVQ – Level III standard)
- 45 days training programme for prospective job seekers to be expect to travel as Caregivers. (Qualifying NVQ – Level III standard)
- 7 days training course for re-migrating females whose work experience is outdated and those who cannot submit documentary proof for the past experience.
- 7 days care giving training for selected prospective job seekers who expect to travel Israel as Caregivers.
- Conduct language training courses in Sinhala & Tamil medium.
- Foreign Employment targeted English language training for prospective job seekers.
- Awarding NVQ – Level III certificates to the Migrant Workers who were successfully completed the Domestic Housekeeping and Caregiver Training Programme in collaboration with TVEC.

Performance Summary of Training Activities	2024		2023	
	No of Trainees	No of Classes	No of Trainees	No of Classes
Domestic House Keeping Assistant – Middle East Sector (28 days)	4,569	196	7,373	307
Domestic House Keeping Assistant – Europe and East Asia (28 days)	1,032	47	1,030	43
Caregiver (45 days) with the Assessment NVQ Level III	5,240	154	2,609	74
IFE Training Programme (7 days)	1,344	58	693	46
English Language Training Programme	2,627	71	902	27
Pre departure Orientation for Home Based Caregivers to Israel	1,544	52	667	33

In comparison to the year 2023, the caregiver training programme showed an increase in demand for training with more global opportunities opening in the care sector.

Further, in addition to the SLBFE operated training centers, with the view to increase number of training programmes and reduce waiting time to enroll in training programmes, the SLBFE registered and recognized public and private training institutes to carry out training programmes under regular monitoring of SLBFE. In the year 2024, 1324 trainees completed domestic housekeeping training in 20 such institutes.

Training Courses available at the Training Centers of SLBFE

Center	Middle East (28 days)	East Asia (28 days)	Caregiver (45 days)	IFE (7 days)	Literacy (18 days)	English (14 days)	Pre departure Orientation programme for Home Based Caregivers to Israel (7 days)
Dambulla	√						
Kurunegala		√		√		√	
Kandy	√			√			
Mathugama	√	√					
Pannipitiya	√		√	√		√	
Rathnapura	√		√		√	√	√
Tangalle	√	√	√			√	
Badulla	√		√			√	



Activities carried out by the **Training Division (Industrial and Corporate)**

- Conduct Pre-Departure Orientation training programmes for male/female job seekers.
- Conduct Pre-Departure training programmes for Korean bound job seekers.
- Inspect & Monitor the FCAW Certificate issuance from SLBFE registered welding training institutes' island wide.
- Inspect & Monitor the SLBFE registered Japanese language training institutes island wide.
- Conduct Japanese Language training programmes for Japan job seekers.
- Conduct Pre-Departure training programmes for Japan bound job seekers (TITP).
- Conduct Pre-Departure training programmes for Israel Agriculture job seekers.
- Conduct TOT programmes for Instructors.
- Inspect Training Centers (SLBFE & Private)
- Printing and distributing Training Certificates for training courses.



Performance Summary – Training Activity	2022		2023		2024	
	No of Trainees	No of Classes	No of Trainees	No of Classes	No of Trainees	No of Classes
Orientation Programme (Other Than Domestic Housekeeping Assistant) – 2 Days	15273	1592	57201	2028	55239	1883
Pre-Departure Korean Training	1410	43	3643	88	3598	80
Japanese Language Training Program	3660	98	616	30	498	23
Pre-Departure Training for Japan Bound Job Seekers (TITP)	65	07	115	15	125	10
Pre-Departure Training for Israel (Agriculture / Construction)	-	-	-	-	1964	36

Recruitment

Recruitment activities are to ensure that Sri Lankan workers secure decent and safe employment abroad, protect their rights and welfare, and contribute to the national economy through remittances. By implementing these activities, the SLBFE strives to create a secure and supportive environment for Sri Lankan migrant workers, enhancing their overall experience and safeguarding their interests throughout the recruitment and employment process.

Recruitment Division (General) and Recruitment Division (Korea) work cohesively to facilitate the recruitment process, safeguard the rights and welfare of migrant workers, and promote ethical practices within the foreign employment sector.

Following recruitment programmes are being carried out by the **Recruitment Division (General)**.

❖ Recruitment of Workers to Japan

- (1) Sending Technical Intern Trainees through International Manpower Development Organization (Implemented as per MoU signed between SLBFE and International Manpower Development Organization)

No. of Departures in 2024 & 2023 under the recruitment programme

Year	Caregiver	Construction	Food Processing & Manufacturing	Auto Mobile	Agriculture	Total
2024	39	27	11	06	01	84
2023	37	44	3	-	-	84

- (2) Sending Technical Intern Trainees through International Relations Organization (Implemented according to agreement signed between SLBFE and the International Relations Organization in Japan)

Sector	No. of Departures	
	2023	2024
Caregiver	-	05
Construction	06	19
Industrial packaging	-	-
Food processing	-	-

- (3) Sending Specified Skilled Workers (SSW) for Employment

There are 16 Employment sectors available under this programme and Sri Lanka have been granted opportunities for skill tests for 07 fields by the Government of Japan. These fields include Nursing care, construction, agriculture, food service, building cleaning management, aviation (ground handling) and accommodation. The sending of workers under the programme commenced in the year 2024.

Sector	No. of Departures in 2024
Construction	-
Nursing care	17
Food processing	6

❖ Recruitment to Israel

Recruitment to Israel in 2024 was conducted under 03 categories under 03 Protocols signed between SLBFE and the Government of Israel. This includes caregiver, agriculture and construction. In addition, new protocols have been signed for implementation in 03 new sectors in the year 2024, namely Hotel Housekeeping & Cleaning, Restaurant and Manufacturing.

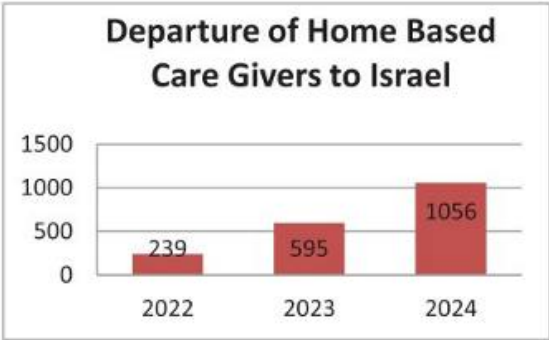
No. of Departures

	Caregiver		Agriculture		Construction	
	2023	2024	2023	2024	2023	2024
Male	87	105	357	2242	-	5097
Female	508	951	-	-	-	-
Total	595	1056	357	2242*	-	5097

**Figure includes 2069 fresh workers and 173 previous seasonal workers*



Activities related to Agriculture Recruitment to Israel



Activities related to construction sector



The Recruitment Division (Korea)

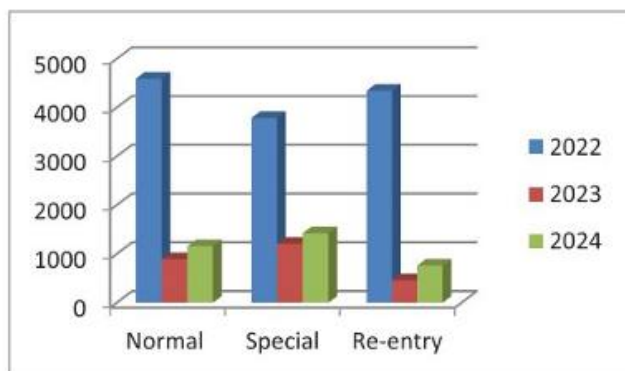
Facilitates to recruit Sri Lankan workers to the Republic of South Korea under the Employment Permit System (EPS) of Korea in accordance to the MOU signed in 2004, between the two governments which is renewed periodically.

Activities carried out by the Recruitment Division (Korea)

- Issuance of admissions for the Special EPS-TOPIK and Normal EPS-TOPIK through online system
- Conducting Special EPS-TOPIK Exam and Normal EPS-TOPIK at Pannipitiya CBT Centre
- Signing labour contract
- Referring candidates to pre-departure training programme.
- Deploying of E-9 workers to Republic of Korea
- Handling complaints

Departures to Korea

Sector	2022	2023	2024	Total
Normal	4594	3786	4344	12724
Special	888	1205	458	2551
Re-entry	1157	1421	760	3338
Total	6639	6412	5562	18613



Employment Promotion

- *Marketing Division*
- *Publicity Division*
- *Manpower Supply and Client Support Unit*

The SLBFE implements various programmes to promote foreign employment opportunities for Sri Lankans seeking employment abroad. **Marketing Division** of the SLBFE plays a pivotal role working on several initiatives in this respect. Activities carried out by the Division in the year 2024 include,

- Implementation of image building programmes (locally) to suppress the negative narratives on foreign employment in the Middle East Region and also to promote gainful foreign employment



- Conducting Divisional Level Job Fairs and District Level Job Fairs in coordination with SLBFE regional centers and other government institutes and with the participation of Licensed Foreign Employment Agencies to facilitate jobseekers to find employment opportunities

Job Fairs conducted at Divisional Level	No. of Job fairs Conducted		No. of Job Seekers Participated		No. Of LFEAs Participated	
	2023	2024	2023	2024	2023	2024
Uva Province	11	02	939	235	34	10
Northern Province	04	01	380	60	15	02
North Central Province	02	01	164	60	08	02
Western Province	14	01	2318	51	38	01
Eastern Province	5	-	261	-	9	-
Central Province	13	-	3017	-	44	-
Southern Province	6	-	1809	-	22	-
Sabaragamuwa Province	10	-	3844	-	84	-
North Western Province	4	-	367	-	31	-



Conducted District Level
Job Fairs (Glocal Fair) -
24 programmes
conducted in
24 Districts in the
year 2024



- Conducting Road Show programmes

The SLBFE participated at the Human Resource & Manpower EXPO held in KSA from 27th to 30th October 2024 along with 09 Licensed Foreign Employment Agencies.



- Further, the Marketing Division periodically generates Market Intelligence Reports with the assistance of Sri Lanka Missions/Posts overseas to gain insight to available opportunities and disseminate such information with interest parties.

Publicity Division operates in creating awareness and disseminating information about the services, policies, and initiatives of the SLBFE. They ensure that accurate and relevant information about the SLBFE and its services reaches a wide audience, ultimately supporting the SLBFE's mission to promote and regulate foreign employment for Sri Lankans.

Key functions of the Publicity Division include Information Dissemination, Public Awareness Campaigns, Mass and Social Media Outreach and Promoting and publicizing job fairs, recruitment drives, and other events organized by the SLBFE.



Activities carried out by the **Publicity Division**

Activity		Performance related to 2024	Performance related to 2023
1.	Publish Newspaper Notices (Procurement, Calling application, Job opportunities, Korean exam, Welfare, Awareness & other current issues)	52 Notices in 79 Newspapers	50 Notices in 146 newspapers
2.	Publish Newspaper Supplements (Job fair, national days of labour receiving countries, remittance campaign, safe migration, welfare and new article)	66 Supplements in 108 newspapers	Published 10 Supplement in 27 newspapers
3.	TV Programmes (SLBFE officials participated in live TV programmes, Human Trafficking, Safe Migration, Welfare Benefits, Registration etc.)	40	32
4.	TV Commercials (SLBFE Activities and events, importance of registration of SLBFE, welfare activities, beware of human trafficking & smuggling etc).	7078	4941
5.	Radio Programmes	98	13
6.	Radio Advertisement	15121	5362
7.	Awareness Programmes to Public	03	03
8.	Media Coverage & Programmes	114 events	207
9.	Press Conference and News Release to Media	115 news	180
10.	Social Media Campaign	Facebook - 1098 YOUTUBE - 435 Boosting - 17 TIKTOK - 336	Facebook - 807 Youtube - 123 FB 24 Channel - 102 Tik Tok Video - 145 FB Live - 71
11.	Publish success stories of migrant workers	138 stories	-
12.	District media Community	24 Communities	-



TV & Radio Programme



Media Coverage & News Release



District Media Community

The Publicity and Public Relations Division of SLBFE took the initiative to establish district media communities for the purpose of enhancing media coordination in the field of foreign employment. The goal was to thereby foster a strong relationship between the Bureau and the media community. Accordingly, Media Communities were established in 23 Districts during the year 2024.

Objectives of the Media Community:

- Ensure accurate and timely information dissemination about the foreign employment sector
- Provide journalists with the necessary resources and support to report on the successes and challenges faced by the Sri Lankan labor force abroad
- Directly refer issues faced by regional journalists related to foreign employment to the bureau for swift resolution.



“Talk to Chairman” Programme



The SLBFE launched a new initiative titled "Talk to Chairman", aimed at strengthening communication between the public and the Bureau. This special program aimed to offer individuals the opportunity to directly submit unresolved issues related to the foreign employment sector and the services provided by the SLBFE to the Chairman of the SLBFE.



In addition to in-person submissions, the public was facilitated to lodge complaints via telephone at 0112 864188, WhatsApp at 0717 593 593, or by email at talkchairman@slbfe.lk. This multi-channel approach ensures accessibility and convenience for the public, especially the migrant worker community.

The “Talk to Chairman” program aimed to mark a progressive step towards providing a more reliable, people-centric service.

The Manpower Supply and Client Support Unit is a dedicated unit established to assist and guide prospective foreign employment jobseekers to make their foreign employment dream a reality. For this purpose the Unit conducts awareness programmes to general public, trainees at vocational training institutes and government officers, conducts job interviews for foreign jobseekers through SLBFE Migrant Resource Centers, Promotes the SLBFE Job Bank and provide customer support to register in the online job bank.

Details of Awareness Programmes conducted in 2023 & 2024

	Awareness Programme	Number of Programmes		Number of Jobseekers Participated	
		2023	2024	2023	2024
1.	Awareness Programmes / Mobile Services to Public	263	152	13,878	7848
2.	Awareness Programmes to Trainees at Vocational Training Institutes	68	40	3775	2175
3.	Awareness Programmes to Government Officer	33	63	1591	3814

Details of Interviews conducted in 2024

Interviews are conducted both physical & in virtual platforms to select suitable candidates for available vacancies with Licensed Foreign Employment Agencies.

Number of Interviews	Number of Jobseekers Participated
15	105

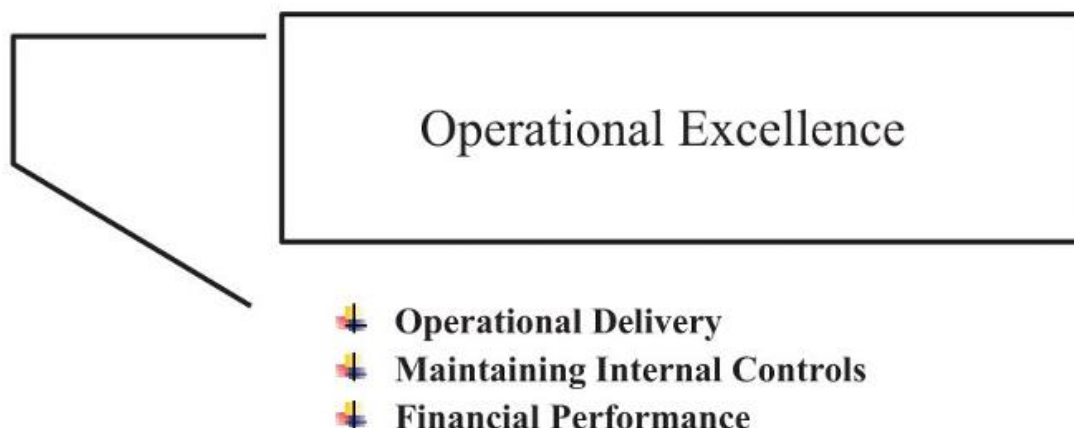
THE SLBFE JOB BANK

The SLBFE facilitates the job seekers to register in SLBFE job bank and find foreign employment opportunities. They can register themselves online with the job or they can send application to SLBFE Head Office or any Branch Office island wide. Licensed Foreign Employment Agencies and Employers are also facilitated to find suitable applicants from online job bank for the vacancies available with them. The MPS promotes the SLBFE online job bank and collect applications for registration during promotional events.

Total Jobseekers
registered in
SLBFE Job Bank
2024
11,033

Details related to the promotion of SLBFE Job Bank in 2023 & 2024

Number of Promotional activities done by MPS to register jobseekers in the Job Bank		Number of persons registered in the SLBFE Job Bank After Promotion	
2023	2024	2023	2024
221	46	3797	465



Operational Delivery

Administration, Human Resources, Procurement, Maintenance, Transport, Information Technology, Planning and Research Divisions of the SLBFE play significant roles in supporting the SLBFE's mission to regulate and promote foreign employment for Sri Lankans, ensuring operational excellence and integrity. These divisions are responsible for the efficient and effective management of the SLBFE's internal operations and support services. Key functions of these Divisions cover:

- *Human Resources Management:* Overseeing recruitment, training, performance evaluation, and development of SLBFE staff to ensure a skilled and motivated workforce.
- *Facility Management:* Managing office facilities, infrastructure, and equipment to create a conducive working environment.
- *Procurement and Logistics:* Handling procurement of goods and services, managing contracts, and ensuring timely and cost-effective logistics support.
- *Records and Documentation:* Maintaining accurate records, managing documentation, and ensuring compliance with statutory and regulatory requirements.
- *Coordination and Communication:* Facilitating internal communication, coordinating activities across different departments, and ensuring smooth operational workflows.
- *Planning and Monitoring:* Preparation of strategic plans, performance reports and progress reports and monitoring of performance

Our most valuable asset..... “Our Employees”

As emphasized in the Quality Policy, the SLBFE consider its employees as its most valuable asset and strongly believes and invest in the development of their competence for continual improvement and maintain effectiveness of Quality Management System in conforming to International Standards for providing better services to its customers.

Out Bound Training Programme for SLBFE Employees

The SLBFE conducted a two day residential out bound training programme for its employees. The primary objectives of the staff outbound training program are as follows:

- To foster team building and collaboration among employees.
- To improve interpersonal communication and interpersonal skills.
- To enhance problem-solving and decision-making abilities.
- To develop leadership skills and promote collaborative teamwork.
- To encourage creativity and innovation.
- To strengthen employee morale, motivation, and engagement.

853 employees participated in 10 batches



Ensuring Occupational Safety from Hazards

The annual awareness program on fire protection system and equipment was conducted by the Maintenance Division of SLBFE on 09.07.2024 with the participation of about 45 officers from the Head Office and Centers. The programme is carried out with the aim to ensure safety and compliance. The programme offered theoretical and practical training to officers by the Fire Department on how to act in a fire emergency and the use of relevant fire extinguishing equipment properly.



Maintaining Internal Controls

Maintaining highest quality standards in service delivery to all its stakeholders

The Sri Lanka Standards Institution conducted a recertification audit in March 2024 for the Head Office and Branch Offices of SLBFE. Accordingly, the Head Office and Branch Offices qualified for the renewal of the ISO 9001:2015 quality certification which will be valid up until 25th April 2027.

The Quality Assurance Unit conducts annual internal quality audits for monitoring organizational activities in compliance with the ISO standards and monitor customer feedback to ensuring efficient and effective services to customers.

The Internal Audit Division is dedicated to ensuring transparency, accountability, and efficiency in the SLBFE's operations through systematic evaluation and monitoring.

- **Risk Assessment:** Identifying and assessing risks associated with the SLBFE's activities and recommending measures to mitigate them.
- **Compliance Audits:** Ensuring that all SLBFE operations comply with relevant laws, regulations, policies, and procedures.
- **Financial Audits:** Reviewing financial transactions, accounts, and records to ensure accuracy, integrity, and proper use of funds.
- **Operational Audits:** Evaluating the efficiency and effectiveness of operational processes and recommending improvements.
- **Reporting and Recommendations:** Providing audit reports to management with findings and actionable recommendations to enhance governance and control mechanisms.

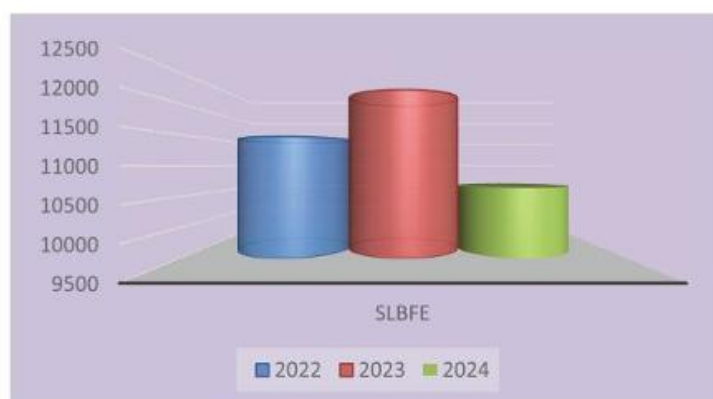
Financial Performance

Financial Performance of the SLBFE from 2022 - 2024 (Rs. Mn.)

	2022	2023	2024
Total Income	11,470	12,903	10,639
Total Expenditure	-3,680	-5,119	-7,021
Profit Before Tax	7,790	7,784	3,618
Non-Current Assets	1,863	4,800	4,494
Current Assets	25,167	23,104	25,801
Total Assets	27,030	27,904	30,295
Current liabilities	3,855	3,457	2,481
Non-Current Liabilities	5,538	5,549	5,568
Total Liabilities	9,393	9,006	8,049
Net Assets	17,637	18,898	22,246

As shown above the total income for the year under review amounted to Rs.10,639 million compared to the total income of Rs.12,903 million for the year 2023. The decline in SLBFE income compared to the year 2023 was mainly due to the decrease in Investment Income. Also Welfare Expenditure of migrant workers and their family members, expenses related to employment promotional activities and staff related cost compared to year 2023 has increased and affected to the Profit Before Tax (PBT) reduction to 3,618 Mn in year 2024 compared to the year 2023 PBT of 7,784 Million.

Revenue of the SLBFE 2022-2024



Financial Performance of the SLBFE from 2014 – 2024 (Rs. Mn)

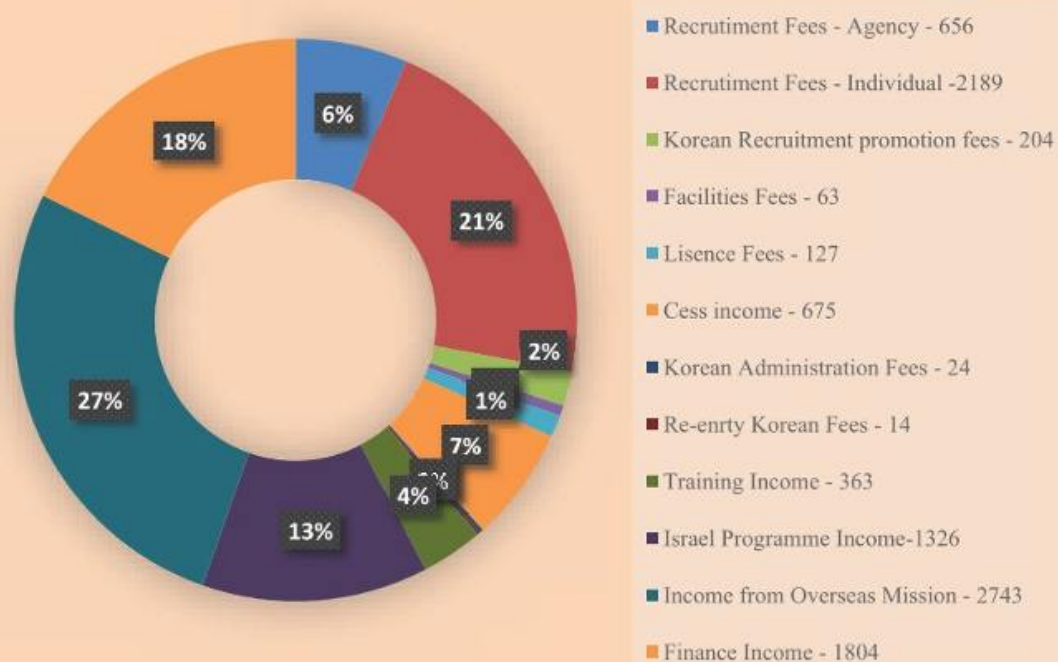
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Total Income	3,461	2,978	3,974	3,692	4,471	4,218	1,780	3,053	11,470	12,903	10,639
Total Expenditure	-3,044	-2,528	-2,663	-2,623	-2,946	-3,169	-2,411	-2,421	-3,680	-5,119	-7,021
Profit Before Tax	417	450	1,311	1,069	1,525	1,049	-631	632	7,790	7,784	3,618
Non-Current Assets	5,356	7,060	7,620	6,729	2,648	2,244	2,088	1,905	1,863	4,800	4,494
Current Assets	6,645	6,079	6,469	8,385	13,898	14,554	14,440	15,651	25,167	23,104	25,801
Total Assets	12,001	13,139	14,089	15,114	16,546	16,798	16,528	17,556	27,030	27,904	30,295
Current liabilities	4,613	1,334	1,450	1,574	1,820	1,715	1,817	1,756	3,855	3,457	2,481
Non-Current Liabilities	3,411	3,780	2,599	2,860	3,408	3,692	4,071	4,257	5,538	5,549	5,568
Total Liabilities	8,024	5,114	4,049	4,434	5,228	5,407	5,888	6,013	9,393	9,006	8,049
Net Assets	3,977	8,025	10,040	10,680	11,318	11,391	10,640	11,543	17,637	18,898	22,246
Amount paid to Treasury	Year	2011	2016	2017	2018	2019	2020	2022	2023	2024	
	Amount	625	1,000	185	200	650	22	1,200	7,000	-	

Revenue of the SLBFE: 2014-2024



Main income of SLBFE: 2014-2024 (Rs. Mn.)

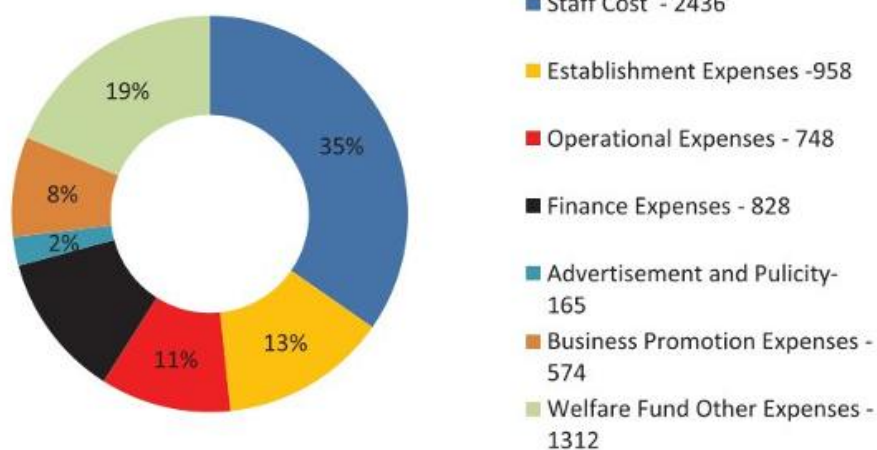
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Recruitment fees- Agency	527	285	385	308	300	311	83	188	555	711	656
Recruitment fees - Individual	654	617	1,107	1,076	1,151	1,017	276	690	1,757	1,774	2,189
Korean Recruitment promotion fees	0	0	249	116	102	120	48	7	230	279	204
Facilities Fees	59	50	48	42	42	40	11	25	61	59	63
License Fees	70	67	87	49	51	61	42	60	93	114	127
Cess Income	292	255	202	158	194	198	55	317	943	986	675
Korean Administration Fees	20	23	28	13	19	14	5	0.8	26	26	24
Re-entry Korean Fees	3	7	15	14	16	14	7	17	23	25	14
Training Income	222	205	198	132	155	217	66	192	575	366	363
Israel Programme Income										124	1,326
Income from Overseas Mission	707	705	836	841	1172	1080	274	869	3,599	3,622	1326
Finance Income	452	501	632	810	890	994	765	532	1,888	2,815	1804

Analysis of Main income of the SLBFE (2024) - Rs. Mn.

Main Operating Expenses of SLBFE – 2024 (Rs. Mn)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Staff Cost	819	941	1,342	1,415	1,577	1,744	1,467	1,341	1,893	1,875	2,436
Establishment Expenses	293	268	488	476	549	525	391	412	581	782	958
Operational Expenses	260	241	297	255	317	327	299	278	402	528	748
Finance Expenses			5	5	4	9	33	22	24	18	828
Advertisement and Publicity	201	33	25	12	9	13	7	8	20	115	165
Business Promotion Expenses	98	25	29	36	45	68	9	5	93	82	574
Welfare Other Expenses	1,372	1,018	476	422	442	481	204	352	664	1,036	1,312

Analysis of Main Operating Expense of SLBFE - 2024 Rs. Mn



Our Banking Partners



Sustainability Report

Worker remittance is the highest revenue generator to the economy of Sri Lanka. It contributes significantly to the country's economic stability and growth. As the institute responsible for the regulation of foreign employment in Sri Lanka, the Sri Lanka Bureau of Foreign Employment recognizes its role in fostering sustainable development through strengthening the foreign employment sector. In doing so the Sustainable Development Goals (SDG) and the Global Compact for Safe, Orderly and Regular Migration (GCM) are used as guiding principles. Identifying the need to make sustainability a core part of SLBFE's strategies, the Annual Action Plan of SLBFE is developed giving relevancy and connecting to Sustainable Development Goals and its targets. Through this incorporation the SLBFE affirms its commitment to develop its policies and carry out its activities in line with the SDGs.

As outlined in its mandate itself, the SLBFE balance its role in contributing towards economic growth and fulfilling social responsibility in order to ensure a sustainable future.

SLBFE's Sustainability Initiatives

- **Ethical Recruitment Practices:** SLBFE promotes sustainability through ethical foreign employment practice. With the view to protect migrant workers from exploitation and ensure a safe migration, the institute monitors foreign employment agents, enforce laws to prevent illegal recruitment and conduct awareness on legal channels of migration.
- **Training and Skill Development Programs:** SLBFE offers comprehensive pre-departure training programs to equip workers with essential skills and knowledge in order to make their migration journey productive. Focus is also given in enhancing skill development initiatives to improve employability and increase demand of Sri Lankan workers overseas.
- **Welfare and Reintegration Services:** SLBFE provides welfare services to support Sri Lankan migrant workers and their families. The reintegration programmes support returnees to contribute positively to country's economy and development. Through programmes such as providing financial grants for self-employment and encouraging entrepreneurship through regional level fairs and mobile services fosters sustainable value creation that supports national development initiatives. Such initiatives also a line to encourage sending remittance through legal channels.
- **Engagement:** SLBFE's engagement with stakeholders through a Whole of Government Approach and a Whole of Society Approach ensures protection and wellbeing of migrant workers as well as promote shared responsibility in achieving sustainable development goals.
- **Governance:** The sustainability journey of SLBFE is guided by continued strengthening of internal procedures aligning with global standards and ensuring that governance structure uphold ethical decision making and operates with accountability and transparency.

The SLBFE remains committed to sustainable foreign employment management through strengthening and enhancing its activities carried out as per its mandate, focusing on expanding digital services and operations to improve efficiency and greater engagement with its stakeholders.



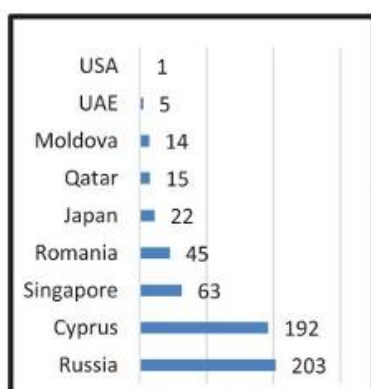
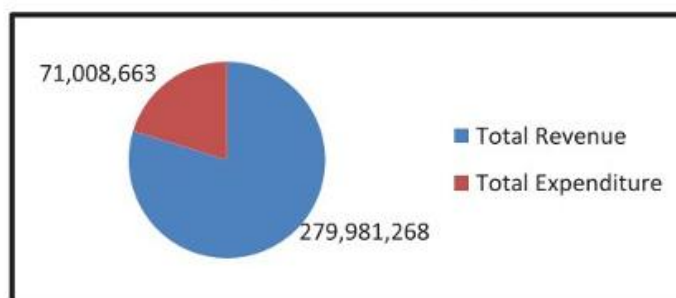
Subsidiary of SLBFE (Sri Lanka Foreign Employment Agency)

Sri Lanka Foreign Employment Agency Pvt. Ltd. (SLFEA) has been established in 1996 as per the directions given by the cabinet of ministers for the cabinet paper submitted by the minister of labor and in accordance with having obtained the BRC under the registrar of companies. The SLFEA functions with foreign principals to secure employment opportunities for the interested and qualified Sri Lankan labor force with full state intervention.

Departure Details – 2024 & 2023		
Month	2024	2023
January	29	21
February	30	57
March	58	196
April	59	17
May	36	43
June	33	25
July	44	74
August	125	96
September	61	38
October	36	36
November	8	22
December	19	34
Total	538	659

Financial Position

Description	2024 (Rs.)	2023 (Rs.)
Total Revenue	279,981,268	314,890,111
Total Expenditure	71,008,663	96,628,614
Profit	208,972,605	218,261,497



The SLFEA recorded a total of 538 successful departures across various destinations countries in 2024. While this marked a modest reduction from 659 departures in 2023, it is mainly due to the agency focusing on improving candidate quality, compliance and gender balance across all deployments. Top destinations included Russia (203) and Cyprus (192) which jointly contributed over 70% of the total placements. Singapore (63) and Romania (45) also represented notable destinations. Gender distribution showed balanced representation with 293 males and 277 females.

The 2024 underscored SLFEA's shift towards quality over quantity prioritizing ethical recruitment, employer accountability and long term job security for Sri Lankan migrant workers. Looking forward SLFEA aims to strengthen ties with agents and government partners, expand the pre-departure and vocational training program, scale up digital transformation for better transparency and faster processing and diversify destination countries to reduce risk and increase opportunity access.

Directors' Report

The Board of Directors has the pleasure to present the Director's Report for the Sri Lanka Bureau of Foreign Employment (SLBFE) and the audited consolidated financial statements for the year ended 31st December 2024. The year marked significant achievements and strategic advancements.

Financial Performance

The financial performance of SLBFE has been steady. The SLBFE has been able to maintain its financial stability with a recorded income of Rs. 10.6 Billion, even though in comparison to the previous year this showed a 17.5% decline which was mostly due to the decrease in investment income. Also, total expenditure for the year amounted to Rs. 7 Bn which shows 37% increase due to growth in the WWF, employment promotional and operational expenditures compared to the previous year. This affected the Profit Before Tax to reduce to Rs.3.61 billion in the year 2024 in comparison to PBT in 2023 which was Rs.7.78 billion. The increased expenditure necessitated from the need to increase fulfilment of its statutory obligations in relation to welfare and promotion while factors that affected the income were beyond the control of the SLBFE. Detailed financial statements are provided in the annexure. The Board of Directors has reviewed and thoroughly assessed all financial activities of the SLBFE. The Financial Statements was approved by the Board of Directors on 20.02.2025.

Key Achievements

- **Record-Breaking Overseas Employment**

After years of instability and challenges, year 2024 showed steady progress in registration for foreign employment with a recorded number of 314,786 registrations. The number of departures which fluctuated from 311,056 in 2022 to 297,656 in 2023 with post covid and economic crisis recovery, reached the highest number of recorded departures in recent times in the year 2024. The departures also show an increase in male departures (59.3%) than female departures (40.7%) which indicates a shift in the demand and trend in migration in Sri Lanka. Departures also highlights that skilled migration was dominant with acquiring 77.66% out of total departures in 2024 while unskilled / low skilled category stood at 22.34%. Kuwait emerged as the leading destination followed by U.A.E. and K.S.A.

- **Increased G to G recruitments**

The SLBFE currently recruits workers under G to G arrangements with Israel, South Korea and Japan. With continued collaboration and discussions, the SLBFE was successful to enter into three new Protocols with the Government of Israel to send Sri Lankan workers in the year 2024. Up until 2023, only the caregiver sector was opened to Sri Lanka. In 2023 the number of sectors increased to 03 with the opening of the agriculture and constructions sectors. In the year 2024, 03 new protocols were signed opening Hotel Housekeeping and Cleaning,

Manufacturing and Restaurant sectors for Sri Lankans. The SLBFE anticipates opening of more sectors in Israel and also South Korea through continued G to G engagement.

- **Expanding its services**

The SLBFE has expanded its local network with the establishment of three new centers in Nuwara Eliya, Monaragala and Kilinochchi Districts in the year 2024 which also brought up the number of district centers from 07 to 10.

- **Policy revisions for continued improvement and strengthening welfare and protection mechanisms**

SLBFE meticulously focused on reviewing and updating its policies and regulations to address emerging challenges in the foreign employment sector. These aimed to improve the protection of migrant workers and promote ethical recruitment. SLBFE remained steadfast in its mission to safeguard the welfare of Sri Lankan migrant workers.

In 2024, SLBFE continued to enhance pre-departure training programs through public private sector partnerships, focusing on empowering workers with knowledge about their rights and responsibilities abroad. Additionally, measures were taken to address and mitigate instances of exploitation and trafficking, including the cancellation of licenses for non-compliance / violations and the implementation of strict regulations to prevent fraudulent practices. Further in the year 2024 several new welfare and reintegration facilities / services were implemented to migrant workers and their family members.

Strategic Initiatives and Future Outlook

Looking ahead, SLBFE is committed to further expanding overseas employment opportunities for Sri Lankans and also shifting focus on diversifying job markets to provide wider range of opportunities across different sectors. Plans are underway to increase the number of registrations in the year 2025 in comparison to the year 2024. This ambitious target is expected to be achieved through increased collaboration with host countries and acquiring necessary expertise to expand global market for Sri Lankans.

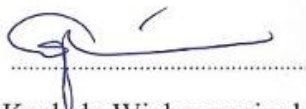
Recognizing the importance of technology, priority will be given on utilizing technology to improve service delivery through better streamlining processes and making services more accessible to workers and agencies. Further, providing efficient services delivery to all stakeholders and focusing on continuous improvement while developing necessary skills and capacity of staff will remain an integral part of the commitment of SLBFE.

As a regulatory authority due consideration is placed on identifying challenges and ways in mitigating such challenges. This is not only limited to regulatory measure in preventing exploitation of workers in Sri Lanka but also in protection of workers while they are serving overseas and in market exploration to identify demands / opportunities.

It is also to be noted that the Board has placed a constant emphasis on governance through accountability and transparency as a responsible public entity.

In conclusion, we would like to extend our sincere appreciation to our stakeholders and our dedicated staff for their unwavering support and commitment. Together we shall strive to remain true to our purpose outlined in our mandate and strengthen welfare and protection of migrant workers and their family members and create a sustainable future with opportunities for all.

For and on behalf of the Board of Directors.



Koshala Wickremasinghe
Chairman



Janaka Adikari
Director

Governance

Overview

The Sri Lanka Bureau of Foreign Employment (SLBFE) is a statutory body established under the Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985 as amended by Act No 04 of 1994 & Act.No.56 of 2009. Its primary objectives are to regulate the foreign employment industry, ensure welfare and protection and promote employment opportunities. The governance of the SLBFE involves various stakeholders, policies, and mechanisms aimed at achieving these goals.

Governance Structure

The SLBFE functions under the purview of the Ministry of Foreign Affairs, Foreign Employment and Tourism.

The governance structure of the SLBFE comprises several key components:

1. **Board of Directors:** The SLBFE is governed by a Board of Directors appointed by the Minister in charge of the subject of Foreign Employment. The Board includes 03 government officials representing the Ministry of Finance, Ministry of Women's Affairs & the Ministry of Foreign Affairs, 04 representatives from recruitment agencies, and 04 experts in the related field. The Board is responsible for setting the strategic direction of the SLBFE and overseeing its operations.
2. **Chairman:** The Chairman of the Board is appointed by the Minister in charge of Foreign Employment among the Directors of the Board and serves as the head of the SLBFE. The Chairman is responsible for leading the Board, representing the SLBFE at official functions, and ensuring that the organization's policies and strategies are effectively implemented.
3. **General Manager:** General Manager is the chief executive officer of the SLBFE, responsible for the day-to-day management of the organization. The General Manager reports to the Board of Directors and implements the decisions and policies formulated by the Board.

The SLBFE is organized into various divisions, each responsible for specific functions such as Recruitment, Welfare, Legal Affairs, Finance, Foreign Relations, Conciliation, IT, Research, Reintegration, Training, Planning and Administration & HR. These divisions are headed by Additional General Managers, Deputy General Managers and Managers who report to the General Manager and Chairman.

Core values

The core values of SLBFE are aligned with its mission to promote ethical, safe, and productive foreign employment for Sri Lankans:

- (1) **Integrity:** We operate with honesty, accountability and transparency in all our actions to uphold ethical practices in foreign employment.
- (2) **Service Excellence:** We are committed to provide efficient, reliable and people centered service through delivery of timely and quality service to migrant workers and agencies
- (3) **Protection and Welfare:** We prioritize the safety, dignity and wellbeing of Sri Lankan migrant workers through safeguarding their rights at all stages of migration and providing support services and redress mechanisms locally and overseas.
- (4) **Professionalism:** We demonstrate competence, responsibility and respect in our conduct through maintaining high standards in performance and conduct and promoting a competent and skilled workforce.
- (5) **Collaboration:** We work together with stakeholders at local and international levels to achieve common goals through fostering partnerships
- (6) **Accountability:** We take ownership of our decisions, actions and their consequences as a responsible public entity through transparent operations and decision making and ensuring responsible use of resources and authority.
- (7) **Innovation:** We embrace change and seek better ways to serve migrant workers through leveraging technology for better service delivery and adopting to evolving global labour market demands.

Key Functions and Responsibilities

The SLBFE has several key functions and responsibilities:

1. **Regulation of Recruitment Agencies:** The SLBFE regulates private recruitment agencies involved in sending Sri Lankan workers abroad. This includes licensing, monitoring, and enforcing compliance with labor laws and regulations.
2. **Promotion of Foreign Employment:** The SLBFE promotes foreign employment opportunities for Sri Lankans through various initiatives, including job fairs, collaborations with foreign employers, and bilateral agreements with host countries.
3. **Welfare and Protection of Migrant Workers:** Ensuring the welfare and protection of Sri Lankan migrant workers is a core mandate of the SLBFE. This includes providing pre-departure training, legal assistance, emergency support, and repatriation services.
4. **Data Collection and Research:** The SLBFE collects and analyzes data on migration trends, employment patterns, and labor market demands. This information is used to inform policy decisions and improve the governance of foreign employment.
5. **Public Awareness and Education:** The SLBFE conducts public awareness campaigns and educational programs to inform potential migrant workers about the opportunities and risks associated with foreign employment.

Stakeholder Engagement

The SLBFE views all its stakeholders as integral partners in fulfilling its mandate. Engaging with stakeholders through constant dialogue enables the SLBFE to identify challenges and ways to mitigate challenges proactively and recognize emerging priorities.

The SLBFE adopts a Whole-of-Government and Whole-of-Society Approach during engagement with different stakeholders. The principle of Whole-of Government Approach is followed acknowledging that migration is a multidimensional reality that different Ministries and Departments should work together to achieve.

Through engagement with international organizations, social partners, recruitment agencies, research institutes and other private sector institutes in addressing migration related issues, SLBFE establishes following a Whole-of-Society Approach. The dual approach ensures that SLBFE adopts a holistic, inclusive and coordinated mechanism to manage foreign employment.

Audit and Management Committee (AMC) of SLBFE

According to the section 41 of the National Audit Act it is mandatory to establish an Audit and Management Committee in each Ministry, Department and other entities gazette under the purview of the Ministry. Hence, it is needed to be established Audit and Management Committee for every auditee entity mentioned in the section 41(2) of the National Audit Act. (Management Audit Circular No. DMA/01/2025).

The composition of the Audit and Management Committee of the SLBFE is as follows.

Chairman	- Board Director (Representative of the Treasury)
Member	- Board Director
Member	- Board Director
Observer	- Representative of the National Audit Office
Convener	- Deputy General Manager (Internal Audit)

According to the section 41 of the National Audit Act, "review all audit and management aspects of the auditee entity to ensure that its resources, are used economically and efficiently for the purpose of achieving the predetermined objectives of such entity as a whole, or in respect of any specific project or programme undertaken giving priority to the resources available in Sri Lanka."

The Audit and Management Committee is vital to the SLBFE's governance framework for several reasons:

- **Enhancing Financial Integrity:** By overseeing financial reporting and auditing processes, the committee helps ensure that the SLBFE's financial statements are accurate and reliable.
- **Promoting Efficiency and Effectiveness:** Through regular review of operations and management performance, the committee identifies areas for improvement, contributing to more efficient and effective operations.
- **Mitigating Risks:** The committee's focus on risk management and internal controls helps mitigate potential risks that could impact the SLBFE's mission and objectives.
- **Ensuring Accountability:** By promoting transparency and accountability, the committee fosters a culture of integrity and ethical behavior within the organization.

Four Audit Management Committee (AMC) Meetings were held during the year 2024.

Corporate Social Responsibility Report (CSR)

Corporate Social Responsibility is not a separate component but part of the mandate of SLBFE itself. The SLBFE has the mandate of providing support to enhance the well-being of migrant workers and their families.

CSR programmes pave the way and increase community engagement. These programmes increase visibility of SLBFE at the grass root level and also strengthen partnership with local communities while gaining the opportunity to obtain firsthand information on any issues or concerns. Further, CSR programmes contribute to sustainable development.

Ongoing CSR initiatives of SLBFE in line with its mandate

1. Migrant Worker Welfare and Reintegration

Only migrant workers and their family members benefit through the following programmes conducted in line with the mandate of SLBFE.

- Operate welfare schemes including insurance coverage, emergency repatriation assistance and legal assistance.
- Provide scholarships and school equipment to children of registered migrant workers.
- Assist families of migrant workers in disaster situations.
- Conduct medical camps
- Provide material support for self-employment and financial grants for entrepreneurship development
- Organize regional level fairs to sell products of migrant workers and mobile services to provide technical and institutional support aspiring entrepreneurs
- Maintain a welfare center named Sahana Piyasa in close proximity to BIA to provide assistance to distressed returnees and operate shelters at E&W Sections at Sri Lanka Missions/Posts where necessary for female workers to provide temporary accommodation and basic necessities until problems are resolved or repatriated.

2. Ethical Recruitment and Worker Protection

- Conducts island wide awareness campaigns on safe migration, rights abroad, and the dangers of illegal migration and human trafficking.
- Offers pre-departure orientation programs that educate workers on health, legal rights, financial literacy, and cultural adaptation.
- Support skill development programmes to enhance employability
- Implement strict monitoring mechanism to prevent illegal recruitment

CSR Programme extended to community

As part of its effort to gain wider engagement with the community and contribute to not just migrant workers and their families but to the community as a whole, the SLBFE implemented a dedicated CSR programme with the aim of developing facilities in schools where a significant number of children of migrant workers are educated.

With the allocation of necessary budgetary provisions, smart boards were distributed to schools with a significant number of children of migrant workers are studying with the assistance of relevant District Secretariat. The targeted project expected to aide schools provide exposure to children to an education through advance technology.

Number of Smart Boards Distributed	Cost of Rs.
322	189,942,004

CSR beyond the mandate - Contributing to ensure safety of public health

Monthly dengue prevention charity programs are conducted by the Battaramulla MoH and Public Health Inspectors together with the participation of government and private offices in the area. The SLBFE provided sponsorships for the month of February (29.02.2024) and October (25.10.2024). In this program, participating officers, representing different institutes are divided in to the groups to monitor dengue risk areas covering various parts of the area. 72 number of participants attended the programme in February and 45 number of participants attended the programme in October.



Risk Analysis Report

The foreign employment sector in general undergoes numerous geo political changes challenges within Sri Lanka and overseas in host countries.

(1) Economic and Geo-Political Risks

The fluctuating global demand for labour due to economic conditions of host countries or other policy measures on regulating domestic labour in host countries such as increasing number of national workers to sectors previously predominated by migrants and applying a quota system for recruitment of immigrants can significantly impact the demand for Sri Lankan workers. In addition political instabilities in host countries and war situations also impact or hinder regular migration patterns.

Mitigation strategy: The SLBFE continuously makes efforts in diversifying labour markets and pursuing new sectors across global labour markets. For this purpose regular market surveys and targeted promotional activities are conducted with the assistance of Sri Lanka Missions overseas. The SLBFE also focus on skill based training and language competency to increase competitiveness through public and private sector partnerships. In respect of geopolitical uncertainties, the SLBFE establishes contingency plans with the assistance of Sri Lanka Missions overseas.

(2) Regulatory and Compliance Risk

Exploitation of jobseekers has been a continued challenge faced by the SLBFE.

Mitigation Strategy: The SLBFE gives priority on raising awareness on safe and regular migration in order to increase public awareness and takes steps to enhance compliance measures for recruiting agencies.

(3) Operational Risk

During past few years Sri Lanka as a country underwent economic challenges due to the COVID pandemic followed by a financial crisis. The COVID 19 pandemic not only affected migration but also the main income of the SLBFE. Further, the rupee devaluation and high inflation rates affected the increase in overall operational cost of SLBFE.

Mitigation strategy: The SLBFE has been able to stand strong amidst such challenges, through apt investment management without dependency to the Treasury. Despite investment income being challenged due to low interest rates affected by banks on fixed deposits, the SLBFE is able to maintain some financial stability during adverse financial periods due to its strategic investments made prudently.

(4) Service Delivery Risk

Due to procedural gaps or difficulties in receiving required resources, challenges may be experienced in providing timely assistance to distressed workers leading to dissatisfaction or public criticism. Further, the risk of cyber security remains a key challenge not only for SLBFE for any institute with the increase reliance on technology.

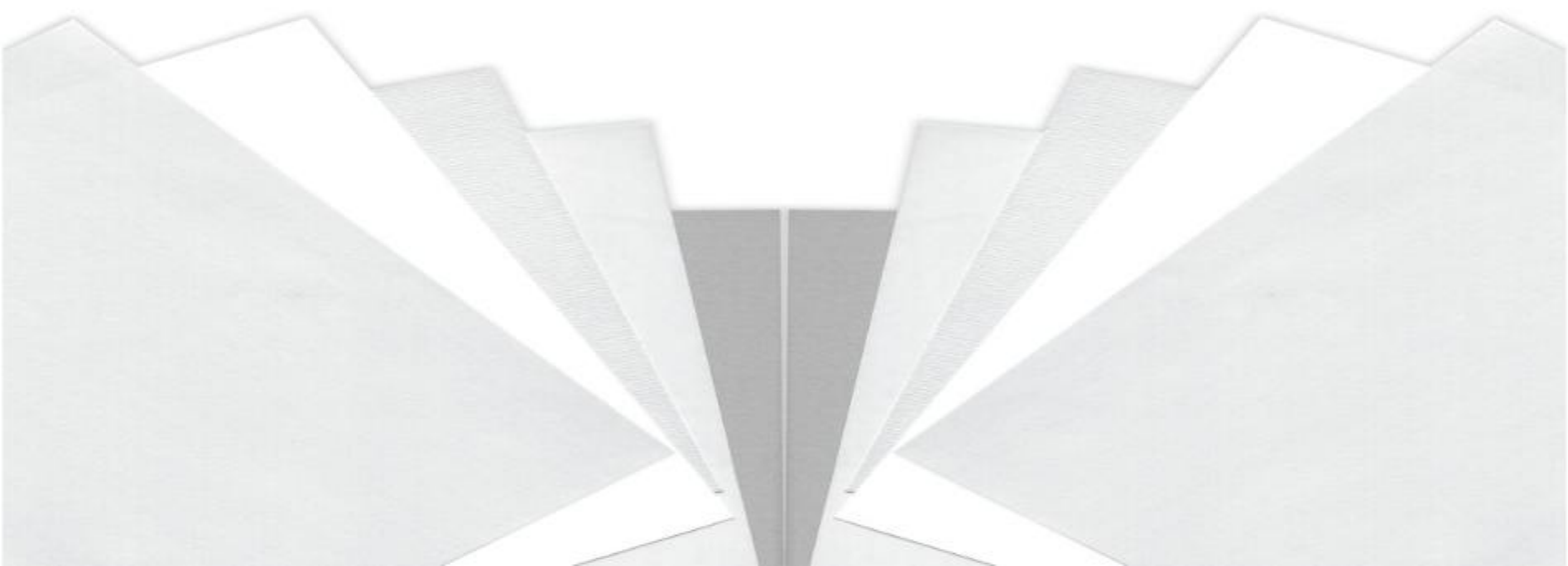
Mitigation strategy: SLBFE takes steps to strengthen its internal quality control measures in order to identify gaps and required resources to ensure efficient service delivery continuously. Further special attention is provided to strengthen IT security protocols to safeguard system security.

(5) Social Risk

With the increase use of social media, any issue may attract an immense attention among public and magnify its affect. Similarly, the SLBFE which is an institute that is constantly in the public attention face challenges is addressing public perceptions and narratives.

Mitigation strategy: The SLBFE ensures strengthening overseas support for immediate assistance through the Employment and Welfare Sections at Sri Lanka Missions overseas and locally through licensed foreign employment agencies through the conciliation process. Further, steps are taken to enhance transparency in operations through public reporting mechanisms.

Financial Statements



SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
For the year ended 31 December 2024

CONSOLIDATED INCOME STATEMENT

	Notes	GROUP 2024 Rs.	GROUP (Restated) 2023 Rs.	SLBFE 2024 Rs.	SLBFE 2023 Rs.
Revenue	4	8,442,841,628	8,744,674,946	8,386,070,959	8,091,528,684
Other Income	5	632,508,286	2,068,932,743	449,162,788	1,996,377,471
		9,075,349,914	10,813,607,688	8,835,233,747	10,087,906,155
Expenses					
Staff Cost	6	2,472,321,338	1,907,458,069	2,436,529,425	1,875,674,039
Establishment Expenses	6	967,133,597	793,474,961	957,774,345	782,066,919
Operational Expenses	6	763,553,763	1,021,736,008	747,983,310	528,896,940
Advertisement and Publicity	6	165,613,825	115,428,265	165,185,616	115,428,265
Business Promotion Expenses	6	583,424,692	98,735,800	574,430,837	82,177,391
Welfare Other Expenses	6	1,311,766,003	1,036,249,283	1,311,766,003	1,036,249,283
Finance & Other Expenses	6	828,780,993	707,647,444	827,682,621	698,981,723
		7,092,594,210	5,680,729,831	7,021,352,156	5,119,474,559
Finance Income	7	1,844,249,401	2,869,317,181	1,804,150,908	2,815,501,918
		1,844,249,401	2,869,317,181	1,804,150,908	2,815,501,918
Profit/(Loss) Before Tax		3,827,005,104	8,002,195,039	3,618,032,499	7,783,933,513
Tax Expenses	8	448,041,321	2,922,530,034	384,373,046	2,856,353,884
Profit After Tax		3,378,963,784	5,079,665,005	3,233,659,454	4,927,579,629

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
For the year ended 31 December 2024

	GROUP 2024 Rs.	GROUP (Restated) 2023 Rs.	SLBFE 2024 Rs.	SLBFE 2023 Rs.
Profit after tax	3,378,963,784	5,079,665,005	3,233,659,454	4,927,579,629
Other comprehensive income				
Actuarial (Loss)/Gain on post employment benefits	(73,397,417)	(63,422,020)	(73,010,628)	(62,490,701)
Deferred Tax on Actuarial (loss)/Gain	21,903,188	(18,747,210)	21,903,188	(18,747,210)
Deferred Tax impact on revaluation gain	-	180,278,756	-	180,278,756
Revaluation Surplus	26,812,212	3,100,403,545	26,812,212	3,100,403,545
Total Other comprehensive income for the year, net of taxes	(24,682,017)	3,198,513,071	(24,295,228)	3,199,444,390
Total comprehensive income for the year	3,354,281,767	8,278,178,076	3,209,364,226	8,127,024,019

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

	Notes	GROUP 2024 Rs.	GROUP (Restated) 2023 Rs.	SLBFE 2024 Rs.	SLBFE 2023 Rs.
ASSETS					
Non-current assets					
Intangible Assets	9	10,871,712	13,719,623	10,871,712	13,719,623
Right-of use assets	10.1	935,005,020	410,675,000	935,005,020	410,675,000
Property, plant and equipment	10.2	3,104,627,040	3,974,502,008	3,029,087,378	3,896,357,527
Investment in Subsidiary	11	-	-	5,000,000	5,000,000
Staff Loans	12.1	380,609,070	326,202,314	380,609,070	326,202,314
Pre-paid Staff Loans	12.2	128,562,128	143,067,851	128,562,128	143,067,851
Deferred Tax Assets	18.1	-	-	-	-
Work In Progress-Buildings	10.3	4,621,324	4,621,324	4,621,324	4,621,324
		4,564,296,294	4,872,788,120	4,493,756,632	4,799,643,639
Current Assets					
Inventory	14	125,614,391	17,702,992	125,341,976	17,430,577
Current Financial Assets	13	20,540,210,355	18,007,019,837	20,170,925,300	17,704,811,447
Staff Loans	12.1	149,711,680	125,272,252	130,603,262	118,444,876
Prepayments & Other Receivables	15	2,300,451,054	2,801,526,345	2,262,244,323	2,759,375,261
Sundry Advances		18,703,398	18,252,967	18,688,398	18,252,967
Cash and Cash Equivalent	16	3,231,140,270	2,568,783,243	3,093,574,346	2,486,126,028
		26,365,831,148	23,538,557,636	25,801,377,605	23,104,441,156
TOTAL ASSETS		30,930,127,442	28,411,345,756	30,295,134,237	27,904,084,795
EQUITY AND LIABILITIES					
EQUITY					
Capital		691,161,789	691,161,789	691,161,789	691,161,789
Accumulated Fund		18,820,814,541	15,357,240,813	18,385,636,911	15,063,935,460
Revaluation Reserve		3,193,383,103	3,166,570,891	3,168,929,103	3,142,116,891
Total Equity		22,705,359,433	19,214,973,492	22,245,727,803	18,897,214,140
Non Current Liabilities					
Retirement Benefit Obligation	3.11	480,265,866	365,737,360	471,877,503	359,049,935
Kuwait compensation-reserve	20	5,095,184,517	5,189,259,131	5,095,184,517	5,189,259,131
Grant	24	546,235	819,353	546,235	819,353
Lease Liabilities		-	-	-	-
		5,575,996,618	5,555,815,844	5,567,608,255	5,549,128,419
Current Liabilities					
Taxation	18.2	252,111,832	1,266,340,750	190,477,384	1,201,858,089
Agency Creditors		419,393,495	371,520,271	421,362,764	373,132,590
Accrued Expenses		338,434,838	176,382,319	329,705,874	176,382,319
Sundry Creditors & Borrowings	19	1,226,245,992	898,952,937	1,128,645,399	780,453,990
Lease Liabilities		-	54,803,488	-	54,803,488
Migrant Workers' Contributions		12,833,402	12,118,703	12,833,402	12,118,703
Deferred Tax	18.1	399,735,772	860,421,893	398,773,355	858,993,057
Dividend Tax payable		16,059	16,059	-	-
		2,648,771,391	3,640,556,419	2,481,798,178	3,457,742,236
TOTAL EQUITY AND LIABILITIES		30,930,127,442	28,411,345,756	30,295,134,237	27,904,084,795

The Accounting policies and Notes on pages 09 To 57 form an integral part of the these Financial Statements. The Board of Directors is responsible for the preparation and presentation of these Financial Statements. These Financial Statements were approved by the Board of Directors on 20.02.2025 and signed on their behalf.


D.G.M. Finance
W.A.K.Kumari


Chairman
Koshala Wickramasinghe


Director
Janaka Adikari

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT

Seperation of Sri Lanka Bureau of Financial Position between Bureau Fund and Welfare Fund (WWF)

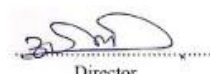
As at 31 December 2024

		Notes					
		SLBFE 2024 Rs.	SLBFE 2023 Rs.	BUREAU FUND 2024 Rs.	BUREAU FUND 2023 Rs.	WELFARE FUND 2024 Rs.	WELFARE FUND 2023 Rs.
ASSETS							
Non-current assets							
Intangible Assets	9	10,871,712	13,719,623	10,871,712	13,719,623	-	-
Right-of use assets	10.1	935,005,020	410,675,000	935,005,020	410,675,000	-	-
Property, plant and equipment	10.2	3,029,087,378	3,896,357,527	2,567,282,412	3,581,492,413	461,804,965	314,865,114
Investment in Subsidiary	11	5,000,000	5,000,000	5,000,000	5,000,000	-	-
Staff Loans	12.1	380,609,070	326,202,314	380,609,070	326,202,314	-	-
Pre-paid Staff Loan	12.2	128,562,128	143,067,851	128,562,128	143,067,851	-	-
Work In Progress-Buildings	10.3	4,621,324	4,621,324	4,621,324	-	-	4,621,324
		4,493,756,632	4,799,643,639	4,031,951,666	4,480,157,202	461,804,965	319,486,438
Current Assets							
Inventory	14	125,341,976	17,430,577	19,049,476	17,430,577	106,292,500	-
Current Financial Assets	13	20,170,925,300	17,704,811,447	571,375,095	1,274,983,147	19,599,550,206	16,429,828,300
Staff Loans	12.1	130,603,262	118,444,876	130,603,262	118,444,876	-	-
Receivable to Welfare fund		-	-	3,235,400,626	2,906,376,070	-	-
Prepayments & Other Receivabl	15	2,262,244,323	2,759,375,261	182,412,491	232,294,053	2,079,831,832	2,527,081,208
Sundry Advances		18,688,398	18,252,967	1,770,868	3,145,991	16,917,531	15,106,976
Cash and Cash Equivalent	16	3,093,574,346	2,486,126,028	2,164,207,229	722,869,364	929,367,117	1,763,256,663
		25,801,377,605	23,104,441,156	6,304,819,046	5,275,544,078	22,731,959,186	20,735,273,147
TOTAL ASSETS		30,295,134,237	27,904,084,795	10,336,770,711	9,755,701,280	23,193,764,152	21,054,759,585
EQUITY AND LIABILITIES							
EQUITY							
Capital		691,161,789	691,161,789	691,161,789	691,161,789	-	-
Accumulated Fund		18,385,636,911	15,063,935,460	3,809,157,891	2,330,958,887	14,576,479,019	12,732,976,573
Revaluation Reserve		3,168,929,103	3,142,116,891	3,238,377,614	3,212,912,871	(69,448,511)	(70,795,980)
Total Equity		22,245,727,804	18,897,214,140	7,738,697,294	6,235,033,547	14,507,030,508	12,662,180,593
Non Current Liabilities							
Retirement Benefit Obligation	3.11	471,877,503	359,049,935	471,877,503	359,049,935	-	-
Kuwait compensation-reserve	20	5,095,184,517	5,189,259,131	-	-	5,095,184,517	5,189,259,131
Grant	24	546,235	819,353	546,235	819,353	-	-
Lease Liabilities		-	-	-	-	-	-
		5,567,608,255	5,549,128,419	472,423,738	359,869,288	5,095,184,517	5,189,259,131
Current Liabilities							
Taxation	18.2	190,477,384	1,201,858,089	190,477,384	1,201,858,089	-	-
Agency Creditors		421,362,764	373,132,590	421,362,764	373,132,590	-	-
Amount Payable to Bureau		-	-	-	-	3,235,400,626	2,906,376,070
Accrued Expenses		329,705,874	176,382,319	232,840,274	176,382,319	96,865,600	-
Sundry Creditors & Borrowings	19	1,128,645,399	780,453,990	882,195,900	495,628,901	246,449,499	284,825,089
Deferred Tax Assets	18.1	398,773,356	858,993,057	398,773,356	858,993,057	-	-
Lease Liabilities		-	54,803,487.69	-	54,803,488	-	-
Migrant Workers' Contributions		12,833,402	12,118,702	-	-	12,833,401	12,118,702
		2,481,798,178	3,457,742,236	2,125,649,679	3,160,798,444	3,591,549,126	3,203,319,861
TOTAL EQUITY AND LIABILITIES		30,295,134,237	27,904,084,795	10,336,770,711	9,755,701,280	23,193,764,152	21,054,759,585

The Accounting policies and Notes on pages 09 To 57 form an integral part of the these Financial Statements. The Board of Directors is responsible for the preparation and presentation of these Financial Statements. These Financial Statements were approved by the Board of Directors on 20.02.2025 and signed on their behalf.


D.G.M. Finance
W.A.K. Kumari


Chairman
Koshala Wickramasinghe


Director
Janaka Adikari

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
CONSOLIDATED STATEMENT OF CASH FLOWS
For the year ended 31 December 2024

	GROUP 2024 Rs.	GROUP 2023 Rs.	SLBFE 2024 Rs.	SLBFE 2023 Rs.
Cash Flow From Operating Activities				
Net Profit Before Tax	3,827,005,104	8,002,195,014	3,618,032,499	7,783,933,513
Adjustment For;				
Depreciation	426,908,924	235,772,091	420,678,766	228,894,253
Interest Income	(1,844,249,401)	(2,869,317,181)	(1,804,150,908)	(2,815,501,918)
Finance Expense	28,188,715	28,900,059	28,041,390	18,167,656
Lease Rental Expenses	(49,114)	3,080	(49,114)	3,080
Profit/Loss on Disposal of PPE	-	(5,243,743)	-	(5,243,743)
Exchange Gain	452,987,569	676,240,170	452,987,569	676,240,170
Grants Income	(273,118)	(150,686)	(273,118)	(150,686)
Revaluation Reserve	(1,099,620)	-	-	-
Adjustments For the Year	(3,045,260)	132,502,610.00	-	132,814,814
Provision of Interest income	(2,029,865)	-	(2,029,865)	-
Transfer to Income for the Outstanding credit Balance	(12,001,817)	-	(12,001,817)	(1,388,788,991)
Transfer to Consolidated Fund	-	(7,000,000,000)	-	(7,000,000,000)
Gratuity Provision	69,983,553	62,725,180	68,669,405	61,507,738
	2,942,325,671	(736,373,407)	2,769,904,808	(2,308,124,114)
Tax Paid	(1,901,058,883)	(1,737,776,587)	(1,834,075,967)	(1,732,042,234)
Gratuity Paid	(28,582,647)	(36,541,224)	(28,582,647)	(35,794,114)
	(1,929,641,529)	(1,774,317,811)	(1,862,658,614)	(1,767,836,348)
Net Cash Inflow/Outflow from Operating Activities Before Working Capital Changes	1,012,684,142	(2,510,691,218)	907,246,194	(4,075,960,463)
Working Capital Changes				
Increase/Decrease in Receivables	i 1,777,457,306	260,292,944	1,773,527,953	284,776,593
Provisions for the year (kuwait Fund)	-	23,823	-	23,823
Increase/Decrease in Creditors	ii 463,865,454	(1,979,627,283)	476,391,764	(630,577,684)
	2,241,322,760	(1,719,310,515)	2,249,919,717	(345,777,268)
Net Cash Inflow/Outflow from Operating Activities	3,254,006,903	(4,230,001,733)	3,157,165,911	(4,421,737,731)
Cash Flow From Investing Activities				
Acquisition of Property, Plant & Equipment	(95,446,194)	(90,705,142)	(92,920,476)	(81,327,303)
Proceeds from Disposal of PPE	-	5,613,958	-	5,613,958
Interest Income	183,593,099	931,762,550	143,494,606	877,947,287
Investment in Financial Assets	iii (2,597,530,979)	5,184,410,444	(2,518,173,271)	5,365,312,975
Net Cash Inflow/Outflow from Investing Activities	(2,509,384,074)	6,031,081,810	(2,467,599,141)	6,167,546,916
Cash Flow From Financing Activities				
Finance Expense	(27,462,289)	(27,319,353)	(27,314,964)	(16,586,950)
Right-of use assets	(54,803,488)	(55,341,132)	(54,803,488)	(55,341,132)
Proceeds from loan borrowings	-	-	-	-
Net Cash Inflow/Outflow from Finance Activities	(82,265,777)	(82,660,485)	(82,118,452)	(71,928,082)
Net Change in Cash & Cash Equivalent	662,357,052	1,718,419,593	607,448,318	1,673,881,103
Cash & Cash Equivalent at the begining of the year	2,568,783,218	850,363,625	2,486,126,028	812,244,925
Cash & Cash Equivalent at the end of the year	3,231,140,270	2,568,783,218	3,093,574,346	2,486,126,028

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
CONSOLIDATED STATEMENT OF CASH FLOWS
For the year ended 31 December 2024

Note i

Increase/Decrease in Receivables

	Group	Bureau
Increase/Decrease in Consumable items	31,628,601	31,628,601
Increase/Decrease in prepayments and Other Receivables	1,746,279,077	1,742,334,724
Increase/Decrease in Sundry Advance	(450,371)	(435,371)
	1,777,457,306	1,773,527,953

Note ii

Increase/Decrease in Creditors

Increase/Decrease in Agency Creditors	47,873,224	48,230,174
Increase/Decrease in Accrued Expenses	162,052,519	153,323,555
Grant	273,118	273,118
Increase/Decrease in Migrant worker s Contribution	714,699	714,699
Kuwait compensation Reserve	(94,074,613)	(94,074,613)
Increase/Decrease in Other Creditors	347,026,508	367,924,831
	463,865,454	476,391,764

Note iii

Investment in Financial Assets

Increase/Decrease in staff Loan	(64,340,461)	(52,059,418)
Increase/Decrease in Fixed Deposit	(2,533,190,518)	(2,466,113,853)
	(2,597,530,979)	(2,518,173,271)

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 December 2024

Seperation of Income and Expenses between Bureau Fund and Welfare Fund (WWF)

Description	2024			2023
	Bureau Rs.	WWF Rs.	Total Rs.	Rs.
Revenue				
Recruitment Fees - Agency	592,751,868	63,648,650	656,400,518	711,438,184
Recruitment Fees - Individual	1,969,056,317	219,865,037	2,188,921,354	1,774,483,577
Korean Recruitment promotion Fees	-	204,256,859	204,256,859	279,138,716
Facility Fees	63,315,005	-	63,315,005	59,549,881
License Fees	127,576,285	-	127,576,285	114,383,047
Cess Income	675,328,785	-	675,328,785	986,018,458
Korean Administration Fees	24,106,477	-	24,106,477	26,794,756
Re-entry Korean Fee	13,695,744	-	13,695,744	25,520,361
Korean Training Fees	-	102,750,415	102,750,415	118,896,424
Training Income	-	260,282,340	260,282,340	248,113,646
Israel Programme Income (Note 04.1)	1,326,403,876	-	1,326,403,876	124,224,158
Income from overseas mission (Note 04.2)	70,942,105	2,672,091,196	2,743,033,302	3,622,967,476
	4,863,176,462	3,522,894,498	8,386,070,959	8,091,528,684
Other Operating Income				
Commission from Insurance(Local & Foreign)	-	-	-	72,091,357
Sundry Income(Sub Note-05.1)	420,271,058	28,891,730	449,162,788	1,924,286,115
	420,271,058	28,891,730	449,162,788	1,996,377,471
Less:				
Staff Cost	1,834,449,356	602,080,069	2,436,529,425	1,875,674,039
Establishment Expenses	501,401,710	456,372,634	957,774,345	782,066,919
Operational Expenses	636,948,202	111,035,107	747,983,310	528,896,940
Advertisement and Publicity	154,374,471	10,811,145	165,185,616	115,428,265
Business Promotion Expenses	566,485,878	7,944,958	574,430,837	82,177,391
Welfare Other Expenses	-	1,311,766,003	1,311,766,003	1,036,249,283
Finance & Other Expenses	33,108,025	794,574,596	827,682,621	698,981,722
	3,726,767,642	3,294,584,514	7,021,352,156	5,119,474,559
Finance Income Note-7	358,177,882	1,445,973,027	1,804,150,908	2,815,501,918
	358,177,882	1,445,973,027	1,804,150,908	2,815,501,918
Profit/(Loss) before tax	1,914,857,759	1,703,174,740	3,618,032,499	7,783,933,514
Less: Income Tax * Note-8	(384,373,046)	-	(384,373,046)	(2,856,353,884)
Profit after Tax	1,530,484,714	1,703,174,740	3,233,659,454	4,927,579,630
Other Comprehensive Income				
Actuarial (loss)/Gain on post employment benefits	(73,010,628)	-	(73,010,628)	(62,490,701)
Deferred Tax on Actuarial (loss)/Gain	21,903,188	-	21,903,188	(18,747,210)
Deferred Tax impact on revaluation gain	-	-	-	180,278,756
Revaluation Surplus	26,812,212	-	26,812,212	3,100,403,545
Total Other comprehensive income	(24,295,228)	-	(24,295,228)	3,199,444,390
Total Comprehensive Income	1,506,189,486	1,703,174,740	3,209,364,226	8,127,024,020

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2024

1. CORPORATE INFORMATION

1.1 General

Sri Lanka Bureau of Foreign Employment (SLBFE) is a Public Corporation established under the Act No. 21 of 1985 (Subsequent Amendments Act No. 04 of 1994 and Act No. 56 of 2009) and currently under the supervision of Ministry of Foreign Affairs, Foreign Employment & Tourism. The registered office and the principal place of the business are located at No. 234, Denzil Kobbekaduwa Mawatha, Koswatta, Battaramulla.

1.2 Principal Activities and Nature of Operations

1.2.1 Sri Lanka Bureau of Foreign Employment

The main activities of the SLBFE is promotion and development of overseas employment for Sri Lankan's while assisting and regulating the business of foreign employment securing welfare and protection of Sri Lankans employed out of the country and their families.

1.2.2 Shareholding in Subsidiary

Subsidiary and its ownership as at December 31, 2024 and December 31, 2023 are as follows.

Subsidiary	Principal Activities	Type of Investment	31 December	
			2024	2023
Sri Lanka Foreign Employment Agency (Pvt) Ltd.	Provision of training to upgrade the skills Recruitment for Foreign Employment	Subsidiary	100%	100%

The Financial Statements of the group have a common financial year which ends on 31st December. Consolidated Financial Statements of Sri Lanka Bureau of Foreign Employment (Bureau) as at 31st December 2024 comprise the Bureau and its subsidiary Sri Lanka Foreign Employment Agency (Pvt) Ltd (SLFEA).

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2. BASIS OF PREPARATION

2.1 Statement of Compliance

The Financial Statements which comprise the Income Statement, Statement of Other Comprehensive Income, Statement of Financial Position, Statement of Cash Flow, Statement of Changes in Equity, together with the Significant Accounting Policies and Notes, (the 'Financial Statements') as at 31st December 2024 and for the year then ended, have been prepared in accordance with Sri Lanka Accounting Standards, which include Sri Lanka Financial Reporting Standards ("SLFRS"s), Sri Lanka Accounting Standards ("LKAS"s), relevant interpretations of the Standing Interpretations Committee ("SIC") and International Financial Reporting Interpretations Committee ("IFRIC"). The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise state

2.2 Responsibilities for the Financial Statements

The Board of Directors is responsible for the preparation and presentation of the Financial Statements of the Bureau and its subsidiary as per the Sri Lanka Accounting Standards (SLFRSs/LKASs).

The Board of Directors acknowledges this responsibility as set out in the Statement of "Directors' Responsibility for Financial Statements" (Refer page 447 & 448), "Annual Report of the Board of Directors" (Refer page 432) and in the statement appearing with the Statement of Financial Position (Refer page 447 & 448) of the Financial Statements.

The Financial Statements for the year ended 31 December 2024, were approved and authorized for issue by the Board of Directors on 20.02.2025

2.3 Basis of Measurement

The financial statements have been prepared on an accrual basis and under the historical cost convention unless otherwise stated.

The financial statements are presented in Sri Lankan Rupees which is the Group's functional and presentation currency.

2.4 Significant accounting judgments, estimates and assumptions

The preparation of the Group's Consolidated Financial Statements requires Management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities and the accompanying disclosures and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

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In the process of applying the Group's accounting policies, Management has made various judgments. Those which management has assessed to have the most significant effect on the amounts recognized in the Consolidated Financial Statements have been discussed in the individual Notes of the related Financial Statement line items.

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are also described in the individual Notes of the related Financial Statement line items below. The Group based its assumptions and estimates on parameters available when the Consolidated Financial Statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising that are beyond the control of the Group. Such changes are reflected in the assumptions when they occur.

Management considered the following items, where significant judgements, estimates and assumptions have been used in preparing these Financial Statements.

Going concern

The Management has made an assessment of its ability to continue as a going concern and is satisfied that it has the resources to continue in business for the foreseeable future. Furthermore, Management is not aware of any material uncertainties related to event or conditions that may cast significant doubt upon the Group's/Bureau's ability to continue as a going concern. Therefore, the Financial Statements continue to be prepared on a going concern basis.

Information about assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment to the carrying amounts of assets and liabilities within the year ending 31 December 2023 is included in the following Notes:

- Revaluation of property, plant and equipment (Note 3.1)
- Income Tax (current tax and deferred tax) (Note 3.6)
- Impairment of financial assets: key assumption underlying recoverable amount (Note 3.7.5)
- Recognition and measurement of provisions and contingencies: key assumption about the likelihood and magnitude of an outflow of resources (Note 3.10.1.2)
- Measurement of defined benefit obligation: key actuarial assumptions (Note 3.11)

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2.5 Comparative Information

Comparative information has been restated where it mentioned in the relevant notes to the financial statements in compliance with the Sri Lanka Accounting Standards (SLFRS/LKAS). Unless otherwise stated, the accounting policies have been consistently applied by the SLBFE with those of the previous financial year in accordance with LKAS 01 Presentation of Financial Statements. Further, comparative information is reclassified wherever necessary to comply with the current presentation.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied by the SLBFE in preparation of its financial statements are included below. The accounting policies set out below have been applied consistently to all periods presented in these financial statements unless otherwise indicated.

Current versus non-current classification

The Group presents assets and liabilities in the Statement of Financial Position based on current/non-current classification.

An Asset is current when it is:

- Expected to be realized or intended to sold or consumed in the normal operating cycle.
- Held primarily for the purpose of trading.
- Expected to be realized within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle.
- It is held primarily for the purpose of trading.
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Group classifies all other liabilities including deferred tax liabilities as non-current

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ASSETS AND RECEIVABLES

3.1 Property Plant and Equipment

3.1.1 Initial Recognition and Measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses. The cost of property, plant and equipment is the cost of acquisition or construction together with any expenses incurred in bringing the asset to its working condition for its intended use.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the following:

- the cost of materials and direct labour
- any other costs directly attributable to bringing the assets to a working condition for their intended use

Any gain or loss on disposal is recognized in other operating income in profit or loss.

3.1.2 Subsequent Expenditure and Replacement

The cost of replacing a part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the company, and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

3.1.3 Revaluation of Fixed Assets

After recognition as an asset, lands and buildings whose fair value can be measured reliably, have been carried at the revalued amount at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Valuations are being performed to ensure that the fair value of a revalued asset does not materially differ from its carrying amount as at the reporting date.

Valuation of land and buildings and other asset are undertaken by professionally qualified values at a minimum of three years and any gain or losses arising from change in fair value are included in the other comprehensive income in the year which they arise.

An increase in the carrying amount as a result of revaluation is recognized in other comprehensive income and accumulated in equity under the heading of revaluation reserve. However, the increase is recognized in profit or loss to the extent that it reverses a revaluation decrease of the same asset previously recognized in profit and loss.

A decrease in the carrying amount as a result of revaluation is recognized in profit and loss. However, the decrease is recognized in other comprehensive income to the extent of any credit balance existing in the revaluation surplus in respect of that asset.

Additionally, accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. Upon disposal, any revaluation reserve relating to the particular asset being sold is transferred directly to retained earnings.

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3.1.4 Depreciation

Depreciation is calculated to write-off the cost of items of property, plant and equipment less their estimated residual values using the straight-line method over their estimated useful lives, and is generally recognised in profit or loss. This most closely reflects the expected pattern of consumption of future economic benefits embodied in the asset.

The estimated useful lives for the current and comparative periods are as follows:

• Buildings	15 Years
• Partitioning	10 Years
• Motor Vehicles	4 Years
• Lease Motor Vehicles	4 Years
• Computer Software	3 Years
• Computers	3 Years
• Other Office Equipment	3 Years
• Electrical Goods and Accessories	4 Years
• Sundry Equipment	3 Years
• Furniture and Fittings -Wooden & Steel	5 Years
• Leasehold Assets	Over Lease Period

However, useful lives of assets related to overseas missions have not been revalued as such following use full lives are applied as previously.

• Buildings	13 1/3 Years
• Motor Vehicles	5 Years
• Computers	4 Years
• Other Office Equipment	5 Years
• Electrical Goods and Accessories	5 Years
• Sundry Equipment	2 Years
• Furniture and Fittings -Wooden & Steel	13 1/3 Years
• Training Equipment's	5 Years

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

3.1.4. Derecognition

The carrying amount of an item of property, plant and equipment is derecognized upon disposal or when no future economic benefits are expected from its use or disposal. The gain or loss arising from the derecognition of an item of property, plant and equipment is included in profit or loss when the item is derecognized.

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Library books are derecognized from PPE list as there is no effect on improvement of commercial operations and no economics benefits directly attributable to business operation. Library books are considered as welfare service provision.

3.1.4 Impairment

The Board of Directors has assessed the potential impairment loss of PPE as at 31 December 2023 by considering the impact from the economic crisis as well. Based on the assessment, no impairment provision is required to be made in the Financial Statements as at the reporting date in respect of PPE.

Capital Work-in-Progress

Capital work-in-progress is stated at cost. These are the expenses of a capital nature directly incurred in the construction of buildings, awaiting capitalization.

3.1.5. Intangible Assets

An intangible asset is recognized if it is probable that future economic benefits that are attributable to the asset will flow to the company and the cost can be measured reliably.

3.1.6 Software

Other intangible assets that are acquired by the company and have finite useful lives are measured at cost less accumulated amortization and any accumulated impairment losses. The intangible assets with finite useful life are assessed for impairment whenever there is an indication that intangible assets may be impaired. Intangible assets with indefinite useful lives are tested for impairment annually either individually or at the cash-generating unit (CGU) level.

The Company has software acquired separately as other intangible assets as at reporting date

Subsequent Expenditure

Subsequent expenditure on software is capitalized only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure is recognized in profit or loss as incurred.

3.1.7 Amortization

Amortization is calculated to write-off the cost of the intangible assets less estimated residual values using the straight-line method over their estimated useful lives and is recognized in profit or loss. The estimated useful life of software is three years.

Amortization methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

3.1.8 Derecognition

An intangible asset is derecognized upon disposal or when no future economic benefits are expected from its use or disposal. The gain or loss from the de-recognition of such intangible assets is included in profit or loss when the item is derecognized.

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The Company has assessed potential impairment indicators of intangible assets including impact from economic crisis as at 31 December 2023. Based on the assessment, no impairment indicators were identified.

3.2 Right-of-Use Asset

SLFRS 16 supersedes LKAS 17 – “Leases”, IFRIC 4 Determining whether an Arrangement contains a Lease, SIC-15 Operating Leases – Incentives and SIC-27 Evaluating the Substance of Transactions Involving the Legal Form of a Lease. The standard sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to account for all leases under a single on-balance sheet model. The Company has adopted SLFRS 16 using full retrospective method from 01 January 2019, without restating comparatives for 2018 reporting period, as permitted under the specific transitional provisions in the standard.

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether:

– The contract involves the use of an identified asset –

the Company has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and –

The Company has the right to direct the use of the asset

The Company recognizes a right-of-use asset and a lease liability at the lease commencement date. The right-of-use-assets of the Company consist of branch premises taken on rent which were previously recognized as operating leases under LKAS 17.

3.2.1 Initial Measurement

The Company recognizes a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Company’s incremental borrowing rate. Generally, the Company uses its incremental borrowing rate as the discount rate.

Where a subsidiary company has right-of-use assets and lease liability as result of property rented out by the Company to the subsidiary, such right-of-use assets and lease liability are eliminated in the Consolidated Financial Statements.

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3.2.2 Subsequent Measurement

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain re measurements of the lease liability.

The lease liability is measured at amortized cost using the effective interest method. It is premeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Company's estimate of the amount expected to be payable under a residual value guarantee, or if the Company changes its assessment of whether it will exercise a purchase, extension or termination option.

3.2.3 Impairment of right-of-use Assets

As at the reporting date, no impairment loss has been recognized by the Company in respect of impairment of right-of-use-assets due to the economic crisis since each business unit is operating under the business continuity plans as per the Company risk management strategy, to the extent possible, whilst strictly adhering to and supporting government directives

3.2.4 Accounting for leases where the SLBFE and the Group are the lessee

Leases are recognized as right-of-use ('ROU') asset and a corresponding liability at the date on which the leased asset is available for use by the SLBFE and the Group (i.e. the commencement date).

(a) ROU assets

ROU assets are initially measured at cost comprising the following:

- The amount of the initial measurement of lease liability;
- Any lease payments made at or before the commencement date less any lease incentive received;
- Any initial direct costs;

ROU assets that are subsequently measured at cost, less accumulated depreciation and impairment loss (if any). The ROU assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

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(b) Lease liabilities

Lease liabilities are initially measured at the present value of the lease payments that are not paid at that date. The lease payments include the following:

- Fixed payments (including in-substance fixed payments), less any lease incentive receivable;
- Lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for leases in the SLBFE and the Group, the lessee's incremental borrowing is used.
- This is the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the ROU in a similar economic environment with similar term, security and conditions. Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The SLBFE and the Group present the lease liabilities as a separate line item in the statement of financial position. Interest expense on the lease liability is presented within the finance cost in comprehensive income.

(c) Short term leases

Short-term leases are leases with a lease term of 12 months or less and recognized on a straight-line basis as an expense in comprehensive income.

3.3 Intangible Assets

3.3.1 Basis of Recognition

An Intangible asset is recognised if it is probable that future economic benefit associated with the assets will flow to the entity and cost of the asset can be reliably measured.

3.3.5 Subsequent Expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure, including expenditure on internally generated goodwill and brands, is recognised in profit and loss as incurred.

3.4 Impairment of non-financial assets

The SLBFE assesses at each reporting date whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the SLBFE estimates the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to

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its recoverable amount. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs to sell, recent market transactions are taken into account, if available. If no such transactions can be identified, an appropriate valuation model is used.

3.5 Foreign Currencies

a) Functional and Presentation Currency

Items included in the financial statements of the SLBFE are measured using the currency of the primary economic environment in which the entity operates (the functional currency). The financial statements are presented in Sri Lankan Rupees, which is SLBFE's functional and presentation currency.

b) Foreign Currency Transactions

Transactions in foreign currencies are translated to the respective functional currencies of SLBFE at exchange rates applicable on the dates of the transaction.

Monetary assets and liabilities denominated in foreign currencies at the reporting date are retranslated at the functional currency spot rate of exchange ruling at the reporting date. Foreign currency differences arising on retranslation are recognised in Income Statement. All differences arising on settlement or translation of monetary items are taken to Income Statement. Non-monetary assets and liabilities which are carried in terms of historical cost in a foreign currency are translated at the exchange rate that prevailed at the date of the initial transaction. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value is determined.

The gain or loss arising on retranslation of non-monetary items are treated in line with the recognition of gain or loss on change in fair value of the item (i.e., translation differences on items whose fair value gain or loss is recognised in Other Comprehensive Income or Income Statement also recognised in Other Comprehensive Income or Income Statement, respectively).

3.6 Taxation

3.6.1 Current taxation

Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted at the reporting date and any adjustments to tax payable in respect of previous years.

Current tax relating to items recognised directly in Other Comprehensive Income is recognized in Other Comprehensive Income and not in the Income Statement. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

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3.6.2 Deferred tax

Deferred tax is provided using the liability method on temporary differences at the reporting date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred tax liabilities are recognised for all taxable temporary differences.

Deferred tax assets are recognised for all deductible temporary differences, the carry forward of unused tax credits and any unused tax losses. Deferred tax assets are recognised to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax credits and unused tax losses can be utilised.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are reassessed at each reporting date and are recognized to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates that have been enacted or substantively enacted at the reporting date.

3.7 Financial Assets

3.7.1 Presentation and Disclosure

Financial Assets have been presented and disclosed in line with SLFRS 9, 'Financial Instruments',

Financial assets are disclosed in note number 13 under the notes to the financial statements.

3.7.2 Initial Recognition and Measurement

Financial assets within the scope of SLFRS 9 are classified at amortized cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the SLBFE's business model for managing them. This assessment is referred to as the solely payments of principal and interest (SPPI) test and is performed at an instrument level. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both. With the exception of trade receivables that do not contain a significant financing component or for which the SLBFE has applied the practical expedient are measured at the transaction price.

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At initial recognition, the SLBFE measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

The SLBFE's financial assets include cash and short-term deposits, trade and other receivables, loans and other receivables and unquoted financial instruments.

3.7.3 Subsequent Measurement

For purposes of subsequent measurement, financial assets are classified in four categories

- Financial assets at amortized cost
- Financial assets at fair value through OCI with recycling of cumulative gains and losses
- assets designated at fair value through OCI with no recycling of cumulative gains and losses upon de recognition
- Financial assets at fair value through profit or loss

3.7.3.1 Loans and Receivables

Loans and Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortized cost using the Effective Interest Rate method (EIR), less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortization is included in finance income in the income statement. The losses arising from impairment are recognised in the income statement.

3.7.3.2 Held to Maturity Investments

Non-derivative financial assets with fixed or determinable payments and fixed maturities are classified as Held To-Maturity when the SLBFE has the positive intention and ability to hold it to maturity. After initial measurement, Held- To-Maturity investments are measured at amortized cost using the effective interest method, less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortization is included in finance income in the income statement. The losses arising from impairment are recognized as finance cost in the income statement.

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3.7.4 De-recognition

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the company has transferred substantially all the risks and rewards of ownership.

3.7.5 Impairment of Financial Assets

From 1 April 2018, the SLBFE assesses on a forward looking basis the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables, the SLBFE applies the simplified approach permitted by SLFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

3.7.5.1 Financial Assets Carried at Amortized Cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortized cost. The SLBFE measures financial assets at amortized cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding”

Financial assets at amortized cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognized in profit or loss when the asset is derecognized, modified or impaired.

3.7.6.1. Financial assets at fair value through OCI

Assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent SPPI, are measured at FVOCI.

The SLBFE measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are SPPI on the principal amount outstanding

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Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses which are recognized in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognized in OCI is reclassified from equity to profit or loss and recognized in other gains/ (losses). Interest income from these financial assets is included in finance income using the effective interest rate method. Foreign exchange gains and losses are presented in other gains/(losses) and impairment expenses are presented as separate line items in the income statement.

3.7.6.2. Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in the statement of profit or loss.

3.8 Consumables

Consumables are measured at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

Net realizable value is the estimated selling price in the ordinary course of business less, the estimated cost of completion and the estimated costs necessary to make the sale.

3.9 Cash & Cash Equivalents

Cash and cash equivalents comprise cash in hand and bank, other short-term highly liquid investments with original maturities of three months or less from the date of acquisition.

LIABILITIES AND PROVISIONS**3.10 Financial Liabilities**

Financial liabilities are initially recognized at fair value net of transaction costs and subsequently carried at amortized cost using effective interest method. They are included in current liabilities, except for maturities greater than 12 months after the end of the reporting date in which case they are classified as non-current liabilities.

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De-recognition

A financial liability is derecognised when the obligation under the liability is extinguished.

3.10.1 Subsequent Measurement

The measurement of financial liabilities depends on their classification as follows;

3.10.1.1 Other Financial Liabilities

After initial recognition, interest bearing loans and borrowings are subsequently measured at amortized cost using the effective interest rate method. Gains and losses are recognised in the income statement when the liabilities are derecognised as well as through the effective interest rate method (EIR) amortization process.

Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortization is included in finance costs in the income statement.

3.10.1.2 Provisions, Commitments and Contingencies Accounting Policy

Provisions are recognized when the group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Group expects some or all of a provision to be reimbursed the reimbursement is recognized as a separate asset when the reimbursement is virtually certain. The expense relating to provision is presented in Income Statement net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognized as a finance cost.

Provisions are calculated based on the historical experience and the specific terms in the individual cases. The Group arrives at an estimate on the basis of an evaluation of the most likely outcome.

All known provisions have been accounted for in preparing the Financial Statements.

Contingent Liabilities are possible obligations whose existence will be confirmed only by uncertain future events or present obligations where the transfer of economic benefit is not probable or cannot be readily measured. All contingent liabilities are disclosed as a Note to the Financial Statements unless the outflow of resources is remote.

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SLBFE

Following court cases filed by the employees and outsiders against the SLBFE are pending and there is a total contingent liability of Rs.35,736,168.00

Case no	Compensation expects from SLBFE (Lkr)
SC/FR/39/17	-
DC/1852/13	10,000,000/-
DC 3895	10,000,000/-
SCSPL/LA/277/24	-
SC/FR/284/24	-
CA/WRIT/235/23	-
CA/WRIT/456/23	-
DSP/151/2023	5,736,168/-
WP/HCCA/COL/74/24	10,000,000/-
CA/WRIT/295/22	-
CA/WRIT/263/21	-
HCMCA/66/23	-
අභි/6425/22(25823)	-
අභි/6420/22(25821)	-
අභි/6426/22(25830)	-
අභි/03/2019/(91163)	-
අභි/6421/22/(25822)	-
HCMCA/68/23	-
82546/A/PHI	-

Tax Assessments

There is pending Income tax matter relating to year 2019/2020 amounting to Rs.32, 369,631.00. SLBFE has made an appeal to Tax Appeal Commission in this regard. However no provision has been made in financial statement as the liability has not been finalized.

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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3.11 Retirement Benefit Obligations

3.11.1 Defined benefit plan – Retirement Gratuity

The Liability recognized in the Statement of Financial Position in respect of defined benefit plan is the present value of defined benefit obligation at the reporting date. The defined benefit obligation is calculated annually by independent actuaries using Projected Unit Credit (PUC) method as recommended by LKAS 19 - "Employee Benefits". Re-measurements, comprising of actuarial gains and losses, are recognized immediately in the Statement of Financial Position with a corresponding debit or credit to retained earnings through OCI in the period in which they occur re-measurements are not reclassified to profit or loss in subsequent periods.

The Group recognizes the changes in the defined benefit liability attributable to the service costs (current service costs and any past service costs) and interest expense in the profit or loss. Key assumptions used in determining the defined benefit obligation are given in Note 3.11.4

Defined benefit plan liability has not been externally funded by the SLBFE as well as subsidiary of the Group. However investments are allocated for the settlement of liability.

According to the Payment of Gratuity Act No. 12 of 1983, the liability for gratuity payment to an employee arises only after the completion of five years of continued service.

3.11.2 The following table shows reconciliation from the opening balances to the closing balances for the net defined benefit liability:

As at 31 December	Group 2024 LKR	Group 2023 LKR	SLBFE 2024 LKR	SLBFE 2023 LKR
Balance at the beginning of the year	356,681,362	275,722,863	359,049,937	270,845,609
Current service cost	22,854,999	13,095,064	21,992,914	12,755,528
Interest cost	47,128,554	49,630,116	46,676,491	48,752,210
Actuarial (Gains)/Losses	73,397,417	63,422,020	73,010,628	62,490,701
	500,062,332	401,870,063	427,719,339	394,844,048

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3.11.3 Expense recognized in the Statement of Profit or Loss and Other Comprehensive Income

As at 31 December	Group 2024 LKR	Group 2023 LKR	SLBFE 2024 LKR	SLBFE 2023 LKR
Current service cost	22,854,999	13,095,064	21,992,914	12,755,528
Interest cost	47,128,554	49,630,116	46,676,491	48,752,210
Actuarial (gains)/losses recognized in other comprehensive income	73,397,417	63,422,020	73,010,628	62,490,701
Expenses recognized in the Income Statement	143,380,970	120,147,200	141,680,033	123,998,439

3.11.4 Key assumptions and quantitative sensitivity analysis

The costs of the defined benefit plan are determined using actuarial valuations and it involves making various assumptions. These include the determination of the discount rate, future salary increases, staff turnover and retirement age (mortality in service). Due to the complexities involved in the valuation and its long-term nature, a defined benefit obligation is highly sensitive to changes in these assumptions. All assumptions are reviewed at each reporting date.

The key assumptions and their sensitivity analyses are discussed further below:

3.11.4.1 SLBFE

An independent actuarial valuation of the retirement benefit obligation was carried out as at 31 December 2024 by professional actuaries - Messrs Actuarial & Management Consultants (Pvt) Ltd.

The valuation method used by the Actuaries to value the Retirement Benefit Obligation is the "Projected Unit Credit Method". The method recommended by the LKAS 19 - "Employee Benefits".

The Principal assumptions used in determining the cost of employee benefits were:

Description	2024	2023
Discount rate (%)	13 p.a	13 p.a
Expected annual average salary increment rate (%)	10	10
Staff turnover factor (%)	4	3
Retirement age (Years)	60	60

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3.11.4.2 Group

Sri Lanka Foreign Employment Agency (Pvt) Ltd

An actuarial valuation of the provision for employee benefits was carried out as at 31 December 2024 by Actuarial and Management Consultants (Private) Limited. The valuation method used by the Actuaries to value the Employee Benefit Obligation is the "Projected Unit Credit Method". The method recommended by the LKAS 19 - "Employee Benefits".

The principal assumptions used in determining the employee benefits obligation were:

Description	2024	2023
Discount rate (%)	11	18
Staff turnover factor (%)	3	3
Retirement age (Years)	60	60

03.11.4.3 Sensitivity of assumptions used

A quantitative sensitivity analysis for significant assumptions as at 31 December is, as shown below:

Effect on the defined benefit obligation liability

Description	SLBFE	
	2024 (LKR)	2023 (LKR)
Increase by one percentage point in discount rate	443,612,205	337,085,710
Decrease by one percentage point in discount rate	503,586,199	383,668,142

The sensitivity analyses above have been determined based on a method that extrapolates the impact on the defined benefit obligation as a result of reasonable changes in key assumptions occurring at the end of the reporting period. The sensitivity analyses are based on a change in a significant assumption, keeping all other assumptions constant. The sensitivity analyses may not be representative of an actual change in the defined benefit obligation as it is unlikely that changes in assumptions would occur in isolation of one another.

3.11.5 Defined Contribution Plans- Employee Provident Fund & Employee Trust Fund

SLBFE contributes to Employees' Provident Fund contribution and Employees' Trust Fund contribution is covered by relevant contribution funds in line with respective regulation. Obligations for contributions to the plans covering the employees are recognized as an expense in the income statement.

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Employees' Provident Fund

SLBFE and Employees contribute to provident fund at 15% and 10% respectively on the salary which is liable for EPF.

Employees' Trust Fund

SLBFE contributes 3% on liable salary to the Employees' Trust Fund.

3.12 Government Grants

3.12.1 Grants related to Asset

For the construction of Hali -ela, Katharagama and Rathnapura Training centres, Treasury has granted Rs.691, 161,789.

Up to year 2017, Government grants related to assets were recorded under equity and expected to recognize to income statement on a systematic basis over the useful life of the asset once the asset is ready for the intended use.

However, in the year 2018 it was instructed to consider the grants as a part of capital contribution of the SLBFE by the treasury. Required changes were made accordingly.

3 passport scanners and stamp reader 10 nos have been received as a grant in Year 2023 at the cost of Rs.970,039.00 from republic of Korea and Diamond International (Lanka) Pvt Ltd.

INCOME AND EXPENSES

3.13 Revenue Recognition

a) Fee Income

Revenue from rendering of services is recognised in the Statement of Profit or Loss when each performance obligations are satisfied by transferring promised service to the customer. This includes Recruitment Fees, Facility Fees, License Fees, Cess, Korean Administration and Re-entry fees, Korean promotional fees, Korean Training Fees and other training fees and all overseas mission income.

b) Interest income

For all financial instruments measured at amortized cost, interest income or expense is recorded using the effective interest rate (EIR), which is the rate that exactly discounts the estimated future cash payments or receipts through the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset or liability. Interest income is included in finance income in the income statement.

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c) Other Income

Other income is recognised on an accrual basis.

3.14 Expenses

All expenditures incurred in the running of the operations of SLBFE have been charged to income in arriving at the profit for the year irrespective of the payments made.

3.15 Welfare Fund (WF)

To be in line with the Section 45 of the Act No. 21 of 1985, SLBFE has established the Welfare Fund (WF) for the benefit of the employees who are working in outside Sri Lanka. It has specified the income and expenses need to be incurred by the WF. Further to that SLBFE has maintained a separate bank account to record the income and expenses to be in line with Act.

As per the meeting convened on 31.08.1997 by former H.E.the President, Mrs.Chandrika Bandaranaike Kumarathunge, it was highlighted the establishment of a special fund for welfare activities for Sri Lankan Workers considering the difficulties and hardships specially faced by the female domestic workers and also to provide funds from the Government if the sources of funds are not desirable. As per the Cabinet Memorandum No.15/98dated 21.04.1998 submitted by the former Hon. Minister of Labor it was decided to utilize the provisions available for Welfare Fund in section 45 of the SLBFE Act No. 21 of 1985.Accounting Circular No.01 of 1999 issued by Mr. Lionel Fernando, Secretary Ministry of Foreign Affairs contains provision pursuant to Workers Welfare Fund. According to the said circular, under Section 4, receipts to the Workers Welfare Fund were listed and also under Section 5payments of the Workers Welfare Fund were listed.Accordingly, Income and expenses of WF are as follows.

Income

- All donations and contributions received from Sri Lankan employed outside Sri Lanka, foreign employers and licensees, and any other party should be accounted as income for WF
- Contributions from SLBFE
- 10% of the recruitment fee of each individual – Sri Lanka Bureau of Foreign Employment (Amendment) Act No. 4 of 1994.
- Training Fees
- Fees collected by overseas missions (under labour contract agreement system)
- Investment income and other

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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Expenditure

- Implementation of rehabilitation programmes for Sri Lankans who return to Sri Lanka after employed outside Sri Lanka.
- Provision of guidance and information to the families of Sri Lankans employed outside Sri Lanka.
- Training and orientation of Sri Lankans recruited for employment outside Sri Lanka.
- Provision of assistance to Sri Lankans employed outside Sri Lanka and their families.
- Expenses related to overseas missions such as salaries, travelling, capital expenditure, repatriation cost, rent, food and medicine, Legal fees and other welfare expenditure.
- 5% of the expenses incurred by the SLBFE and which cannot be directly identifiable for WF such as salaries and wages, printing and stationery, maintenance cost, utility charges etc. as recommended by the Department of Public Enterprises.

3.16 BUREAU FUND

This fund was established under the provisions of the Sri Lanka Bureau of Foreign Employment Act No.21 of 1985 as amended by Act No. 4 of 1994 and Act No. 56 of 2009. The movement and composition of the “Fund” presented under the Statement of Changes in Equity consists of the following and are in aligning to the Requirements of the said act.

There shall be paid into the Fund

- Any funds provided to the Bureau by the Government by way of grant, loan or otherwise;
- The proceeds of any cess levied and collected under this Act;
- All sums received by the Bureau by way of fees and charges;
- All sums received by the Bureau as income from any investments made by the Bureau;
- All sums received by the Bureau in the exercise, performance and discharge of its powers, duties and functions.

There shall be paid out of fund

- The remunerations payable to the Directors;
- The salaries payable to officers, servants and employees of the Bureau;
- Any allowances payable to the representatives of the Bureau; and
- All sums required to defray any expenditure incurred by the Bureau in the exercise, performance and discharge of its powers, duties and functions.

According to the above, SLBFE has shown income and expenditure of Welfare Fund and the Bureau fund in a separate note (note no.6.1) and assets and liabilities separately in a separate balance sheet from the year 2023 financial statements in addition to the notes for assets & liabilities for disclosure purpose and there is a separate column for WF under the Statement of Changes in Equity to show during the year changes to the WF as well.

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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4 REVENUE

Description	2024	2023	2024	2023
	Group	Group (Restated)	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Recruitment Fees - Agency	656,400,518	711,438,184	656,400,518	711,438,184
Recruitment Fees - Individual	2,188,921,354	1,774,483,577	2,188,921,354	1,774,483,577
Korean Recruitment promotion Fees	204,256,859	279,138,716	204,256,859	279,138,716
Facilities Fees	63,315,005	59,549,881	63,315,005	59,549,881
License Fees	127,476,285	114,283,047	127,576,285	114,383,047
Cess Income	674,711,130	985,901,274	675,328,785	986,018,458
Korean Administration Fees	24,106,477	26,794,756	24,106,477	26,794,756
Re-Entry Korean Fees	13,695,744	25,520,361	13,695,744	25,520,361
Korean Training Fees	102,750,415	118,896,424	102,750,415	118,896,424
Training Income	260,282,340	248,113,646	260,282,340	248,113,646
Israel Programme Income (Note 04.1)	1,326,403,876	124,224,158	1,326,403,876	124,224,158
Income from Overseas Mission (Sub Not 04.2)	2,743,033,302	3,622,967,476	2,743,033,302	3,622,967,476
Recruiting Income	57,488,324	653,363,446	-	-
	8,442,841,628	8,744,674,946	8,386,070,959	8,091,528,684

In the case of agency recruitment facilities fees & recruitment fees are calculated as follows:

FEES PAYABLE (RS.)	FACILITIES FEES (RS.)	RECRUITMENT FEES (RS.)	AGENCY PORTION (70%) RS.
18,200	200	5,400	12,600

4.1 Israel Programme Income

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Israel Agriculture Processing fee	283,355,488	51,768,259	283,355,488	51,768,259
Israel care Giving Processing Fees	117,980,466	72,455,899	117,980,466	72,455,899
Israel Construction Processing Fees	925,067,922	-	925,067,922	-
	1,326,403,876	124,224,158	1,326,403,876	124,224,158

4.2 Income from Overseas Mission

Description	2024 Group Rs.	2024			2023
		Bureau	WWF	Total	Total
		Rs.	Rs.	Rs.	Rs.
Credibility Assessment	89,149	-	89,149	89,149	6,053,405
Job Order Approvals	206,093,347	-	206,093,347	206,093,347	234,272,037
Verification/Registration of Employment	1,446,475,231	-	1,446,475,231	1,446,475,231	1,451,594,530
Non Refundable Deposit	403,906,145	-	403,906,145	403,906,145	820,054,700
Renewal of SLBFE registration fee	79,255,255	70,942,105	8,313,149	79,255,255	88,990,136
Foreign Agency Renewal Fee	21,640,430	-	21,640,430	21,640,430	18,650,823
Insurance Claims Received	13,494,754	-	13,494,754	13,494,754	278,700
Sundry Income	10,195,243	-	10,195,243	10,195,243	2,478,327
Contract Registration fee	561,883,748	-	561,883,748	561,883,748	1,000,594,818
	2,743,033,302	70,942,105	2,672,091,196	2,743,033,302	3,622,967,476

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5 OTHER OPERATING INCOME

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Commission from Insurance(Local & Foreign)	-	72,091,357	-	72,091,357
Sundry Income (Sub Not 05.1)	632,508,286	1,996,841,386	449,162,788	1,924,286,115
	632,508,286	2,068,932,743	449,162,788	1,996,377,471

5.1 Sundry Income

Description	2024 Group Rs.	2024			2023
		Bureau	W.W.Fund .	Total	Total
		Rs.	Rs.	Rs.	Rs.
Registration of Suppliers	-	-	-	-	86,479
Disposal of Fixed Assets	-	-	-	-	5,486,461
Non Refundable Deposit from Suppliers (Tender)	856,771	856,771	-	856,771	1,519,464
Sale of Korean Books	3,750	3,750	-	3,750	10,500
75% of Court Deposit Under 69(B) 1 of Act No.56 of	8,055,531	-	8,055,531	8,055,531	7,239,963
Korean Examination Fees Income	262,606,962	262,606,962	-	262,606,962	362,425,917
Collection From Nanasala	3,717,568	3,717,568	-	3,717,568	3,853,606
NVQ Charges	19,095,556	19,095,556	-	19,095,556	20,091,943
Blacklisting of Housemaid & Lifting Blacklisting	821,869	821,869	-	821,869	709,458
Korean Trainee Uniforms	3,744,901	3,744,901	-	3,744,901	5,183,034
Building Rent	312,331	312,331	-	312,331	271,304
Labour Receiving Commission from Japan	20,836,199	-	20,836,199	20,836,199	21,452,086
Processing Fee for Recruitment UAE & Oman	81,101,215	81,101,215	-	81,101,215	66,625,899
Rent Income - SLBFE Auditorium	1,325,315	1,325,315	-	1,325,315	2,603,250
Grants Received	273,118	273,118	-	273,118	150,686
Alternative awareness programme-Covid	-	-	-	-	9,859,276
Facility Fees of Honkong Flight Attendant post	250,339	250,339	-	250,339	-
Reservation Charges-Kataragama	2,030,927	2,030,927	-	2,030,927	1,438,174
Korean Bond Withdrawal	26,681,845	26,681,845	-	26,681,845	23,336,803
Other Sundry Income	17,448,591	17,448,591	-	17,448,591	1,391,941,812
Sundry Income Total	449,162,788	420,271,058	28,891,730	449,162,788	1,924,286,115

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6 EXPENSES

STAFF COST

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Salaries and Wages	1,350,949,212	1,126,203,154	1,329,556,378	1,105,064,289
Staff Welfare	350,422,968	207,231,831	345,716,908	205,833,351
EPF & ETF	137,386,746	117,257,796	135,114,206	115,330,576
Reim.of Interest on Housing Loans	7,263,199	8,590,850	7,263,199	8,590,850
Bonus	164,340,448	148,021,872	161,343,698	145,323,642
Overtime	211,717,114	148,864,841	208,942,574	145,831,049
Travelling	93,001,543	37,233,748	93,001,543	37,233,748
Gratuity	69,983,553	62,725,180	68,669,405	61,507,738
Staff Loan Expenses	50,452,406	42,422,362	50,452,406	42,422,362
Staff Training	36,804,149	8,906,435	36,469,108	8,536,435
	2,472,321,338	1,907,458,069	2,436,529,425	1,875,674,039

ESTABLISHMENT EXPENSES

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Printing, Stationery and Consumables	91,352,151	92,069,211	89,051,170	86,975,356
Telephone & Postage	81,015,759	68,883,497	79,790,308	67,729,697
Rent	372,419,223	320,582,034	372,419,223	320,582,034
Maintenance of Premises	143,701,728	77,162,294	142,103,148	76,170,854
Audit Fees	2,655,499	3,356,900	2,246,500	3,074,000
Electricity Charges	117,014,577	116,679,358	115,323,574	115,198,557
Cost of piece rate works	1,808,345	1,573,300	1,808,345	1,573,300
Security Charges	70,408,319	73,165,894	69,171,576	72,254,149
Directors' Fees and Travelling	1,515,416	1,380,568	1,082,005	994,619
Kataragama circuit Bungalow Other Expenses	40,755	-	40,755	-
Water Charges	69,028,145	28,348,033	68,742,726	28,086,185
Consultancy and Legal Fees	16,173,680	10,273,872	15,995,015	9,428,168
	967,133,597	793,474,961	957,774,345	782,066,919

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OPERATIONAL EXPENSES

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Depreciaton of Fixed Assets	426,908,924	235,772,091	420,678,766	228,894,253
Motor Vehicle Maintenance	184,774,049	126,556,550	179,548,596	117,429,274
Hiring of Vehicles	94,983,157	27,955,404	94,983,157	27,955,404
Computer Maintenance	17,510,076	27,015,907	16,760,496	26,588,632
Maintenance of Office Equipment	32,398,229	28,347,262	32,198,804	24,097,055
News papers and periodicals	1,324,395	1,545,724	1,292,165	1,513,624
Bad Debtors	1,912,620	207,000	1,912,620	207,000
Donation	5,000	100,794,727	-	100,794,727
Loss of Sale on Fixed Assets	-	242,718	-	242,718
Medical Insurance	-	2,232,230	-	-
Recruiting Cost	-	466,910,526	-	-
Miscellaneous Expenses	3,737,312	4,155,868	608,705	1,174,252
	763,553,763	1,021,736,008	747,983,310	528,896,940

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ADVERTISEMENT & PUBLICITY

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Advertisement Expenses	119,203,977	57,385,145	118,775,769	57,385,145
Cost of TV Programmes	4,270,778	30,632,283	4,270,778	30,632,283
Cost of Radio Programmes	26,209,357	16,626,087	26,209,357	16,626,087
Awareness Programmes	15,929,712	10,784,751	15,929,712	10,784,751
	165,613,825	115,428,265	165,185,616	115,428,265

BUSINESS PROMOTION EXPENSES

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Business Promotion	555,861,054	53,894,095	546,867,198	37,335,686
Market Promotional Activities	1,561,087	1,793,409	1,561,087	1,793,409
Receiving Delegation from Lab.Reci.Countries	684,743	3,054,538	684,743	3,054,538
Recruitment for Japan Programme	1,867,016	1,449,194	1,867,016	1,449,194
Expenses on Korean Projects and Recruitment	16,367,694	21,996,257	16,367,694	21,996,257
Recruitment for Israel Programme	6,795,630	1,714,507	6,795,630	1,714,507
Awarding Ceremony	-	13,462,505	-	13,462,505
Seminars and Workshops	287,468	1,371,296	287,468	1,371,296
	583,424,692	98,735,800	574,430,837	82,177,391

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WELFARE OTHER EXPENSES

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Training Activities	267,383,572	221,394,265	267,383,572	221,394,265
Cost of Insurance of Migrant Workers	349,000,329	430,282,026	349,000,329	430,282,026
Scholarship to Childrens' of Migrant Employees	85,598,538	57,366,900	85,598,538	57,366,900
Distribution of School Books	307,986,133	12,037,270	307,986,133	12,037,270
Sending Delegation to Labour Receiving Countries	280,007	3,297,801	280,007	3,297,801
Food, Medical & Other Expenses Migrant workers	39,971,853	38,492,263	39,971,853	38,492,263
Welfare Centre - Seeduwa	10,589,683	11,255,036	10,589,683	11,255,036
Conciliation & Other welfare work local and Foreign	991,191	3,447,180	991,191	3,447,180
Social Welfare Program for Migrant Workers	11,846,038	19,954,015	11,846,038	19,954,015
Housing Program for disabled Migrant Workers	1,928,995	353,075	1,928,995	353,075
Welfare Facilities to the Migrant Workers	129,607,977	41,188,136	129,607,977	41,188,136
Foreign Travel on Overseas Audit	-	9,950,327	-	9,950,327
Special Award of Funeral Expenses	12,640,000	11,510,000	12,640,000	11,510,000
Medical Bill for Migrant Workers	7,767,561	9,719,600	7,767,561	9,719,600
International Migrant Day	4,121,714	3,809,277	4,121,714	3,809,277
Providing Bus fair & Refreshment	16,828,524	2,233,395	16,828,524	2,233,395
Medical Camp to the Mig. Workers and their Families	400,614	3,115,960	400,614	3,115,960
Assistance for migrants & Other families	57,001,439	155,431,553	57,001,439	155,431,553
Overseas Mission - other expenses	7,821,836	1,411,205	7,821,836	1,411,205
	1,311,766,003	1,036,249,283	1,311,766,003	1,036,249,283

Finance & Other Expenses

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Finance Charges	24,096,512	16,881,692	23,949,187	6,149,314
Interest Expenses on Leases	3,365,777	10,437,636	3,365,777	10,437,636
Interest on Migrant Workers' Contributions	726,426	1,580,707	726,426	1,580,707
Foreign Exchange Loss	800,592,278	678,747,409	799,641,231	680,814,066
	828,780,993	707,647,444	827,682,621	698,981,723

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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Seperation of Income and Expenses between Bureau Fund and Welfare Fund (WF) (cont..)

Description	2024			2023
	Bureau Rs.	WWF Rs.	Total Rs.	Rs.
6.1 Staff Costs				
Salaries & Wages	868,784,769	460,771,609	1,329,556,378	1,105,064,289
Staff Welfare	305,040,359	40,676,549	345,716,908	205,833,351
E.P.F. & E.T.F.	128,358,496	6,755,710	135,114,206	115,330,576
Reim. of Interest on Housing Loans	6,900,039	363,160	7,263,199	8,590,850
Bonus	153,276,513	8,067,185	161,343,698	145,323,642
Overtime	174,686,911	34,255,664	208,942,574	145,831,049
Travelling	47,072,123	45,929,420	93,001,543	37,233,748
Gratuity	65,235,935	3,433,470	68,669,405	61,507,738
Staff Loan Expenses-SLFRS	50,452,406	-	50,452,406	42,422,362
Staff Training	34,641,805	1,827,303	36,469,108	8,536,435
	1,834,449,356	602,080,069	2,436,529,425	1,875,674,039
Establishment Expenses				
Printing ,Stationery & Consumable	76,070,555	12,980,616	89,051,170	86,975,356
Telephone & Postage	55,126,105	24,664,203	79,790,308	67,729,697
Rent	83,808,201	288,611,022	372,419,223	320,582,034
Maintenance of Premises	122,642,498	19,460,649	142,103,148	76,170,854
Audit Fees	2,134,175	112,325	2,246,500	3,074,000
Electricity	75,458,957	39,864,616	115,323,574	115,198,557
Cost of piece rate work	1,650,250	158,095	1,808,345	1,573,300
Security Charges	59,482,433	9,689,143	69,171,576	72,254,149
Directors Fees & Travelling	1,011,755	70,250	1,082,005	994,619
Kataragama circuit Bunglow Other Expensess	38,718	2,038	40,755	-
Water	8,962,851	59,779,876	68,742,726	28,086,185
Consultancy & Legal Fees	15,015,214	979,801	15,995,015	9,428,168
	501,401,710	456,372,634	957,774,345	782,066,919
Operational Costs				
Depreciation of Fixed Assets	378,816,756	41,862,010	420,678,766	228,894,253
Motor Vehicle Running Expenses	137,064,988	42,483,609	179,548,596	117,429,274
Hiring of Vehicles	74,742,380	20,240,777	94,983,157	27,955,404
Computer Running Expenses	15,052,528	1,707,968	16,760,496	26,588,632
Maintenance of Office Equipment	28,082,368	4,116,437	32,198,804	24,097,055
Newspapers & Periodicals	1,203,836	88,329	1,292,165	1,513,624
Bad debtors	1,816,989	95,631	1,912,620	207,000
Donation	-	-	-	100,794,727
Loss on Sale of Fixed Assets	-	-	-	242,718
Miscellaneous Expenses	168,358	440,347	608,705	1,174,252
	636,948,202	111,035,107	747,983,310	528,896,940

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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Description	2024			2023
	Bureau Rs.	WWF Rs.	Total Rs.	Rs.
6.1 Advertisement & Publicity				
Advertisements	112,772,858	6,002,911	118,775,769	57,385,145
Cost of T.V.Programmes	4,057,239	213,539	4,270,778	30,632,283
Cost of Radio Programmes	24,803,889	1,405,468	26,209,357	16,626,087
Awareness Programmes	12,740,484	3,189,228	15,929,712	10,784,751
	154,374,471	10,811,145	165,185,616	115,428,265
Business Promotion Expenses				
Business Promotion	541,742,921	5,124,277	546,867,198	37,335,686
Market promotional Activities	6,765	1,554,322	1,561,087	1,793,409
Recruitment for Japan Programme	802,391	1,064,625	1,867,016	1,449,194
Receiving Delegation From Lab.Reccr.Countries	684,743	-	684,743	3,054,538
Expenses of Korean project and Recruitment Expenses	16,367,694	-	16,367,694	21,996,257
Recruitment for Israel Programme	6,795,630	-	6,795,630	1,714,507
Awarding Ceremony	-	-	-	13,462,505
Seminars & Workshops	85,734	201,734	287,468	1,371,296
	566,485,878	7,944,958	574,430,837	82,177,391

Welfare Other Expenses	2024		2023
	WWF	Total	Rs.
Training Activities	267,383,572	267,383,572	221,394,265
Cost of Insurance of Migrant Workers	349,000,329	349,000,329	430,282,026
Scholarship to Children's of Migrant Employees	85,598,538	85,598,538	57,366,900
Distribution of School Books	307,986,133	307,986,133	12,037,270
Sending Delegation to Labour Receiving Countries	280,007	280,007	3,297,801
Food,Medical & Other Expenses Migrant workers	39,971,853	39,971,853	38,492,263
Welfare Centre - Seeduwa	10,589,683	10,589,683	11,255,036
Conciliation & Other welfare work local and abroad	991,191	991,191	3,447,180
Social Welfare Program for Migrant Workers	11,846,038	11,846,038	19,954,015
Housing Program for disabled Migrant Workers	1,928,995	1,928,995	353,075
Welfare Facilities to the Migrant Workers	129,607,977	129,607,977	41,188,136
Foreign Travel on Overseas Audit	-	-	9,950,327
Special Award Scheme of Funeral Expenses	12,640,000	12,640,000	11,510,000
Medical Bill for Migrant Workers	7,767,561	7,767,561	9,719,600
Providing Bus fair & Refreshment	16,828,524	16,828,524	2,233,395
Medical Camp to the Mig.Workers and Their Families	400,614	400,614	3,115,960
Assistance for migrants & Other families	57,001,439	57,001,439	155,431,553
International Migrant Day	4,121,714	4,121,714	3,809,277
Overseas mission - other expenses	7,821,836	7,821,836	1,411,205
	1,311,766,003	1,311,766,003	1,036,249,283

Finance & Other Expenses	2024			2023
	Bureau	WWF	Total	
Finance Charges	12,819,055	11,130,132	23,949,187	6,149,314
Interest Expenses on Leases	3,197,488	168,289	3,365,777	10,437,636
Interest on Migrant Workers' Contributions	-	726,426	726,426	1,580,707
Foreign Exchange Loss	17,091,481	782,549,749	799,641,231	680,814,066
	33,108,025	794,574,596	827,682,621	698,981,722

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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Expenditure

The expenses incurred by the Bureau on the Workers Welfare which can not be directly identifiable are apportioned on the following basis from the year 2005 as recommended by Public Enterprises Department of the General Treasury.

	Rate
Salaries & Wages	5%
Overtime	5%
E.P.F. & Wages	5%
Bonus	5%
Traveling & Subsistence	5%
Gratuity	5%
Staff Welfare & Training	5%
Compensation for employees	5%
Printing Stationery & Consumables	5%
Telephone & Postage	5%
Building Rent	5%
Maintenance of Premises	5%
Audit Fees	5%
Water & Electricity	5%
Security Charges	5%
Cost of Piece rate Work	5%
Director fees & Travelling	5%
Consultancy & legal fees	5%
Motor Vehicle running expenses	5%
Leasing of Vehicles	5%
Debit Tax	5%
Economic service Charges	5%
Computer running cost	5%
Maintenance of Equipment	5%
Financial Charges	5%
Newspapers & Periodicals	5%
Provision for Bad Debtors	5%
General Expenses	5%
Loss on Sale of Assets	5%
Advertisements	5%
TV & radio Programme	5%
Awareness Programme	5%

Deferred Expenditure

Expenditure which is deemed to have a benefit or relationship to more than one financial year is classified as deferred expenditure. Such expenditure is written off over the period, to which it relates, on a straight – line basis.

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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7 FINANCE INCOME

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Staff Loan Interest	74,998,983	65,373,724	74,746,223	65,082,138
Multipurpose Loan Interest	2,247,731	-	2,247,731	-
Interest on Savings / Fund Management	57,972,676	54,170,397	57,845,387	54,086,195
Interest on Fixed Deposit	1,709,030,011	2,749,773,060	1,669,311,567	2,696,333,585
	1,844,249,401	2,869,317,181	1,804,150,908	2,815,501,918

8 INCOME TAX

Description	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Current tax on profit for the year	886,824,253	1,860,209,884	822,689,558	1,795,727,224
Deferred Income Tax (release)/charge	(327,905,591)	900,788,604	(327,439,171)	899,095,114
Adjustment of Opening balance	(110,877,341)	-	(110,877,341)	-
Total	448,041,321	2,760,998,488	384,373,046	2,694,822,338
Deferred Tax on Actuarial (loss)/Gain	(21,903,188)	(18,747,210)	(21,903,188)	(18,747,210)
Deferred Tax impact on revaluation gain	-	180,278,756	-	180,278,756
	426,138,133	2,922,530,034	362,469,858	2,856,353,884

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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9 Intangible Asset
COST

GROUP

Description	As at 01.01.2024	Additions during the year	Revaluations during the year	Amotization during the year	As at 31.12.2024	As at 31.12.2023
Information System Program-SLFEA	1,701,026			-	1,701,026	1,701,026
IT Management System	1,500,000				1,500,000	1,500,000
Software License & Software	13,832,843	2,370,000	-	-	16,202,843	13,832,843
	17,033,869	2,370,000	-	-	19,403,869	17,033,869
Amotization						
Software License & Software-SLBFE		5,217,911			5,217,911	
Information System Program-SLFEA	1,500,000			-	1,500,000	1,500,000
IT Management System	1,701,026				1,701,026	1,701,026
Information System Program	113,220	-	-	-	113,220	113,220
	3,314,246	-	-	-	8,532,157	3,314,246
Written down value	13,719,623	-		-	10,871,712	13,719,623

9 Intangible Asset
COST

SLBFE

Description	As at 01.01.2024	Additions during the year	Revaluations during the year	Amotization during the year	As at 31.12.2024	As at 31.12.2023
Software License & Software-SLBFE	13,719,623	2,370,000	-	-	16,089,623	13,719,623
	13,719,623	2,370,000	-		16,089,623	13,719,623
Amotization						
Software License & Software-SLBFE	-	5,217,911.02	-	-	5,217,911.02	-
Written down value	13,719,623	-	-	-	10,871,712	13,719,623

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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10.1 RIGHT -OF-USE ASSETS

(a) Amounts recognised in the statement of financial position

GROUP

Description	Additions during the year	Additional/ Revaluations during the year	Disposal	As at 31.12.2024	As at 01.01.2024
Land	650,600,000	-		650,600,000	-
Motor Vehicles	-	-	-	410,675,000	410,675,000
Total	650,600,000	-	-	1,061,275,000	410,675,000
Accumulated Depreciation					
Land	-	23,316,039		23,316,039	-
Motor Vehicles	-	102,953,941	-	102,953,941	-
Total	-	126,269,980	-	126,269,980	-
As at 31.12.2024				935,005,020	410,675,000

SLBFE

Description	Additions during the year	Additional/ Revaluations during the year	Disposal	As at 31.12.2024	As at 01.01.2024
Land	650,600,000	-	-	650,600,000	-
Motor Vehicles	-	-	-	410,675,000	410,675,000
Total	650,600,000	-	-	1,061,275,000	410,675,000
Accumulated Depreciation					
Land	-	23,316,039	-	23,316,039	-
Motor Vehicles	-	102,953,940.98	-	102,953,941	(0)
Total	-	126,269,980	-	126,269,980	(0)
As at 31.12.2024				935,005,020	410,675,000

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
As At 31 December 2024

10.2 PROPERTY, PLANT AND EQUIPMENT - GROUP

Description	As at 01.01.2024	Additions during the year	Revaluations during the year	Transfer of Depreciation during the year	As at 31.12.2024	As at 31.12.2023
At Cost / valuation						
Free Hold Land	1,175,217,481	-	-	(650,600,000)	524,617,481	1,175,217,481
Building	2,242,364,087	-	-	-	2,242,364,087	2,242,364,087
Partitioning Works	15,369,820	(0)	-	-	15,369,820	15,369,820
Motor Vehicle	270,678,050	-	-	-	270,678,050	270,773,724
Furniture & Other Office Equipment	62,606,542	20,424,595	1,280,066	(180,446)	84,130,757	62,510,867
Wooden & Steel Furniture	189,463,063	29,833,862	-	-	219,296,924	189,463,063
Computers	102,708,239	35,278,576	-	-	137,986,815	102,708,239
Electrical Goods & Accessories	145,267,492	3,339,263	-	-	148,606,754	145,267,492
Sundry Equipment	19,187,075	2,361,682	-	-	21,548,757	19,187,075
Training Equipments	7,409,856	1,838,217	-	-	9,248,073	7,409,856
Total	4,230,271,704	93,076,194	1,280,066	(650,780,446)	3,673,847,518	4,230,271,703
Accumulated Depreciation						
On Cost / Valuation						
Building	30,816,372	149,825,076	-	-	180,641,448	30,816,372
Partitioning Works	6,110,442	932,358	-	-	7,042,800	6,110,442
Motor Vehicle	125,611,606	40,144,734	-	-	165,756,341	125,611,606
Furniture & Other Office Equipment	44,876,109	8,702,741	-	-	53,578,851	44,876,109
Wooden & Steel Furniture	18,361,925	37,059,978	-	-	55,421,903	18,361,925
Computers	22,432,870	33,218,860	-	-	55,651,731	22,432,870
Electrical Goods & Accessories	151,993	36,804,797	-	-	36,956,790	151,993
Sundry Equipment	0	6,740,416	-	-	6,740,416	0
Training Equipments	7,408,376	21,822	-	-	7,430,198	7,408,376
	255,769,695	313,450,784	-	-	569,220,479	255,769,696
Written Down Value	3,974,502,010				3,104,627,040	3,974,502,008

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
As At 31 December 2024

10.2 PROPERTY PLANT AND EQUIPMENT SLBFE

Description	As at 01.01.2024	Additions during the year	Revaluations during the year	Transfer during the year	As at 31.12.2024	As at 31.12.2023
At Cost / valuation						
Free Hold Land	908,950,000.00	-	-	(650,600,000)	258,350,000	908,950,000
Building	2,198,103,398	-	-	(152,541,000)	2,045,562,398	2,198,103,398
Partitioning Works	8,098,192	-	-	-	8,098,192	8,098,192
Motor Vehicle	140,025,000	-	-	-	140,025,000	140,025,000
Furniture & Other Office Equipment	3,642,350	14,197,323	-	-	17,839,674	3,642,350
Wooden & Steel Furniture	121,883,474	14,996,753	-	-	136,880,227	121,883,474
Computers	74,180,600	23,777,195	-	-	97,957,795	74,180,600
Electrical Goods & Accessories	117,292,825	1,236,112	-	-	118,528,937	117,292,825
Sundry Equipments	9,316,575	82,230	-	-	9,398,805	9,316,575
Total	3,581,492,413	54,289,614	-	(803,141,000)	2,832,641,027	3,581,492,413
Accumulated Depreciation						
On Cost / Valuation						
Building	-	136,749,634	-	-	136,749,634	-
Partitioning Works	-	812,069	-	-	812,069	-
Motor Vehicle	-	35,103,490	-	-	35,103,490	-
Furniture & Other Office Equipment	-	4,042,816	-	-	4,042,816	-
Wooden & Steel Furniture	-	26,292,349	-	-	26,292,349	-
Computers	-	29,649,635	-	-	29,649,635	-
Electrical Goods & Accessories	-	29,586,454	-	-	29,586,454	-
Sundry Equipments	-	3,122,168	-	-	3,122,168	-
Total	-	265,358,615	-	-	265,358,615	-
Written Down Value	3,581,492,413				2,567,282,412	3,581,492,413

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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10.2 PROPERTY, PLANT AND EQUIPMENT - Welfare Fund (WF)

Description	As at 01.01.2024	Additions during the year	Revaluations during the year	Transfer during the year	As at 31.12.2024	As at 31.12.2023
At Cost / valuation						
Land	209,567,480			-	209,567,480	209,567,480
Buildings	26,590,359		-	152,541,000	179,131,359	26,590,359
Partitioning Works	7,271,628	(0)	-	-	7,271,628	7,271,628
Motor Vehicles	114,008,050	-	-	-	114,008,050	114,008,050
Furniture & Other Office Equipments	34,202,215	3,701,553	-	-	37,903,769	34,202,215
Wooden & Steel Furniture	67,579,587	14,837,108	-	-	82,416,695	67,579,587
Computers	28,527,639	11,501,381	-	-	40,029,020	28,527,639
Electrical Goods & Accessories	27,974,667	2,103,151	-	-	30,077,818	27,974,667
Sundry Equipments	9,870,500	2,279,452	-	-	12,149,952	9,870,500
Training Equipment	7,409,856	1,838,217	-	-	9,248,073	7,409,856
Total	533,001,982	36,260,862	-	-	721,803,844	533,001,982
Accumulated Depreciation on Cost / Valuation						
Buildings	21,937,046	12,191,925	-	-	34,128,972	21,937,046
Partitioning Works	6,110,442	120,289	-	-	6,230,732	6,110,442
Motor Vehicles	111,394,002	2,613,849	-	-	114,007,851	111,394,002
Furniture & Other Office Equipments	30,340,214	1,740,680	-	-	32,080,893	30,340,214
Wooden & Steel Furniture	18,361,925	10,767,629	-	-	29,129,554	18,361,925
Computers	22,432,870	3,569,225	-	-	26,002,096	22,432,870
Electrical Goods & Accessories	151,993	7,218,343	-	-	7,370,336	151,993
Sundry Equipments	-	3,618,248	-	-	3,618,248	-
Training Equipment	7,408,375	21,822	-	-	7,430,197	7,408,375
Total	218,136,869	41,862,010	-	-	259,998,879	218,136,869
Written Down Value	314,865,114				461,804,965	314,865,114

Fixed Assets were physically verified and revaluated as at 31.12.2023 by a chartered valuer except Fixed assets in overseas Missions. Total verification reports and valuation reports were certified by the valuer and values are in forced sale value. All revalued items are stated in Financial Statements in revalued amounts and Fixed Assets in missions are reflected in written down value. Arrangements will be made to revalue the assets in missions in due course.

10.3 Capital Work in Progress

Capital expenditure incurred in connection with the construction works is shown at cost.

Description	2024 SLBFE Rs.	2023 SLBFE Rs.
WIP - Mathugama	3,884,584	3,884,584
WIP - Homagama	736,740	736,740
Total	4,621,324	4,621,324

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11 INVESTMENT IN SUBSIDIARIES

	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Sri Lanka Foreign Employment Agency (Private) Ltd	-	-	5,000,000	5,000,000
	-	-	5,000,000	5,000,000

A sum of Rs.5,000,000/- invested in fully owned subsidiary namely Sri Lanka Foreign Employment Agency (Pvt) Ltd.

12.1 STAFF LOANS

	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Distress Loans	431,754,441	369,675,716	421,369,389	362,848,341
Vehicle Loans	94,056,127	79,339,375	85,578,443	79,339,375
Festival Advances	193,950	182,700	193,950	182,700
Interest Free Loans	500,000	-	500,000	-
Instant Loan to Staff	3,741,432	2,276,775	3,495,750	2,276,775
Pilgrimage Loan	74,800	-	74,800	-
	530,320,750	451,474,566	511,212,332	444,647,190
Staff Loan- Long Term	380,609,070	326,202,314	380,609,070	326,202,314
Staff Loan-Short Term	149,711,680	125,272,252	130,603,262	118,444,876
	530,320,750	451,474,566	511,212,332	444,647,190

12.2 Pre paid Staff Loan

	2024	2023	2024	2023
	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Pre paid Distress Loans	107,142,612	121,554,266	107,142,612	121,554,266
Pre paid Vehicle Loans	21,419,516	21,513,585	21,419,516	21,513,585
	128,562,128	143,067,851	128,562,128	143,067,851

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
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13 FINANCIAL ASSETS

	2024	2023	2024	2023
Financial Assets	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Fixed Deposits - (Bureau/wwf/Kuwait)	22,200,797,325	19,190,308,207	21,831,512,270	18,888,099,817
	22,200,797,325	19,190,308,207	21,831,512,270	18,888,099,817
Less : Matured within 3 month	(1,660,586,970)	(1,183,288,370)	(1,660,586,970)	(1,183,288,370)
	20,540,210,355	18,007,019,837	20,170,925,300	17,704,811,447
Short Term -Fixed Deposits	22,200,797,325	19,190,308,207	21,831,512,270	18,888,099,817
Less : Matured within 3 month	(1,660,586,970)	(1,183,288,370)	(1,660,586,970)	(1,183,288,370)
	20,540,210,355	18,007,019,837	20,170,925,300	17,704,811,447
	20,540,210,355	18,007,019,837	20,170,925,300	17,704,811,447

14 INVENTORIES

	2024	2023	2024	2023
Consumable Items	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Consumable Items	125,614,391	17,702,992	125,341,976	17,430,577
	125,614,391	17,702,992	125,341,976	17,430,577

Consumable items consist of stationery items, motor vehicle maintenance items, staff welfare items, sathosa Vucher and Printing accessories.etc.

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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15 PREPAYMENTS & OTHER RECEIVABLES

	2024	2023	2024	2023
	Group	Group (Restated)	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
Bureau				
Interest Receivable on Investments	117,877,141	190,077,607	102,629,338	163,727,325
Refundable Deposits	10,189,929	9,316,472	9,860,879	9,017,422
Other Receivables	33,787,626	16,452,912	15,320,702	8,185,968
Pre-payments	1,381,389	4,879,264	1,381,389	4,879,264
Salary Advances	38,971	10,971	38,971	10,971
Advance Payment for Kahagolla land	52,484,475	46,034,475	52,484,475	46,034,475
Registration fee receivables	438,628	438,628	438,628	438,628
VAT recovery	1,340,623	2,459,015	-	-
Medical Insurance-staff	2,716,967	2,951,341	-	-
Withholding Tax	-	1,720,588	-	-
Advance Insurance	105,364	103,865	-	-
Sub Total	220,361,114	274,445,137	182,154,383	232,294,053
Welfare Fund Receivable				
Interest Receivable on Investments	817,389,616	1,490,385,082	817,389,616	1,490,385,082
Labour Contract Agreement Fees L/M	869,955,801	869,955,801	869,955,801	869,955,801
Funds Receivable (Kwt.com.case no. 28912)	156,000	156,000	156,000	156,000
Pre-payments	50,025,713	34,328,707	50,025,713	34,328,707
Amount Receivable from S/L Mission in Rome Italy	887,610	887,610	887,610	887,610
Other Receivables	100,514,258	100,595,673	100,514,258	100,595,673
Commission Receivable SL Insur. Corporation	-	22,487,304	-	22,487,304
Rent Security Deposit-Mission	8,312,974	9,730,381	8,312,974	9,730,381
Amount receivable from SL Mission - Abu Dhabi	1,149,258	1,149,258	1,149,258	1,149,258
Fund Receivable from S/L Mission in Kuwait	258,108	258,108	258,108	258,108
Fund Receivable from S/L Mission in Israel	(846,530)	(659,848)	(846,530)	(659,848)
Multipurpose Loan Scheme	234,480,000	-	234,480,000	-
Sub Total	2,082,282,808	2,529,274,076	2,082,282,808	2,529,274,076
Less: Specific Impairment Provision	(2,192,868)	(2,192,868)	(2,192,868)	(2,192,868)
	2,080,089,940	2,527,081,208	2,080,089,940	2,527,081,208
Total Prepayments & Other Receivables	2,300,451,054	2,801,526,345	2,262,244,323	2,759,375,261

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
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16 CASH & CASH EQUIVALENTS

	2024	2023	2024	2023
Bureau	Group	Group (Restated)	SLBFE	SLBFE
Current Accounts - LKR	Rs.	Rs.	Rs.	Rs.
BOC Corporate Branch - 0000001650 (Note-16.1)	74,227,355	225,108,067	74,227,355	225,108,067
Peoples bank Battaramulla - 2081001151791068 (Note-16.2)	111,344,781	106,282,522	111,344,781	106,282,522
People's Bank - 20810024179101068- Online (Note-16.3)	4,612,606	35,172,036	4,612,606	35,172,036
Peoples Bank 119200163694176 (Narahenpita)	2,627	2,560	-	-
Peoples Bank 119100363694176 (Narahenpita)	25,007	25,007	-	-
Peoples Bank A/C-100183694176	4,249,678	3,523,488	-	-
Peoples Bank A/C-100103694830(Narahenpita)	808,787	376,787	-	-
Peoples Bank Queens Branch-A/C-033402102466473	10,551,575	4,304,346	-	-
BOC A/C-9099724	52,331	53,441	-	-
1st City	51,666,881	-	-	-
BOC A/C-76882603	69,818,353	73,990,897	-	-
	327,359,980	448,839,152	190,184,741	366,562,626

16.1 Actual Bank balance as at 31.12.2024

BOC-0000001650-A/C	2024	2023
	Rs.	Rs.
Cash book balance as at 31.12.2024 A/C-1650	(56,177,333)	(25,932,669)
Fund Managment With BOC-0088358459 as at 31.12.2024	130,404,688	228,895,357
Actual Bank Balance as at 31.12.2024	74,227,355	202,962,688

16.2 People's Bank -2081001151791068-A/C	2024	2023
	Rs.	Rs.
Cash book balance as at 31.12.2024 2081001151791068-A/C	(52,838,931)	(73,622,247)
Fund Managment With Peoples Bank as at 31.12.2024	164,183,712	179,904,769
Actual Bank Balance as at 31.12.2024	111,344,781	106,282,522

16.3 People's Bank -20810024179101068-A/C (Online)	2024	2023
	Rs	Rs
Cash book balance as at 31.12.2024 - 20810024179101068-Online	3,226,279	5,000,000
Fund Managment With Peoples Bank as at 31.12.2024	1,386,327	30,172,036
Actual Bank Balance as at 31.12.2024	4,612,606	35,172,036

	2024	2023	2024	2023
Savings Accounts - LKR	Group	Group	SLBFE	SLBFE
	Rs.	Rs.	Rs.	Rs.
NSB - Battaramulla - 100800442461	312,600,508	72,099,313	312,600,508	72,099,313
Saving Account- Peoples Bank	171,358	167,088	-	-
Saving Account- Peoples Bank	6,542	6,375	-	-
NSB-02-40494	207,785	202,225	-	-
	312,986,193	72,475,002	312,600,508	72,099,313
Savings Accounts - Foreign Currency				
Savings Account P/B -USD-208402151791068	830,100	919,016	830,100	919,016
	830,100	919,016	830,100	919,016
Cash in hand	9,910	5,040	4,910	40
	9,910	5,040	4,910	40

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		2024	2023	2024	2023
		Group	Group	SLBFE	SLBFE
Welfare Fund		Rs.	Rs.	Rs.	Rs.
Current Accounts - LKR					
BOC Corporate Branch - 0000001672 (Note-16.4)		71,226,735	115,062,407	71,226,735	115,062,407
		71,226,735	115,062,407	71,226,735	115,062,407

16.4	BOC-0000001672-A/C	2024	2023		
		Rs.	Rs.		
	Cash book balance as at 31.12.2024-A/A-1672	(53,690,472)	(150,766,527)		
	Fund Management balance as at 31.12.2024- (0090854045)	124,917,207	265,828,934		
	Actual Bank Balance as at 31.12.2024	71,226,735	115,062,407		

		2024	2023	2024	2023
		Group	Group	SLBFE	SLBFE
Current Accounts - Foreign Currency		Rs.	Rs.	Rs.	Rs.
BOC offshore Banking Unit - 0000002305		488,183,048	59,815,657	488,183,048	59,815,657
		488,183,048	59,815,657	488,183,048	59,815,657

		2024	2023	2024	2023
		Rs.	Rs.	Rs.	Rs.
Savings Account- Foreign Currency					
A/C BOCA/C DFCA/USD/(73-394)-832		4,454,859	4,895,113	4,454,859	4,895,113
		4,454,859	4,895,113	4,454,859	4,895,113

		2024	2023	2024	2023
		Rs.	Rs.	Rs.	Rs.
Cash in Hand WWF-Local		157,696	152,572	157,696	152,572
Cash in Hand WWF-Overseas		2,014,429	364,443	2,014,429	364,443
		2,172,125	517,015	2,172,125	517,015

		2024	2023	2024	2023
		Group	Group	SLBFE	SLBFE
		Rs.	Rs.	Rs.	Rs.
Cash in Transit		26,640,505	296,589.01	26,640,504.8	296,589
		26,640,505	296,589.01	26,640,504.8	296,589

		2024	2023	2024	2023
		Rs.	Rs.	Rs.	Rs.
Cash & Bank Balance Foreign Missions		336,689,846	682,669,882	336,689,846	682,669,882
		336,689,846	682,669,882	336,689,846	682,669,882

		2024	2023	2024	2023
		Rs.	Rs.	Rs.	Rs.
Total Cash & Bank Balance		1,570,553,300	1,385,494,873	1,432,987,376	1,302,837,658

		2024	2023	2024	2023
		Rs.	Rs.	Rs.	Rs.
Investments to be matured within 03 months		1,660,586,970	1,183,288,370	1,660,586,970	1,183,288,370
		3,231,140,270	2,568,783,243	3,093,574,346	2,486,126,028

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CID has filed a case against the obese officer and western provincial high court has imposed a fine of Rs.3,174,828 to him along with open warrant on 17.01.2025

17 Prior Year Adjustment

NATURE OF THE ERROR	GROUP 2023-Rs.	BUREAU 2023 -Rs.	LINE ITEM AFFECTED
A receipt relating to an amount due in the previous year.	(920,358)	(920,358)	Accumulated Fund & Rent Receiverble
Payment relevant to previous year Safe Account	1,231,873	1,231,873	Accumulated Fund & Safe Account payable
Payment relevant to previous year Safe Account	2,951,092	2,951,092	Accumulated Fund & Safe Account payable
An unrecognized value in the previous year.	(1,000,000)	(1,000,000)	Accumulated Fund & Sunday Deposit
Adjustment of Over provision Income Tax & Deferred Tax	101,798,843	101,798,843	Accumulated Fund & Tax Provision
A correction of an unrecognized income in the previous year.	28,753,364	28,753,364	Accumulated Fund & Deferred tax
Balance as at 31.12.2023	132,814,814	132,814,814	

NATURE OF THE ERROR	GROUP 2024-Rs.	BUREAU 2024 -Rs.	LINE ITEM AFFECTED
Adjustment of advance	60	60	Accumulated Fund & Advance Account
Payment relevant to previous year	787,646	787,646	Accumulated Fund & Prepayment Land
Under Provision of Stock	139,540,000	139,540,000	Accumulated Fund & Stock
Payment relevant to previous year	(78,269)	(78,269)	Accumulated Fund & Sundry creditors
Payment relevant to previous year	(1,100,000)	(1,100,000)	Accumulated Fund & Payables Account
Adjustment of under provision expensess	(3,045,260)	-	Accumulated Fund & Expensess
Balance as at 31.12.2024	136,104,176.70	139,149,436.70	

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18 TAX PROVISION

18.1 DEFERRED TAX PROVISION

Opening balance as at 1st January
 Adjustment of Opening balance
 Add: Provisions for the year

2024	2023	2024	2023
Group	Group	SLBFE	SLBFE
Rs.	Rs.	Rs.	Rs.
860,421,893	(36,356,505)	858,993,057	(36,091,852)
(110,877,341)	(4,010,206)	(110,877,341)	(4,010,206)
(349,808,780)	900,788,604	(349,342,360)	899,095,114
399,735,772	860,421,893	398,773,356	858,993,057
399,735,772	860,421,893	398,773,356	858,993,057

18.2 INCOME TAX PROVISION

Opening balance as at 1st January
 Add: Provisions for the year (kuwait Fund)
 Adjustment of Opening Balance
 Add: Provisions for the year
 Less: Tax paid during the year

2024	2023	2024	2023
Group	Group	SLBFE	SLBFE
Rs.	Rs.	Rs.	Rs.
1,266,340,757	1,143,883,629	1,201,858,089	1,138,149,275
5,705	23,824	5,705	23,824
44,635,820		44,635,820	
842,188,433	1,860,209,884	778,053,738	1,795,727,224
2,153,170,714	3,004,117,337	2,024,553,351	2,933,900,323
(1,901,058,883)	(1,737,776,587)	(1,834,075,967)	(1,732,042,234)
252,111,832	1,266,340,750	190,477,384	1,201,858,089

An amount of Rs.135,800,215.83 was paid for the settlement of income Tax assessments for the Years 2012-2017.

18.3

	Group		SLBFE	
	2024	2023	2024	2023
Profit before tax	3,827,005,104	8,002,195,014	3,618,032,499	7,783,933,513
Adjusted Profit	3,827,005,104	8,002,195,014	3,618,032,499	7,783,933,513
Amount considered as Investment income	(1,844,132,811)	(2,869,244,140)	(1,804,150,908)	(2,815,501,918)
Disallowable expenses	1,628,420,361	2,638,165,368	1,620,821,894	2,628,838,056
Capital Allowances	(132,403,335)	(127,747,245)	(129,614,580)	(124,958,490)
Unrelized Exchange Gain	(676,573,534)	(1,560,951,450)	(676,573,534)	(1,560,951,450)
Gratuity payments	(28,582,647)	(36,188,704)	(28,582,647)	(35,794,114)
Accounting profit on disposal of Fixed Assets	-	(5,486,461)	-	(5,486,461)
Assessable charges/Balancing allowance	-	5,495,951	-	5,495,951
Exempt Profit	(1,174,116,581)	(1,894,120,949)	(1,174,116,581)	(1,894,120,949)
Assessable Income from Business	1,599,616,558	4,152,117,385	1,425,816,143	3,981,454,139
Interest Income	1,207,697,236	2,158,146,216	1,167,715,333	2,104,382,686
Loss B/F	-	-	-	-
Investment Income	1,207,697,236	2,158,146,216	1,167,715,333	2,104,382,686
Qualifying payments	-	(100,000,000)	-	(100,000,000)
Taxable Income/Loss	2,807,313,794	6,210,263,601	2,593,531,476	5,985,836,825
Income Tax on Taxable Income	842,188,433	1,863,049,063	778,053,738	1,795,727,224
Income Tax on Taxable Income (Kuwait Fund)	5,705	23,824	5,705	23,824

Deferred Tax Expenses/Income

	Group		SLBFE	
	2024	2023	2024	2023
Origination /(Reversal) of temporary differences				
Arising from Property, Plant and Equipment	2,580,009,557	3,072,396,257	2,561,169,897	3,050,951,776
Tax written down value	(769,000,435)	(808,280,064)	(760,047,873)	(799,111,976)
Revaluation Reserves	-	600,929,186	-	600,929,186
Accounting W.D.V. on Intangible Assets	-	13,719,623	-	13,719,623
Right of Used Assets	-	355,871,512	-	355,871,512
Provision for gratuity	(480,209,867)	(365,681,360)	(471,877,503)	(359,049,935)
Net differences	1,330,799,256	2,868,955,155	1,329,244,522	2,863,310,187
Tax charged at standard rate at 30%	399,239,777	860,686,546	398,773,356	858,993,056
Provision for deferred tax	399,239,777	860,686,546	398,773,356	858,993,056

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19 ACCRUALS AND OTHER PAYABLES

Bureau

Deposit for salaries & Settlement of complaints	37,428,508
Retention Money Payable	4,013,298
Refundable Tender Deposit	14,289,439
Guarantee Money From Cashiers	25,000
Deposit for Korean Visa Fees	8,728,244
VAT	227,770,883
Sundry Creditors	229,817,384
Tender Creditors	259,678,348
Stamp Duty	148,650
Lease Liabilities Land	-
Social Security Contribution Levy	36,513,426
Payee Tax	1,042,022
Collection of Air Ticket	19,070,232
Deposit of Isral Placement Bureau	60,704,105
Israel Traning Programme of care Giving	4,465,307
Withholding Tax Deducted	4,986,582
Collection of Cancer Hospital Donation	-
Fees for bascket of servises to the PIBA	40,766,685
Unpresented Cheque	83,310.00
Death claim payable	(88)
Korean Contracts	15,165,000
Israel deposit	15,100,000
Insurance payable	160
Advance Recruitment Fee	-
Sub Total	979,796,493

Welfare Fund

Insurance claim received & payable to claimants	41,165,081
Insurance Claim Payable (Union Insurance)	13,800,268
Refundable Deposit Female Domestic Wokers	142,644,194
Refundable Tender Deposit	-
Incentive of japan Programme	9,253,118
Refundable Deposit Cyprus	-
Safe Accounts – Overseas	22,573,090
Deposit for Repatriation Cost	16,998,288
Deposit for Kuwait Insurance	15,460
Sub Total	246,449,499

Total Accruals and Other Payables

2024	2023	2024	2023
Group	Group	Bureau	Bureau
Rs.	Rs.	Rs.	Rs.
37,428,508	14,503,584	37,428,508	14,503,584
4,013,298	3,632,505	4,013,298	3,632,505
14,289,439	4,463,788	14,289,439	4,463,788
25,000	25,000	25,000	25,000
8,728,244	24,312,991	8,728,244	24,312,991
227,770,883	90,670,313	227,770,883	90,670,313
229,817,384	64,105,426	181,635,405	6,489,224
259,678,348	163,493,774	259,678,348	163,493,774
148,650	140,375	148,650	140,375
-	38,441,075	-	38,441,075
36,513,426	18,174,765	36,513,426	18,174,765
1,042,022	460,424	1,042,022	460,424
19,070,232	33,409,525	-	4,518,363
60,704,105	8,637,760	60,704,105	8,637,760
4,465,307	5,605,289	4,465,307	5,605,289
4,986,582	5,089,965	4,986,582	5,089,965
-	125,000	-	125,000
40,766,685	106,844,706	40,766,685	106,844,706
83,310.00	83,310	-	-
(88)	(88)	-	-
15,165,000	15,265,000	-	-
15,100,000	15,100,000	-	-
160	160	-	-
-	1,543,200	-	-
979,796,493	614,127,848	882,195,900	495,628,901
41,165,081	45,944,417	41,165,081	45,944,417
13,800,268	5,540,658	13,800,268	5,540,658
142,644,194	149,463,782	142,644,194	149,463,782
-	10,376,797	-	10,376,797
9,253,118	23,155,680	9,253,118	23,155,680
-	-	-	-
22,573,090	26,752,790	22,573,090	26,752,790
16,998,288	23,575,506	16,998,288	23,575,506
15,460	15,460	15,460	15,460
246,449,499	284,825,089	246,449,499	284,825,089
1,226,245,992	898,952,937	1,128,645,399	780,453,990

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20 KUWAIT COMPENSATION ACCOUNT

This amount represent the unsettled compensation claims along with accumulated Interest on funds to the persons who were working in Kuwait and came back to Sri Lanka suddenly due to Kuwait war during the period 1990 - 1991. Government has proposed a pension scheme for migrant workers using Rs.5,000 million from Kuwait compensation fund as a initial capital.

21 RELATED PARTY DISCLOSURE

Details of significant related party disclosures are as follows:

21.1 Transactions with related entities

SLBFE

	As At 31.12.2024	As At 31.12.2023
	Rs	Rs
(ii) 70% Agency commissions paid to SLFEA	6,686,400	9,425,958

(iii) The Licensees of the following Foreign Employment Agencies served as board members of the Sri Lanka Bureau of Foreign Employment in year 2024. The 70% portion of the recruitment fees which has been refunded to them were as follows.

Name of the Director & Agency	Full Refund	70 % Refund	Cess	
			Recovery-2024	Receivable as at 31.12.2024
Mr.B.Pradeep Niyadandupola-Deshakthee Lanka Agencies (pvt) ltd	264,600	10,995,161	6,062,248	6,340,669
Mr.M.F.M.Arshad - Ibrahim Enterprises	63,000	2,394,000	186,888	239,186
Mr.W.S.Hemantha Sapumohotti-Emerald Isle Manpower& Travel Services	361,200	1,123,800	492,121	308,149
Mr.M.F.M.Fanoor--Trans Asian	151,200.0	10,789,800	565,965	480,470

SLFEA

21.2 Transactions with Key Management Personnel

Key management personnel are the members of the Board of Sri Lanka Bureau of Foreign Employment.

No significant transactions had taken place involving key management personnel & their close family members.

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
As At 31 December 2024

22 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group has exposure to the following risk from financial assets;

1. Credit Risk
2. Liquidity Risk
3. Market Risk

Risk Management Framework

The Board of Directors have the overall responsibility for the establishment and oversight of the Group's risk management framework, which includes developing and monitoring the Group's risk management policies.

The SLBFE's risk management policies are established to identify, quantify and analyse the risks faced by the entity, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk Management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities.

The Board of Directors oversees how management monitors compliance with the SLBFE's risk management policies and procedures, and reviews the adequacy of the risk management framework in relation to the risk face by the Group.

Credit Risk

Credit risk is the risk that the counter party will not meet the obligations under the financial instruments and the other receivables, leading to a financial loss.

Currently SLBFE has invested in Government Treasury Bonds and Fixed Deposits in Government Banks. Therefore Management of SLBFE is in a view that the credit risk of SLBFE is insignificant.

Liquidity Risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial assets. The Group's approach to manage liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal & stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation.

The tables below analyses the Group's and Trust Fund's financial liabilities into relevant maturity groups based on the remaining period at the Balance Sheet date to the contractual maturity date.

Market Risk

Market risk is the risk that the fair value of future cash flows of financial instruments will fluctuate because of changes in market prices. Market Price comprises four types of risk; interest rate risk, currency risk, commodity price risk and other price risk, such as equity price risk. Financial instruments affected by market risk include loans and borrowings, deposits, available for sale investments and derivative financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Group's exposure to the risk of changes in market interest rates relates primarily to the Group's long term debt obligations with floating interest rates.

Equity Price

The Group's listed and unlisted equity securities are susceptible to market price risk arising from uncertainties about future values of the investment securities. The Group manages the equity price risk through diversification and placing limits on individual and total equity instruments.

SRI LANKA BUREAU OF FOREIGN EMPLOYMENT
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 December 2024

23 Other Transactions

07 nos fixed deposit accounts opened in National Savings Bank for the winners of the VideshaRekiya Lottery winners have been shown in fixed Deposit

Fixed Deposit A/C Nos	Bank
20001-90-14730	NSB
20001-90-14985	NSB
20001-90-15027	NSB
20001-90-15051	NSB
20001-90-15078	NSB
20001-90-15094	NSB
20001-90-15892	NSB

24 Event occurring after the Balance sheet Date

Department of Public Enterprises has requested to pay Rs.5,000 Million as leavy to the Consolidated fund on 10.01.2025.SLBFE paid Rs.700 million on 15.01.2025and balance will be paid as follows.

March 2025 Rs.1,500 Million

May 2025 Rs.2,800 million

AUDITOR GENERAL'S REPORT





ජාතික විගණන කාර්යාලය

தேசிய கணக்காய்வு அலுவலகம்

NATIONAL AUDIT OFFICE



මගේ අංකය
எனது இல.
My No.

VOT/C/SLBFE/FA/24/01

මගේ අංකය
உமது இல.
Your No.

දිනය
திகதி
Date

31st July 2025

Chairman,

Sri Lanka Bureau of Foreign Employment

The Auditor General's Report on the financial statements and the other legal and regulatory requirements of the Sri Lanka Bureau of Foreign Employments and its subsidiary for the year ended 31 December 2024 as per the Section 12 of the National Audit Act No.19 of 2018

1. Financial Statements

1.1. Qualified Opinion

The audit of the financial statements of the Sri Lanka Bureau of Foreign Employment ("Bureau") and its subsidiary ("Group") for the year ended 31 December 2024 comprising the statement of financial position as at 31 December 2024 and the statement of comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statements, including material accounting policy information, was carried out under my direction in pursuance of the provisions of the National Audit Act No. 19 of 2018 and Finance Act No.38 of 1971 read in conjunction with the Article 154 (1) of the Constitution of the Democratic Socialist Republic of Sri Lanka. My report as per the Article 154 (6) of the Constitution will be tabled in the Parliament in due course.

In my opinion, except for the effects of the matters described in the section "Basis for Qualified Opinion" of my report, the accompanying financial statements give a true and fair view of the financial position of the Bureau and the Group as at 31 December 2024 and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards.

1.2 Basis for Qualified Opinion

- Even if the assets and liabilities or incomes and expenditures should not be set off as per the Paragraph 32 of the Sri Lanka Accounting Standard 01, a sum of Rs.46,688,508 to be received from the agencies had been shown setting off with the balances to be paid to them. Consequently, the balance receivable and the balance payable had been understated by the said amount in the financial statement of the year under review.
- As per the paragraph 66 of the Sri Lanka Accounting Standard 01, only the assets expected to be realized within 12 months should be shown as current assets. However, the full amount of Rs.234,480,000 that had been given under Manusavi Multiple Loan Scheme in the year 2024 on the basis of recovering in three years had been shown as current assets.

- (c) In the revaluation of the property, plants and equipment owned by the Bureau as per the paragraphs 36 and 38 of the Sri Lanka Accounting Standard 07, the property, plants and equipment amounting to Rs. 452,694,904 of the Foreign Missions and 02 lands costing Rs.6,450,000 had not been revalued.
- (d) As per the Paragraph 19 of the Sri Lanka Financial Reporting Standard (SLFRS) 10, the consolidated financial statements should be prepared using uniform accounting policies for like transactions and other events in similar circumstances. However, the consolidated financial statements had been prepared while the accounting policies different to each other had been used by the Sri Lanka Foreign Employment Agency and the Bureau regarding the assets depreciations and investments.
- (e) Although the lease amount of the car with a value of Rs.410,675,000 obtained on financial lease basis had been completely paid by the end of the year 2023, the said amount had been shown further under lease assets without being shown as an assets of the Bureau in accordance with the paragraph 07 of the Sri Lanka Accounting Standard 16.
- (f) According to the cash book stated in the bank reconciliation statements presented by the Labor Welfare Division of the Embassy, there was a disparity of Rs.3,582,113 between the account balance and the said bank balances shown in the financial statements.
- (g) A sum of Rs.3,884,584; paid as consultancy fees for the construction of a training center in Mathugamain the year 2018 and shown under the capital works in progress in the financial statements of the Bureau, had not been identified as a loss due to the abandonment of the project.
- (h) A sum of Rs.3,419,544 to be levied to the Bureau as at 31 December 2024 for the foreign tour of the Minister had been accounted as an expenses of the Bureau instead of being accounted as receivables from the Ministry of Foreign Affairs.
- (i) Although the balance payable to the Sri Lanka Foreign Employment Agency from the Bureau as per the financial statements of the Bureau was Rs.3,524,406, the balance receivable from the Bureau as per the financial statement of the Sri Lanka Foreign Employment Agency was Rs.7,289,762. Consequently, there was a disparity of Rs.3,765,356 between those balances.
- (j) In terms of the staff salary amounting to Rs.2,137,808 paid to the Sri Lanka Foreign Employment Agency (Pvt) Ltd in the year 2023, the salaries receivable in making reimbursements to the Bureau from the Agency in the year under review had been credited to the salaries and wages account instead of deducting from the account. Consequently, the receivable balance and the expenditures on salaries and wages had been overstated and understated by that value respectively in the financial statements.

- (k) The amount of Rs.4,476,433 spent in the year under review to repair the vehicle of the Bureau that met with an accident in the year 2023 had not been set-off from the amount of Rs.5,077,427 shown as to be recovered in terms of the said loss and the full amount that should be recovered had been accounted as miscellaneous income of the Bureau.
- (l) An amount of Rs.392,745,770 to be paid to the Urban Development Authority for the lands in Homagama and Battaramulla owned by the Bureau had not been accounted.
- (m) According to the individual loan balance register presented with the financial statements of the year, the loan balance to be collected from the officers was Rs. 27,101,524. However, the said balance as per the loan register was Rs.24,217,216. Consequently, there was a disparity of Rs.2,884,308 in the employee loan balance.
- (n) An age analysis was not presented for the creditor balance related to Rs.421,362,764 to be paid to 1,332 agency creditors under the current liabilities of the statement of financial position in the year under review. Out of those, the balance confirmations regarding the balances payable related to 313 inactive agencies had not been obtained, and there were disparities ranging from Rs.50,418 to Rs.1,672,099 in the balances of 40 creditors who presented the balance confirmations as at 31 December 2024.

1.3 Other particulars included in the Annual Report 2024 of the Group

Other details mean the details that have been included in the annual report 2023 of the Group expected to be handed over to me after the date of this audit report, but not included in financial statements and my audit report on those statements. The management is responsible for these other details.

My opinion on financial statements does not reveal other details and I do not express any certification and opinion on that matter.

My responsibility about the financial statements in relation to my audit is to read the other details when possible to have and seek whether those details are quantitatively matching with financial statements or my knowledge gained by the audit or by other means.

If I conclude; when reading the Annual Report of the Group, that these other details have been mentioned quantitatively erroneous manner, such matter should be reported to those charged with governance. If there are further misstatements not rectified, such details will be included in the report which I will table in Parliament in due course in accordance with Article 154(6) of the Constitution.

1.4 Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with Sri Lanka Accounting Standards, and for such internal control as management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the financial reporting process.

As per Section 16(1) of the National Audit Act No. 19 of 2018, the Bureau and the Group are required to maintain proper books and records of all its income, expenditure, assets and liabilities, to enable annual and periodic financial statements to be prepared of the Bureau and the Group.

1.5. Auditor's Responsibilities for the Audit of the Financial Statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Sri Lanka Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Sri Lanka Auditing Standards, I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.

- Conclude on the appropriateness of the management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain the adequate appropriate audit evidences regarding the financial information of the institutions or business activities in the Group to express an opinion about the consolidated financial statements. I am responsible for the direction, supervision and performance of the audit of the Group. I am fully responsible for my audit opinion.

I inform the parties in charge of governance about the important findings of my audit, main internal weaknesses of the governance and other particulars.

2. Report on other Legal and Regulatory Requirements

2.1 Special provisions are included in relation to the following requirements of the National Audit Act No.19 of 2018.

- 2.1.1 All the details and clarifications required for the audit were obtained by me except the impact caused by the particulars described in Basis for Qualified Opinion Section of this report as per the requirements specified in the Section 12(a) of the National Audit Act No.19 of 2018, and the due financial reports have been maintained by the Group as revealed by my inspection.
- 2.1.2 The Group's financial statements are compatible with the previous year in line with the requirement of the Section 6(1) (d) (iii) of the National Audit Act No.19 of 2018.
- 2.1.3 Except the observation (c) described in the basis for qualified opinion section of my report according to the requirement indicated in the Section 6(1) (d) (iv) of the National Audit Act No.19 of 2018, the recommendation made by me in the previous year have been included in the financial statements presented.

2.2. Based on the procedures followed and the evidences obtained as well as due to being limited to quantitative facts, nothing enough was caught by my attention to express the following statements.

2.2.1 A certain member of the Board of Governance of the Bureau has a connection directly or by other means outside the normal business condition regarding an agreement related to the Bureau as per the requirement stated in the Section 12(d) of the National Audit Act No.19 of 2018.

(a) It was revealed by the audit that a member of the Board of Directors of the Bureau who represents the Sri Lanka Foreign Employment Agency was serving as a member of the Board of Directors of another foreign employment agency. As per the paragraph 18 of the Sri Lanka Accounting Standard 24, this matter had not been stated in the financial statements under the disclosures of related parties.

2.2.2 It has been proceeded in contrast to a certain relevant written law or other general or special provisions issued by the Board of Governance; except the following observations, as per the requirement mentioned in the Section 12 (f) of the National Audit Act No.19 of 2018.

Reference to laws, rules /regulations

Non compliance

(a) Section 10.3 in Chapter V of the Establishments Code of the Democratic Socialist Republic of Sri Lanka and the Letter No.PED/P/SLBFE/3/11(ii) dated 14 October 2021 from the Director General of the Public Enterprise Department.

There was a balance totaling to Rs.111,262,459 as at 31 December of the year under review caused by providing vehicle loans, interest free loans, instant loans and pilgrimage loans on the contrary to letter of the Director General of Public Enterprises.

(b) Section 2.14.1 of the 35th Supplement dated 25.03.2020 of the Procurement Manual.

Sathosa vouchers at a value of Rs.138,600,000 had been purchased on 13 October 2023 to be given to the domestic workers who go abroad for the first time for domestic sector employments without obtaining the approval from the Cabinet of Ministers.

2.2.3 As per the requirement stipulated in the section 12 (g) of the National Audit Act No.19 of 2018, proceedings have been done incompatibly to the powers, duties and functions of the Bureau.

Reference to Powers, Duties and Functions of the Bureau	Non-compliance
(a) Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985	The recruitment of external applicants according to the old recruitment procedure for the posts in the foreign mission service had been rejected due to the non-fulfillment of the qualifications. However, a written order had been given on 07 September 2023 to the Acting Chairman by the Minister in charge of the subject to call the application once again according to the new recruitment procedure that had not been approved to date. Based on the referred section of the Act “The Minister may give to the Bureau directions in writing as to the performance of the duties and the exercise of the powers of the Bureau, and the Bureau shall give effect to such directions”, the Bureau had recruited 19 external applicants in accordance with the old recruitment procedure and 14 persons including 08 persons rejected due to non-completion of qualifications at the first time in accordance with the non-approved new recruitment procedure.
(i) Section 14 (1)	Although no payment shall be made out of the Welfare Fund except on the authority of a resolution of the Bureau, 297 smart boards had been purchased spending a sum of Rs.148,470,300 from the welfare fund without the approval of the Board of Directors outside the objectives of the Bureau for Smart Board Distribution Project under the “Jayagamu Sri Lanka” project which had been conducted by the Ministry.
(ii) Section 48 (I)	The Secretary to the Ministry of Labor and Foreign Employments had been ordered to take steps to appoint an interview board consisted with the officers. However, without proceeding as per this decision, 04 interview boards each consisted with three officers had been appointed by the General Manager as the interview board was represented by one executive grade officer of the Ministry of Labor and Foreign Employments separating according to the dates and two officers out of the Chairman of the Bureau, General Manager, Additional General Manager and Deputy General Manager (Foreign Affairs).
(b) Decision (ii) of the Cabinet Decision No. CP/ 22/1067/625/002 dated 16 August 2022 titled “Staff Requirements for Employments and Welfare Divisions in Sri Lankan Missions in Foreign Countries	

- (c) Director Board Decision No.36.05.21 dated 31 January 2020
- I. In contrast to the decision that a 05-year service in the head office or another office is required after returning from the previous service when the staffs are recruited for the foreign mission service, the said requirement had been revised as 03 years by the Chairman's Internal Circular No. 1/2023 dated 06 April 2023 and the applications had been called from that date up to 02 May 2023 to recruit the staff for the foreign mission service. Accordingly, it had been revised as 03 years by the Director Board Decision dated 22 June 2023; that is after a period of 50 days upon calling applications.
- II. No. of persons recruited out of 145 applications received from the officers of the Bureau was 17, and 06 persons from those and 2 officers who had not completed 05 years after returning upon the completion of the service in the foreign missions previously had been recruited for 3rd and 4th time.
- III. A qualified officer was not recruited for the vacancy occurred due to the retirement of the officer employed as the consultant in Labor and Welfare Division of Dubai Embassy on 28 September 2023, and the approval of the Board of Directors had been given to appoint; with effect from the above date, a female officer who serviced in the post of Deputy General Manager (Airport Unit) and did not exceed 18 months after returning to Sri Lanka subsequent to serving as the Consultant of the Dubai Labor and Welfare Division and not qualified to apply for the mission service as per the Circular No.01/2023 issued by the Chairman of the Bureau. Accordingly, the said officer had been appointed for a period of 03 months on temporary basis with effect from 23 September 2023 and the approval of the Board of Directors had been given on 26 November 2024 for another one-year service extension, and she had been brought back to Sri Lanka again on 27 February 2025.
- (d) Internal Sheet No.40/2023 dated 21 September 2023 from General Manager (Human Resources)
- Even if all the documents in Labor and Welfare Divisions of the foreign missions should be examined and included to the accounting system, the documents brought from the Embassies to the Head Office had been sent to the Provincial Office in Badulla where there was no a supervising officer for the subject of finance. Consequently, no supervision had been carried out regarding money transactions.

Although the fact that the financial activities should be carried out by the Finance Division of the Head Office was discussed in the discussion held in this regard at the Committee on Public Enterprises on 27 February 2025, the proceedings had been made accordingly until date of audit; 30 May 2025.

- 2.2.4 As per the requirement stipulated in the section 12 (h) of the National Audit Act No.19 of 2018, the resources of the Bureau had not been used thriftily, efficiently and effectively within timeframes except the following observations.

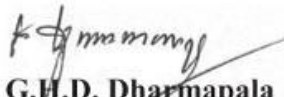
2.3 Other Particulars

- (a) As per the Section 11 (3) of the Memorandum of Understanding entered into between Sri Lanka and South Korea, the air tickets required for workers to go abroad should be booked by the Bureau. However, the said task had been assigned to the Sri Lanka Foreign Employment Agency. As the Foreign Employment Agency called the quotations from private agencies despite its ability to purchase the air ticket directly from the Sri Lankan Airline, it was revealed in the sample check carried out from January to 20 September 2023 that the tickets had been purchased within a higher price range from Rs.3,000 to Rs.72,000 exceeding the prices of the Sri Lankan Airline. Therein, a sum of Rs.122,560,467 had been charged in excess from 3,767 workers and a profit of Rs. 27,786,521 was obtained by the Foreign Employment Agency and the arrangements had been made for 4 private agencies to earn a profit of Rs.94,774,446.
- (b) 09 out of 12 posts of Deputy General Manager included in the staff approved for the Bureau by the Department of Management Services on 25 February 2025 had been appointed on acting basis from the year 2023 up to the date of the report.
- (c) While only three persons had been appointed for the duties in Labor Welfare Division of Oman Embassy, the third secretary had been interdicted on 09 November 2022 due to misconducts happened from August to December 2022. All the activities related to the more than 100 domestic workers who were having accommodation in Suraksha house had been done alone by matron of the Suraksha house and the said domestic workers had behaved in unruly manner and caused damages to the house. Even if the agreement had been made to use the respective building for administrative activities, the said agreement had been violated as the respective building was used as a Suraksha house and consequently the owner of the house was required to be compensated. Since the assessment of the loss was delayed until May 2023 even if the said building was vacated on 01 February 2023, a sum of Rs.19,130,480 had been paid on 11 July 2023 for the losses including the rental, water and electricity bills. Further, a sum of Rs.17,262,076 had been spent within a year to send 3 teams of officers including the team from the Criminal Investigation Department for the inspection of the situation occurred therein. Even if the Chairman of the Bureau had been informed by the Ambassador to send an adequate staff, accurate decisions had not been taken for that and consequently a sum of Rs.36,392,556 had to be paid additionally.

- (d) A Memorandum of Understanding had been signed for a period of 05 years to implement the *Rata Viruwo* program in collaboration with Sri Lanka Samurdhi Authority as per the Cabinet Decision dated 24 January 2013 and a sum of Rs.100 million had been paid by the Bureau to the Samurdhi Authority on 08 March 2013. The conditions of the agreement that the appointment of a project coordination committee to look into the project and the investment of a fixed deposit in Samurdhi Bank in the name of the Bureau had been violated by the Samurdhi Authority. Further, despite of the possibility of being withdrawn from the agreement giving 06-month prior notice if the agreement is violated by one party, the proceedings had not been made accordingly. Since the responsible officers in the Finance Division of the Bureau did not take measures to obtain details on this matter and collect the remaining amount even after the end of the agreement period in the year 2018, only a balance confirmation letter had been obtained to the effect that the total amount was Rs.341 million together with the interest amount of Rs.241 million related to this amount as at 31 December 2024.
- (e) As a balance of Rs.72,720,528 to be paid to the migrant workers within the period from 2008 to 2018 was not paid promptly within the respective period, the said workers had missed the that amount and the balance that should be paid to the migrant workers from 2019 to 2024 amounted to a sum of Rs.78,343,308.
- (f) A sum of USD 1,000 equivalent to Rs. 311,000 had been collected by the Bureau as recruitment fees from each of 1,125 individuals who had applied for going abroad for construction works in the State of Israel from 04 April 2024 to 13 August 2024. However, as per the amended agreement signed between the Government of Israel and the Government of Sri Lanka, the said amount was USD 502 equivalent to Rs. 154,000 from 04 September 2024. Consequently, the Bureau had collected an amount of Rs. 176,250,000 in excess from 1,125 individuals at the rate of Rs. 157,000 each.
- (g) The Minister had made a request to the Chairman of the Bureau on 23 December 2022 to prepare a program to purchase essential medicines and equipment to treat patients in view of World Cancer Day. Accordingly, a discussion had been held with an officer of the Ministry of Health on 20 January 2023 based on a survey conducted in two cancer hospitals, and based on the approval obtained from a special direct board meeting on the same day, the Bureau had provided Rs. 100 million to the Health Development Fund of the Ministry of Health on 23 January 2023. However, no follow-up had been carried out to see whether the family members of the workers abroad and the workers suffering from cancer who had returned from abroad were benefited thereby.

- (h) A series of mobile services provided by all institutions affiliated to the Ministry of Labor and Foreign Employment, titled "Jayagamu Sri Lanka (Glocal fair)", had been held from 31 January 2024 to 28 July 2024 covering 24 districts, and a sum of Rs. 1,259,752,579 had been spent by the Bureau for that purpose. Out of that amount, only Rs. 257,026,770 had been spent on welfare activities for migrant workers. The General Manager of the Bureau had informed the Ministry on 13 June 2023 that the CESS tax funds could be used for the purchase of stalls for foreign employment agencies, and accordingly, a sum of Rs. 542,800,000 had been paid to a private institution to provide 920 stalls at a rate of Rs. 500,000 each. Even if this had been conducted with the objective of increasing the employment opportunities by having the involvement of 115 agencies, only 840 workers had been sent abroad by 28 agencies as of 30 April 2025 and no one had been sent abroad by 87 agencies. An amount of Rs. 542,800,000 from the CESS tax revenue had been used by the Bureau in the year 2023 to provide special privileges to only 59 agencies out of a total of 1019 agencies, and 960 agencies had lost the benefits. Also, out of the 10 agencies that had participated for between 21 and 24 nos. of programs, 4 agencies were of three board members. An idle expense of Rs. 1,002,725,809 had been incurred for the purchase of stalls, purchase of smart boards, entertainment expenses for the participants and for the media publicity activities.
- (i) There is a Reorganization Division of the Bureau in order to carry out the welfare activities on behalf of the workers who had returned upon completion of their overseas service, and while a sum of Rs. 44.04 million had been spent on 04 programs and the benefits had been provided according to the Annual Action Plan 2024, the approval had been granted by the Cabinet Decision dated 02 July 2024 to conduct 03 provincial level meetings named *Vigamanika Harasara* conducted by the Ministry of Labor and Foreign Employment for the same purpose. As per a request made by the Secretary to the Ministry of Labor and Foreign Employment, the approval of the Board of Directors was granted for the funds spent on this purpose and a sum of Rs. 62,756,542 had been provided to the Ministry. A sum of Rs. 1,935,000 on printing 15,000 files containing 3 congratulatory messages from the President, the Minister of Labor and Foreign Employment and the State Minister of Labor and Foreign Employment, a sum of Rs. 8,230,375 on transportation of workers, a sum of Rs. 14,855,000 on food and beverages, and a sum of Rs. 37,736,167 on preparing a hall to conduct the meeting and other expenses amounting to a total of Rs. 62,756,542 had been spent on non-productive activities.
- (j) In a situation where the Bureau was conducting two-day programs on weekly basis named *Jayagamu Sri Lanka* in each of 25 districts from 31 January to 28 July 2024 for the purpose of providing information on the job market and local and foreign job opportunities, the Board of Directors had approved an estimated expenditure of Rs. 9.4 million to participate in 15 Smart Youth district programs conducted for the same purpose by the Ministry of Sports and Youth Affairs, and a sum of Rs. 3,198,164 had been spent uneconomically by participating in the programs held in Galle on 14 and 15 June 2024 and in Kuliapitiya on 28 and 29 June 2024.

- (k) Out of the Sathosa vouchers purchased to be distributed to domestic workers going abroad for the first time, the vouchers worth Rs. 25,250,000 were remaining at the head office even as of 07 May 2025, and although the domestic workers who went abroad had been eligible to receive 5,237 vouchers worth Rs. 52,370,000, those vouchers had remained in the provincial offices and could not be distributed to the beneficiaries as of the date of the report as their correct information had not been entered in the database. Accordingly, although 19 months had passed since the purchase of the vouchers, due to the inability of distributing the vouchers worth Rs.77,620,000, the welfare fund had lost the income that could have been earned by using this money for other investment endeavor.
- (l) The Bureau had not taken steps to settle the amount of Rs. 869,955,801 remaining as a balance due from the Treasury (Labor contract agreement fees) since before 2018.
- (m) Although a period of more than 12 years had passed since making the payment of Rs. 20,000,000 in terms of Kahagolla land to the State Resources Management Corporation on 18t January 2013, the actions had not been taken to recover the money or acquire the land.


G.H.D. Dharmapala
Auditor General (Actg)

CHAIRMAN'S OBSERVATIONS ON AUDITOR GENERAL'S REPORT



**Report of the Auditor General on the financial statements of the Sri Lanka Bureau of Foreign
Employments its subsidiaries for the year ended 31 December 2024 and other legal and
regulatory requirements in terms of Section 12 of the National Audit Act,
No. 19 of 2018**

	Auditor General's Report	Comments of the Management
1.2 Basis for the Qualified Opinion		
(a)	Although assets and liabilities or income and expenses should not be setoff in accordance with paragraph 32 of Sri Lanka Accounting Standard 01, a sum of Rs. 46,688,508 to be received from the agencies have been offset against the balances payable to them. Consequently, the balance receivable and balance payable in the financial statements of the year under review had been understated by that amount.	Necessary actions will be taken to present the assets and liabilities separately at the preparation of the final accounts for the year 2025.
(b)	As per the Paragraph 66 of Sri Lanka Accounting Standard 01, only assets expected to be realized within 12 months should be shown as current assets, the total amount of Rs. 234,480,000 provided under the Manusaviya Multi Loan Scheme in the year 2024 on the basis of being recovered in three years had been shown as current assets.	The classification of assets related to loans provided under the multiple loan scheme as current assets and non-current assets, will be rectified at the preparation the final accounts in the year 2025.
(c)	In accordance with paragraphs 36 and 38 of Sri Lanka Accounting Standards 07, the property, plant and equipment in foreign missions of which the cost was Rs. 452,694,904 and 2 lands with a cost of Rs. 6,450,000 had not been revalued during the revaluation of the property, plant and equipment owned by the Bureau in the year 2023.	The procurement process is currently progress in relevant to reevaluation of the assets of foreign missions. It is expected to carry out the revaluation activities of both Dambulla and Ratnapura lands in the future.

(d)	As per the Paragraph 19 of Sri Lanka Financial Reporting Standards (SLFRS) 10, the consolidated financial statements should be prepared using uniform accounting policies for similar transactions and events. However, the consolidated financial statements had been prepared despite the use of different accounting policies for depreciation and investments by Sri Lanka Foreign Employment Agency (Pvt) Limited and the Sri Lanka Bureau of foreign Employment	The Sri Lanka Foreign Employment Agency (Pvt) Limited has been informed to implement the depreciation and investment policies in line with the SLBFE. The proceedings will be done accordingly when preparing the final accounts for the year 2025.
(e)	Although the lease payment of the motor vehicle worth Rs. 410,675,000; acquired on finance lease basis had been paid off by the end of the year 2023, it had been further stated under leased assets without being shown as an asset of the SLBFE in accordance with paragraph 1667 of Sri Lanka Accounting Standards.	The correction has already been done as the assets owned by the SLBFE
(f)	According to the cash book mentioned in the bank reconciliation statements submitted by the Labour Welfare Division of the Embassy, there was a difference of Rs. 3,582,113 between the bank account balance and the bank balances shown in the financial statements.	The instructions have been given to the Missions to correct the relevant balances and make the necessary adjustments. The corrections have been done accordingly.
(g)	The consultancy fees amounting to Rs. 3,884,584 paid for the construction of a training center in Mathugama in the year 2018, which had been included under capital work in progress in the financial statements of the Bureau, had not been recognized as a loss due to the abandonment of the project.	The amount of Rs. 3,884,584 paid in relation to the Mathugama Training Center as work in progress since the year 2018 has been accounted in the office accounts as consultancy fees. Since it is an expense incurred for giving consultancy services related to the work in progress in relation to a construction, there is no basis for recognizing it as a loss. The constructions are expected to be carried out in the future.

(h)	An amount of Rs. 3,419,544 to be received by the Bureau as at 31 December 2024 for the Minister's foreign tour had been accounted as the expenses of the Bureau instead of being accounted as receivable from the Ministry of Foreign Affairs.	Necessary steps have been taken to account the remaining amount of Rs. 3,419,544/- receivable from the Ministry of Foreign Affairs.
(i)	Although the balance payable by the Bureau to the Sri Lanka Foreign Employment Agency Company as per the financial statements of the Bureau was Rs. 3,524,406, there was a discrepancy of Rs. 3,765,356 between the balances since the balance receivable from the Bureau had been stated as Rs. 7,289,762 according to the financial statements of the Sri Lanka Foreign Employment Agency (Pvt) Limited.	The reconciliations with the Foreign Employment Agency (Pvt) Limited and the Bureau will be done, and the actions will be taken to make necessary adjustments and to present through the final accounts for the year 2025
(j)	In terms of the staff salary amounting to Rs.2,137,808 paid to the Sri Lanka Foreign Employment Agency (Pvt) Ltd in the year 2023, the salaries receivable in making reimbursements to the Bureau from the Agency in the year under review had been credited to the salaries and wages account instead of deducting from the account. Consequently, the receivable balance and the expenditures on salaries and wages had been overstated and understated by that value respectively in the financial statements.	The steps have been taken to rectify this in the year 2025.
(k)	The amount of Rs.4,476,433 spent in the year under review to repair the vehicle of the Bureau that met with an accident in the year 2023 had not been set-off from the amount of Rs.5,077,427 shown as to be recovered in terms of the said loss and the full amount that should be recovered had been accounted as miscellaneous income of the Bureau.	The steps have been taken to rectify this in the year 2025.

(l)	An amount of Rs.392,745,770 to be paid to the Urban Development Authority for the lands in Homagama and Battaramulla owned by the Bureau had not been accounted.	It is not appropriate to account the assets not entitled by Bureau. as at the date of the balance sheet. The assets not entitled will be disclosed in the final accounts of the year 2025. The notes in relevant to the accounts related to the Battaramulla land have been made.
(m)	According to the individual loan balance register presented with the financial statements of the year, the loan balance to be collected from the officers was Rs. 27,101,524. However, the said balance as per the loan register was Rs.24,217,216. Consequently, there was a disparity of Rs.2,884,308 in the employee loan balance.	The schedules have been submitted for audit for the balance shown in the final Accounts The control accounts for loans are being maintained by the Bureau in the accounting system. Sub-ledgers are being maintained and balanced for each loans in addition to the accounting system during the year. The schedules for each individual have been balanced with the loan registers maintained and recognized with relevant control accounts and have been submitted for audit.
(n)	An age analysis was not presented for the creditor balance related to Rs.421,362,764 to be paid to 1,332 agency creditors under the current liabilities of the statement of financial position in the year under review. Out of those, the balance confirmations regarding the balances payable related to 313 inactive agencies had not been obtained, and there were disparities ranging from Rs.50,418 to Rs.1,672,099 in the balances of 40 creditors who presented the balance confirmations as at 31 December 2024.	The maintaining the records of the relevant receivable balances of the agencies are done by the themselves and the Bureau cannot provide assurance on their accounting activities. However, additional verification of the above balances can be done if required based on how receipts owned by the Bureau have been accounted and the schedules of the approval division job orders and re-registration data approved by the Bureau. The age analysis reports are expected to be prepared and submitted to the audit, and the institutions that have provided the accounting system have informed that it will take a long time to file them and prepare them for the relevant year since data of many years are available therein. Accordingly, the steps will be taken to submit this with the final accounts of the year 2025.

2. Report on other legal and regulatory requirements

	Reference to laws, rules /regulations	Non-compliance	Comments of the Management
(a)	Section 10.3 in Chapter V of the Establishments Code of the Democratic Socialist Republic of Sri Lanka and the Letter No.PED/P/SLBFE/3/11(ii) dated 14 October 2021 from the Director General of the Public Enterprise Department.	There was a balance amounting to Rs.111,262,459 as at 31 December of the year under review caused by providing vehicle loans, interest free loans, instant loans and pilgrimage loans on the contrary to letter of the Director General of Public Enterprises.	The Sri Lanka Foreign Employment Bureau has been established by the Parliamentary Act No. 21 of 1985 to regulate and control the foreign employment sector. Since its inception, the SLBFE has been operating based on the funds earned by the SLBFE and no funds have been granted by the Treasury. The scheme for providing loans to the staff as Employee Welfare Loan Schemes is being implemented with the approval of the Board of Directors. The employee loan schemes are implemented by the SLBFE in accordance with government policy, and the Department of Management Services has also approved the reduction of interest rates on loan schemes provided by the SLBFE by the letter dated 02.08.1999. Accordingly, the loan schemes provided to staff are the loan schemes implemented with the approval of the Department of Management Services of the Ministry of Finance and Planning.

(b)	Section 2.14.1 of the 35 th Supplement dated 25.03.2020 of the Procurement Manual.	Sathosa vouchers at a value of Rs.138,600,000 had been purchased on 13 October 2023 to be given to the domestic Migrant workers who go abroad for the first time for domestic sector employments without obtaining the approval from the Cabinet of Ministers.	As Sathosa is the only state-owned institution that is located in every province of the island the Board of Directors has approved the purchase of Sathosa vouchers worth Rs. 138,600,000.00 on 13 October 2023 under the direct purchase basis. To be provided to the domestic Sector workers who are going abroad for the first time
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2.2.3. As per the requirement stipulated in the section 12 (g) of the National Audit Act No.19 of 2018, proceedings have been done incompatibly to the powers, duties and functions of the Bureau.

	Reference to Powers, Duties and Functions of the Bureau	Non-compliance	Comments of the Management
(a)	a) Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985 (i) Section 14 (1)	The recruitment of external applicants according to the old recruitment procedure for the posts in the foreign mission service had been rejected due to the non-fulfillment of the qualifications. However, a written order had been given on 07 September 2023 to the Acting Chairman by the Minister in charge of the subject to call the application once again according to the new recruitment procedure that had not been approved to date. Based on the referred	The approval has been given by the Cabinet Decision No. 22/2200/625/002-II dated 08.03.2023 for the Cabinet Memorandum dated 28.12.2022 submitted by the Minister in charge to continue the appointment of staff for the Employment and Welfare Sections of the Missions of the Embassies in accordance with the procedure followed so far under the powers vested by virtue of the Section 14 (1) of the Sri Lanka Bureau of Foreign Employment Act, No. 21 of 1985.

		section of the Act “The Minister may give to the Bureau directions in writing as to the performance of the duties and the exercise of the powers of the Bureau, and the Bureau shall give effect to such directions”, the Bureau had recruited 19 external applicants in accordance with the old scheme of recruitment and 14 persons including 08 persons rejected due to non-completion of qualifications at the first time in accordance with the non-approved new scheme of recruitment.	Subsequent to granting the Cabinet Decision, the Hon. Minister of Labour and Foreign Employment, under the powers vested in him by virtue of the Section 14 (1) of the Bureau Act, has issued a written order to the Chairman of the Sri Lanka Bureau of Foreign Employment through the letter dated 03.04.2023 to select the officers for the to be attached Embassy Service for the year 2024/2025 using the previous scheme of recruitment until the problem in the new scheme recruitment is rectified. Accordingly, applications have been called for the same using the previous scheme of recruitment. The recruitment has been made based on the marks obtained by the applicants at the interview. The Hon.Minister in charge by virtue of the powers vested in him under Section 14 (1) of the Bureau Act, has ordered the Chairman of the Bureau to call for applications again from the external applicants on 07.09.2023 in line with the new scheme of recruitment Accordingly, the applications have been called for the second time in September 2023 from the external applicants. Even if the age limit was mentioned as specified by the previous scheme of recruitment, the age limit has not been mentioned
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			as per the new scheme of recruitment. From here Consequently, when the applications were called for the second time in September 2023, many applicants who had applied during the previous calling for applications (April 2023) had applied. This has happened at the discretion of the applicants. In that case, some applicants who had applied for the first time and rejected due to the age limit have been given the opportunity to be qualified for interview at the second time. according to the new scheme of recruitment
	(ii) Section 48 (I)	Although no payment shall be made out of the Welfare Fund except on the authority of a resolution of the Bureau, 297 smart boards had been purchased spending a sum of Rs.148,470,300 from the welfare fund without the approval of the Board of Directors outside the objectives of the Bureau for Smart Board Distribution at jayagamu Sri Lanka Project.	ii. As per the Section (48) (1) (d) of the Bureau Act, it has been stated that all the expenses incurred in providing assistance to Sri Lankans employed outside Sri Lanka and their families can be incurred from the Welfare Fund. The Secretary to the Ministry of Labor and Foreign Employment, by his letter No.ML/PRD/Glocal Fair/2023/2024 dated 12.01.2024 addressed to the General Manager of the Bureau, has informed to provide one Smart Board for each school in each Divisional Secretariat Division of the Anuradhapura District for the welfare of the children of migrant workers. Further, the

			Smart Boards have been provided to schools which recommended by the District Secretary of Anuradhapura. The Board Paper No. 08/2024 (M- 01) dated 2024.01.22 has been uploaded to the Board of Directors' Management System and the consent of the majority of the members has been given. Afterward, the approval has been given at the Board of Directors' meeting held on 2024.01.29 under the Board Decision No. 40.04.09 to purchase smart boards for the future programs from the Sri Lanka State Trading (General) Corporation in addition to the purchase of smart boards for schools in the Anuradhapura District. Further, the approval has been received to purchase the smart boards mentioned in the Cabinet Memorandum dated 07.03.2024 from the Sri Lanka State Trading (General) Corporation subject to a limit of Rs. 265 million as per Cabinet Decision No. 24/0487625/007 dated 12.03.2024. The Annual Action Plan is approved by the Board of Directors. If an activity which outside the action plan is carried out, the relevant task should be submitted to the approval of Board of Directors. Accordingly, it will be included in the revised
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			Action Plan. An allocation of funds has been made for this activity under WEL202051500 (Implement a CSR programmer) of the revised action plan dated 07.06.2024. The Board of Directors has also given approval for the revised Action Plan.
(b)	Decision (ii) of the Cabinet Decision No. CP/ 22/1067/625/002 dated 16 August 2022 titled “Staff Requirements for Employments and Welfare Divisions in Sri Lankan Missions in Foreign Countries	The Secretary to the Ministry of Labor and Foreign Employments had been ordered to take steps to appoint an interview board consisted with the officers. of the Ministry of public Administration, Ministry of Ministry of Labor and Foreign Employment However, without proceeding as per this decision, 04 interview boards each consisted with three officers had been appointed by the General Manager as the interview board was represented by one executive grade officer of the Ministry of Labor and Foreign Employments separating according to the dates and two officers out of the Chairman of the Bureau, General Manager, Additional General Manager and Deputy General Manager (Foreign Affairs).	Although the Cabinet Decision No. CP/22/1067/625/002 dated 16.08.2022 was received for the Memorandum dated 28 July 2022 of the Ministers in charge, the approval has been received by the Cabinet Decision No. CP/22/2200/625/002-II dated 08.03.2023 for the said Cabinet Memorandum dated 28.12.2022 presented to receive the approval to execute it further in line with the procedure followed to date for the appointment of the staff to the Employment and Welfare Sections of the Missions of the Embassies under the powers vested in the Minister in charge pursuant as per the Section 14 (1) of the Sri Lanka Foreign Employment Bureau Act No. 21 of 1985. Consequently, as it has been decided to proceed in accordance with the written order given to the Chairman of the Sri Lanka Bureau of Foreign Employment by the letter dated 03.04.2023 to select officers

			for the service of the Embassy for the year 2024/2025 using the previous scheme of recruitment, and therefore the Cabinet Decision No. CP/22/1067/625/002 dated 16.08.2022 was not implemented.
(c)	Director Board Decision No.36.05.21 dated 31 January 2020	In contrast to the decision that a 05-year service in the head office or another office is required after returning from the previous service recruited for the service of the foreign mission service, the said requirement had been revised as 03 years by the Chairman's Internal Circular No. 1/2023 dated 06 April 2023 and the applications had been called from that date up to 02 May 2023 to recruit the staff for the foreign mission service. Accordingly, it had been revised as 03 years by the Decision of the Director Board dated 22 June 2023; that is after a period of 50 days upon calling applications.	The Chairman's Internal Circular No. 01/2023 dated 06.04.2023, at time of calling the applications for the Service of the mission, had stated that those who had completed three years up on their return from the previous service of Missions could apply. However, the requirement as at that date was that they should have served in the Head Office or another branch of the Bureau for five years up on their return from the previous Mission. Consequently, a covering approval has been sought to cancel the above-mentioned five-year period and revise the said period to three years by submitting the Board of Directors' Circular No. 89/2023(M-05) dated 12.06.2023. Accordingly, the covering approval of the Board of Directors has been granted by the Director Board Decision No. 39.39.09 of the Board of directors dated 22.06.2023 to implement it as specified above.

		II. No. of persons recruited out of 145 applications received from the officers of the Bureau was 17, and 06 persons from those who had not completed 05 years after returning upon the completion of the service in the foreign missions previously had been recruited for 3rd and 4th time.	Although the fact about giving priority to officers who have not previously served in foreign missions was mentioned in the Circular No.01/2023, it does not mean that officers who have previously served in foreign missions will not be selected. Giving priority to new officers has been meant therein. Such a condition is not mentioned in the approved scheme of recruitment existed. Further, a condition that the officers who have previously served in foreign missions should not be selected is not mentioned in the existed approved scheme of recruitment, and the applicants who have participated in the interview and scored more marks could not be rejected, and the officers have been selected accordingly. Out of these officers selected for service in foreign missions, 11 officers are the persons who have not previously served in foreign missions.
		III. A qualified officer was not recruited for the vacancy occurred due to the retirement of the officer employed as the counsellor of Labor and Welfare Division of Dubai Embassy on 28th September 2023, and the approval of the Board of Directors had been granted n to appoint;	Ms. K.A.P. Perera has reported for duty as a counsellor in the Employment and Welfare Section of the Consul General in Dubai since 29.07.2021 and has terminated her service as she completed the age of 60 in September 2023. The Employment and Welfare Section of the Consul General in Dubai is a place performing

		officer who serviced in the post of Deputy General Manager (Airport Unit) and did not exceed 18 months after returning to Sri Lanka subsequent to serving as the counsellor of the Dubai Labor and Welfare Division with effect from the above date and not qualified to apply for the mission service as per the Circular No.01/2023 issued by the Chairman of the SLBFE. Accordingly, the said officer had been appointed for a period of 03 months on temporary basis with effect from 23rd September 2023 and the approval of the Board of Directors had been given on 26th November 2024 for extension another one-year service extension, and she had been called back to Lanka again on 27th February 2025.	a vast role with only one diplomatic officer. Therefore, the Consul General has informed the SLBFE to appoint an officer with previous experience to the position of counsellor on a temporary or urgent basis. Accordingly, as per the considering the to the said request, of urgent requirement of the service, with the approval of the Board of Directors, Ms. I. Pathinayaka has been reappointed to serve as a counsellor in the Employment and Welfare Section of the Consul General in Dubai from 24.11.2023 for an initial period of three months since she previously served as a counsellor in the same Consul General and as she can be exempted from medical examinations and police clearance reports. Consequently, with the approval of the Acting Chairman, the period of service of Ms. Pathinayaka has been extended until the officer selected for the new post of consultant assumes the duties.
(d)	Internal Instruction Sheet No.40/2023 dated 21 September 2023 from General Manager (Human Resources)	Even if all the documents in Labor and Welfare Divisions of the foreign missions should be examined and entered to the accounting system, the documents brought from the Embassies to the	The Accounts Officer in charge of the subject constantly checks the accounting entries through computer system and contacts the officers of the Badulla office; when necessary, to complete and correct the deficiencies. It is also

		Head Office had been sent to the Provincial Office in Badulla where there was no a supervising officer for the subject of finance. Consequently, no supervision had been carried out regarding monitoring transactions. Although the fact that the financial activities should be carried out by the Finance Division of the Head Office was discussed in the discussion held in this regard at the Committee on Public Enterprises on 27 February 2025, the proceedings had not been made accordingly until date of audit; 30 May 2025.	emphasized that the duties of the Accounts Officers are subject to constant supervision by the Manager (Finance). I believe that the risks of possible misuse or fraud can be minimized to the maximum level through the execution of supervision. According to the request made by the Committee on Public Enterprises to the Bureau to provide a detailed report on the works assigned by the Head Office to the Uva Provincial Office, the Bureau has sent a detailed description on 30.04.2025. However, no recommendation has been made in this regard to date. The necessary steps are being taken by to enter the mission transactions made by the officers mission to the ledger and to make entries in the accounting system which is currently done by the officer of the UVA Province
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2.2.4. As per the requirement stipulated in the section 12 (h) of the National Audit Act No.19 of 2018, the resources of the Bureau had not been used thriftily, efficiently and effectively within timeframes except the following observations.

2.3 Other Particulars

	Audit Observation	Comments of the Management
(a)	As per the Section 11 (3) of the Memorandum of Understanding entered into between Sri Lanka and South Korea, the air tickets required for workers to go abroad should be booked by the SLBFE. However, the said task had been assigned to the Sri Lanka Foreign Employment Agency. As the Foreign Employment Agency called the quotations from private agencies despite its ability to purchase the air ticket directly from the Sri Lankan Airline, it was revealed in the sample check carried out from January to 20 September 2023 that the tickets had been purchased within a higher price range from Rs.3,000 to Rs.72,000 exceeding the prices of the Sri Lankan Airline. Therein, a sum of Rs.122,560,467 had been charged in excess from 3,767 workers and a profit of Rs. 27,786,521 was obtained by the Foreign Employment Agency and the arrangements had been made for 4 private agencies to earn a profit of Rs.94,774,446.	According to the sub no. 03 “The sending agency will take necessary measures, including making flight reservations in advance to ensure that workers enter Korea on the scheduled date.” of the paragraph 11 regarding the reservation of air tickets in the Memorandum of Understanding signed between the Government of Sri Lanka and the Government of South Korea on 29 th August 2012, the Sri Lanka Bureau of Foreign Employment should be responsible for booking air tickets for the workers to ensure their entry into Korea on the scheduled date. Accordingly, in accordance with the Director Board Decision No. 39.25.21 taken at the Board of Directors' Meeting held on 06.04.2023 under the Board Paper; 66/2023 (M-03) – Reservation of air tickets for Korean – bound E-9 workers, the task of booking air tickets has been assigned to the Sri Lanka Foreign Employment Agency, which is a subsidiary of the Sri Lanka Bureau of Foreign Employment. There is no provision to purchase air tickets only from Sri Lankan Airlines and the task is done by calling quotations from registered suppliers. The investigating is carried out regarding this matter and further steps will be taken.
(b)	09 out of 12 posts of Deputy General Manager included in the staff approved for the Bureau by the Department of Management Services on 25 February 2025 had been appointed on acting basis from the year 2023 up to the date of the report.	Posts of Deputy General Manager There are 05 Deputy General Managers who were appointed to the posts of Deputy General Manager on an acting basis or on the basis of performing the duties of the post in the year 2023 and are serving to date. The number of officers appointed to perform the duties in the post of Deputy General Manager in the year 2024 and serving to date is 01.

		The number of officers appointed to perform the duties in the post of Deputy General Manager in the year 2025 and serving to date is 02. Two officers holding the post of Deputy General Manager are engaged in the service of foreign missions at present. The approved number of Deputy General Managers is 12 and the permanent no of officer are 08. Accordingly, there are 04 vacancies. 02 officers are serving in foreign missions and 02 have been appointed on an acting basis to the posts of Additional General Manager. One officer has been interdicted. Accordingly, 08 appointments have been made on an acting basis and on the basis of performing the duties in the post. The acting appointments have not been given at any circumstance in excess of the approved number of posts. The approval has been requested from the Prime Minister's Office to fill the vacancies of the staff existing in the SLBFE
(c)	While only three persons had been appointed for the duties in Labor Welfare section of Oman Embassy, the third secretary had been interdicted on 09th November 2022 due to misconducts happened from August to December 2022 All the activities related to the more than 100 domestic workers who were having accommodation in Suraksha house had been done alone by safe house keeper of the Suraksha house and the said domestic workers had behaved in unruly manner and caused damages to the safe house. Even if the agreement had been made to use the respective building for administrative activities, the said agreement had been violated as the respective building was used	The detainees have arrived in the embassy building exceeding the quantity that can be accommodated in the building where the Embassy is located, and as the women who have gone abroad on tourist visas have also had to be accepted on the advice of the ambassador, the safe house has had to be maintained in a rented building. According to the agreement of the building obtained on rent basis, the building should be handed over in the same condition as it was at the time of taking over if the agreements are cancelled and the building is handed over to the first party, and in case of any repair is required, it should be done by the second party. A large amount of money had to be paid for the damage caused by the unrest situation occurred due to the female emigrants who had illegally gone to the State of Oman using tourist visas by providing false information to the Bureau, and the damage caused by rainwater. Due to the delay in reaching an

as a Suraksha house and consequently the owner of the house was required to be compensated. Since the assessment of the loss was delayed until May 2023 even if the said building was vacated on 01st February 2023, a sum of Rs.19,130,480 had been paid on 11 July 2023 for the losses including the rental, water and electricity bills. Further, a sum of Rs.17,262,076 had been spent within a year to send 3 teams of officers including the team from the Criminal Investigation Department for the inspection of the situation occurred therein. Even if the Chairman of the SLBFE had been informed by the Ambassador to send an adequate staff Since the accurate decisions had not been taken for that and consequently a sum of Rs.36,392,556 had to be incurred additionally.	agreement with the party representing the building owner for the inspection of the damage caused to the building, it took seven months to complete the repairs. Due to this, an amount of Rs. 19,130,480/- has been paid as rent, water bills, electricity bills and all expenses for the damages until it is inspected and restored on 16th May 2023. 03 teams have not gone to the State of Oman within a period of one year to inspect the uprising situation at the Sri Lankan Embassy in Oman and the following visits have been done in the years 2022, 2023 and 2024. A Cabinet Memorandum No. 34/2022 dated 21.11.2022 has been presented by the Ministry of Labour and Foreign Employment to resolve the problems faced by Sri Lankan women who have gone to Oman for employment using tourist visas regardless the registration with the Sri Lanka Bureau of Foreign Employment. Accordingly, as per the approval granted under Cabinet Memorandum No. 22/1883/625/013, a team consisting of two officers of the Criminal Investigation Department and three officers of the Special Investigation Division (SLBFE) have participated in the visit to Oman and the United Arab Emirates (Dubai) under the leadership of the Additional General Manager (International Affairs) from 10.12.2022 to 18.12.2022 utilizing the funds of the Sri Lanka Bureau of Foreign Employments. The report related to this visit and a Board Paper has been presented by the Foreign Relations Division 1, about the total cost of Rs. 7,258,948.23, and the approval has been granted thereto. In a meeting held at the Ministry of Labour and Foreign Employment on 16.08.2022 with the participation of senior officers of the Sri Lanka Bureau of Foreign Employment under the
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	patronage of the Minister of Labour and Foreign Employment, the Bureau has been instructed to immediately conduct employment promotion programs abroad with the intention of promoting foreign employment opportunities and increasing foreign remittances to Sri Lanka. Accordingly, a Board of Paper has been submitted on 24.08.2022 to seek the consent of the Board of Directors to prepare the preliminary arrangements for the tours mainly to Kuwait, Oman, Qatar, Saudi Arabia, Korea and the United Arab Emirates, and approval has been received thereto. Accordingly, a team (03) formed by under the patronage of Hon. Minister has participated for the said visit from 06.02.2023 to 11.02.2023. The Additional General Manager (International Affairs) who participated in this visit has stayed in Oman from 07.02.2023 to 24.02.2023 to resolve the issues of the detainees stayed in the detention house of the Omani Embassy. The Hon. Minister has held discussions with high-ranked officers of the said country and a Board Paper has been presented by Foreign Relations Division 1 about the report on the visit and the total cost of Rs. 3,905,496.24, and the approval has been received thereto. The Internal Audit Division has received the approval of the Board of Directors to deploy three audit teams annually in accordance with the Action Plan of the Bureau to assess the performance of the Employment and Welfare Departments of the Missions abroad by examining their compliance with internal controls and operational guidelines. Accordingly, this visit has been carried out to Oman and the United Arab Emirates (Dubai) from 18.12.2023 to 29.12.2023, and its cost has been incurred as specified in the relevant Annual Action Plan of the Internal Audit Division, and Board Paper has been presented by the Foreign Relations Division 1 regarding the said report and the total cost of Rs. 6,097,632.23 (as per the documents of the Foreign Relations Division), and the approval has been received thereto.
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		As per the above information, a cost of Rs. 17,262,076.70 has been incurred during the year for all tours to the Kingdom of Oman.
(d)	A Memorandum of Understanding had been signed for a period of 05 years to implement the <i>Rata Viruwo</i> program in collaboration with Sri Lanka Samurdhi Authority as per the Cabinet Decision dated 24 January 2013 and a sum of Rs.100 million had been paid by the SLBFE to the Samurdhi Authority on 08 March 2013. The conditions of the agreement that the appointment of a project coordination committee to look into the project and the investment of a fixed deposit in Samurdhi Bank in the name of the Bureau had been violated by the Samurdhi Authority. Further, despite of the possibility of being withdrawn from the agreement giving 06-month prior notice if the agreement is violated by one party, the proceedings had not been made accordingly. Since the responsible officers in the Finance Division of the Bureau did not take measures to obtain details on this matter and collect the remaining amount even after the end of the agreement period in the year 2018, only a balance confirmation letter had been obtained to the effect that the total amount was Rs.341 million together with the interest amount of Rs.241 million related to this amount as at 31 December 2024.	Since there is no ability to take legal actions in this regard due to a problem between two government institutions, it was decided at the meeting held on 10.04.2025 chaired by the Additional Secretary (Development/Foreign Employment) with the mediation of the Ministries to submit the following proposals to the Boards of Directors of the two institutions for approval. I. As per the Memorandum of Understanding signed between the Sri Lanka Bureau of Foreign Employment and the Department of Samurdhi Development, if any loss is incurred in dealing with creditors who have provided the bond securities and a deposit of Rs. 50,000/- but have defaulted the payments of their loans, the respective amount is shared equally between the two parties. II. If any loss is incurred as a result of the relevant decisions regarding the loans of which the further proceedings are not completed (e.g., pending court proceedings), the said amount is also be shared equally. III. The recovery of loans with no securities is an internal issue of the Department of Samurdhi Development and as the Sri Lanka Bureau of Foreign Employment cannot take its responsibility, implementing an internal mechanism by the Department of Samurdhi Development and solving the issue. IV. Sharing the amount spent on publicity programs related to the housing loan program equally between the two parties.

		Accordingly, the interest on the amount of Rs. 100 million kept as a security deposit is Rs. 247.56 million. Further, together with the letter dated 06.08.2025 sent to the Bureau by the Department of Samurdhi Development, the Cheque No. 197270 dated 06.08.2025 with a total value of Rs. 301,420,000.00; containing the deposit of Rs. 100 million and the interest related thereto, has been given to the Bureau.
(e)	Since a balance of Rs.72,720,528 to be paid to the migrant workers within the period from 2008 to 2018 was not paid promptly within the respective period, the said workers had missed the that amount and the balance that should be paid to the migrant workers from 2019 to 2024 amounted to a sum of Rs.78,343,308.	A balance of Rs. 72,720,528 to be collected related to the period from the year 2008 to 2018 has been taken to the revenue of the Bureau after making all efforts to track them down and on the basis of repayment in case of the request made by relevant owners to obtain the money. The unpaid balances were taken to the relevant balances have been taken to the revenue on the basis of repayment. revenue since the relevant payment requests were not submitted for more than 5 years. If the requests for payment are made with sufficient documentary evidence, The said balances have been paid to the owners to date as insurance compensation amounting to Rs. 1,912,698.71 and as a sum of Rs. 711,513 related to solving of complaints. Also, as pointed out by the audit, the balance due for the period of 2019-2024 is Rs. 131,965,235. An amount of Rs. 53,621,926 out of the said amount has been paid as at 31.05.2025, and a sum of Rs. 33,904,373.67 for problem solving, Rs. 14,438,851.51 for the repatriation, Rs. 5,575,775.15 for Suraksha Housing Deposit, Rs. 5,004,353.05 for Union Insurance Deposit, and Rs. 19,419,955.14 for Local Insurance Deposit are to be paid as at the said date. The actions are taken to identify the relevant owners correctly and the arrangements will be made to make payments in the future. Therein, the Bureau's procedure is to take actions to settle the claim once the relevant ownership is verified regarding the owners who apply for the relevant ownership with the appropriate written evidence. In case of a problem occurred with such claim documents, the delays in making payments are unavoidable.

(f)	A sum of USD 1,000 equivalent to Rs. 311,000 had been collected by the Bureau as recruitment fees from each of 1,125 individuals who had applied for going abroad for construction works in the State of Israel from 04th April 2024 to 13th August 2024. However, as per the amended agreement signed between the Government of Israel and the Government of Sri Lanka, the said amount was USD 502 equivalent to Rs. 154,000 from 04 September 2024. Consequently, the Bureau had collected an amount of Rs. 176,250,000 in excess from 1,125 individuals at the rate of Rs. 157,000 each.	The initial proceedings have been done to completely pay the amount of USD 494; charged in excess from the construction sector workers from 04.04.2024 to 03.09.2024, to those from whom the said amount has been charged within a period of one month. The steps will be taken to verify the identity and the details of the relevant individuals, and the payments will be made accordingly.
(g)	The Minister had made a request to the Chairman of the Bureau on 23 December 2022 to prepare a program to purchase essential medicines and equipment to treat patients in view of World Cancer Day. Accordingly, a discussion had been held with an officer of the Ministry of Health on 20 January 2023 based on a survey conducted in two cancer hospitals, and based on the approval obtained from a special direct board meeting on the same day, the Bureau had provided Rs. 100 million to the Health Development Fund of the Ministry of Health on 23 January 2023. However, no follow-up had been carried out to see whether the family members of the workers abroad and the workers suffering from cancer who had returned from abroad were benefited thereby.	A survey was conducted at two hospitals where cancer patients mostly receive the treatment. It was identified that a significant number of migrant workers and their family members are having treatment among the cancer patients who are receiving residential treatments at the Maharagama Apeksha Hospital on 29.12.2022 and the Galle Karapitiya Hospital on 30.12.2022. Similarly, it was obvious even from the request letters received by the Welfare Division that among the cancer patients, the family members of migrant workers and those who have returned from abroad have tended to receive cancer treatments. It was also clear that there is a shortage of medicines to be given to them and to all cancer patients. Accordingly, in view of the shortage of cancer drugs that occurred during the said period, a sum of Rs. 100 million was paid to the National Health Development Fund (AC.No. 88300300 – Bank of Ceylon Metropolitan by the Cheque No. - 188399) to support the government in obtaining drugs.

		Also, the receipt of the said amount by the National Health Development Fund has been confirmed by their receipt No. 000151 dated 2023.01.23. Subsequent to making a following-up about the funds provided by the Bureau, the Secretary to the Ministry of Health, by the letter No. NHDF/03/2023 dated 21.08.2023, informed the Bureau that oncology drugs were obtained from the sum of Rs. 100 million provided by the Bureau. It is accordingly proved that the money has been used for the cancer patients from migrant worker families and on behalf of all the cancer patients.
(h)	A series of mobile services provided by all institutions affiliated to the Ministry of Labor and Foreign Employment, titled "Jayagamu Sri Lanka (Glocal fair)", had been held from 31 January 2024 to 28 July 2024 covering 24 districts, and a sum of Rs. 1,259,752,579 had been spent by the SLBFE for that purpose. Out of that amount, only Rs. 257,026,770 had been spent on welfare activities for migrant workers. The General Manager of the Bureau had informed the Ministry on 13th June 2023 that the CESS amount could be used for the purchase of stalls for foreign employment agencies, and accordingly, a sum of Rs. 542,800,000 had been paid to a private institution to provide 920 stalls at a rate of Rs. 500,000 each. Even if this had been conducted with the objective of increasing the employment opportunities by having the involvement of 115 agencies,	The Jayagamu Sri Lanka (Glocal Fair) program has been implemented in an organized manner so that the services being provided by all institutions affiliated to the Ministry can be easily obtained at the places of residence of the clients. The welfare programs and awareness programs; conducted separately in line with the Action Plan of the Bureau have been carried out at one place according to this concept. The purpose of holding this job market is not only to select foreign job seekers, but also to educate the entire public, especially the youth, about the foreign employment and to direct them towards the foreign employments through the proper channels and to make them aware about earnings. Jayagamu Sri Lanka (Glocal Fair) Program – As per the Director Board Decision given under 40.04.23 dated 29.01.2024 for the Board Paper No. 21/2024(M-01) dated 17.01.2024, the respective proceedings of the Bureau have been carried out. As per the letter of the Secretary to the Ministry dated 12.01.2024, the approval of the Board of Directors has been received by Director Board Decision No. 40.40.13 dated 29.01.2024 to purchase the stalls to get the participation of 20 agencies for the Glocal Fair 2024 program in Anuradhapura District, and the approval of the

only 840 workers had been sent abroad by 28 agencies as of 30 April 2025 and no one had been sent abroad by 87 agencies. An amount of Rs. 542,800,000 from the CESS revenue had been used by the Bureau in the year 2023 to provide special privileges to only 59 agencies out of a total of 1019 agencies, and 960 agencies had lost the benefits. Also, out of the 10 agencies that had participated for between 21 and 24 nos. of programs, Licenses of 4 agencies were of three board members. An idle expense of Rs. 1,002,725,809 had been incurred for the purchase of stalls, purchase of smart boards, entertainment expenses for the participants and for the media publicity activities.	Board of Directors has been received to purchase 20 stalls to conduct the Glocal Fair 2024 program in Monaragala District by the Board Paper No. 25/2024 (M/02) dated 12.02.2024. As per the letter of the Secretary to the Ministry dated 30.01.2024, the approval has been requested through Board Paper No. 28/2024(M-02) dated 22.02.2024 to get the involvement of 40 employment agencies to conduct the Glocal Fair program in each of the remaining 23 districts and to purchase per 40 stalls for the same. The approval has been received for this by the Board Paper No. 40.11.04 dated 05.03.2024 to spend an amount of Rs. 566.4 million using Cess Funds subject to approval of the Cabinet of Minister. In this regard, the Minister in charge of the subject, through Cabinet Memorandum No. 05/2024 dated 2024.03.07, has sought approval to conduct the Glocal Fair program in District 25 and incur expenses, and the approval of the Cabinet of Ministers has been granted for this by Cabinet Decision No. 24/0487/625/007 dated 2024.03.12. Under the Board Paper No. 39.11.17 dated 24.01.2023, the approval for an amount of Rs. 9.54 million was received for other expenses including the purchase of 25 stalls for the Glocal Fair program in Jaffna. However, the Secretary to the Ministry of Labor and Foreign Employment, by the Letter No.ML/PRD/5/6/22 dated 26.05.2023, had instructed not to utilize the treasury funds. Consequently, as an explanation to the said letter, the fact whether the Bureau's Cess Fund can be used for that purpose has been inquired in response to the above letter through the Letter No. AGM/CA/01/14 dated 14.06.2023 as per the instructions of the Chairman under the signature of the General Manager. Subsequently, the Secretary to the Ministry of Labor and Foreign Employments has informed through the Letter No.ML/PRD/5/6/22 dated 21.06.2023 to take steps to pay the expenses required for providing facilities to foreign employment agencies and the development of the foreign employment industry from the Cess Fund.
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		Subsequent to the issuance of an Open Invitation by the Bureau to all licensed foreign employment agencies for the Glocal Fair 2024 program series specifying all the dates/ districts where the programs are held, the selection has been done in the order of conveying their interest to participate in those programs. Accordingly, the licensed foreign employment agencies have submitted their request letters according to the district in which they wish to participate. Even if the representatives of the employment agencies represent the Board of Directors under this procedure, there is no obstacle for those foreign employment agencies to participate in such a job fair. • Number of Glocal Fair 2024 programs conducted – 24 • Number of licensed foreign employment agencies participated – 115 • Number of persons registered with licensed foreign employment agencies for foreign employments - 53,476 • Number of people who have gone abroad as at 30.04.2025 – 840 The details of total expenditure of Rs. 1,259,752,579/- incurred by the Bureau for the migrant workers and other expenses under this program are as follows. • Providing opportunities for foreign employment agencies to conduct job fair programs (for stalls) - Rs.542,800,000/- • Providing school equipment to the children of migrant workers - Rs.127,622,336/- and scholarships - Rs.80,355,000/- • Providing gift vouchers to certain workers who have gone abroad - Rs.8,105,191/- • Initiation of self-employments for the workers who have returned after completing their foreign employment - Rs.17,280,633/-
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		• Financial contribution provided by the Bureau as an appreciation for the migrant workers who have returned subsequent to the completion of their foreign employments and who are running successful business undertakings - Rs.13,138,702/- • Providing smart boards to the selected schools from each Divisional Secretariat on the recommendation of the District Secretaries - Rs.183,468,302/- • Provision of Sathosa vouchers to the migrant workers who have registered with the Bureau for several times - Rs.4,362,500/- • Provision of welfare facilities to the disabled migrant workers and their family members in need of assistance - Rs.4,879,524/- • Provision of sewing machines/ spectacles - Rs.1,282,890/- • For dancing groups in which the children of migrant workers participate (Rs.5000/- per child) - Rs.420,000/- • Provision of snacks, lunch and water for migrant workers, their children and family members during the above programs - Rs. 66,112,260/- • Providing snacks, lunch and transportation expenses for bringing members of migrant worker networks to the programs - Rs. 12,931,929/- • Implementation of awareness programs for government officers, development officers, police officers, legal officers and principals - Rs. 10,561,651/- • Implementation of awareness programs for regional journalists/social media activists - Rs. 10,557,187/- • Food, fuel expenses, overtime allowances and other expenses for officers of the Management /staff of the Bureau - Rs. 18,126,732/-
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		• Publicity and Media Activities of programs - Rs. 144,011,126/- • Provision of stalls to conduct the programs of self-employment fairs for the migrant workers - Rs. 796,000/- • Other Expenses - Rs.5,798,866/- • For treatments/ lunch of special guests - 7,141,750/-
(i)	There is a Reorganization Division of the Bureau in order to carry out the welfare activities on behalf of the workers who had returned upon completion of their overseas service, and while a sum of Rs. 44.04 million had been spent on 04 programs and the benefits had been provided according to the Annual Action Plan 2024, the approval had been granted by the Cabinet Decision dated 02 July 2024 to conduct 03 provincial level meetings named <i>Vigamanika Harasara</i> conducted by the Ministry of Labor and Foreign Employment for the same purpose. As per a request made by the Secretary to the Ministry of Labor and Foreign Employment, the approval of the Board of Directors was granted for the funds spent on this purpose and a sum of Rs. 62,756,542 had been provided to the Ministry. A sum of Rs. 1,935,000 on printing 15,000 files containing 3 congratulatory messages from the President, the Minister of Labor and Foreign Employment and the State Minister of Labor and Foreign Employment, a sum of Rs. 8,230,375 on transportation of workers, a sum of Rs. 14,855,000	The Cabinet Decisions dated 02.07.2024 has been granted for the matters related to this <i>Vigamanika Harasara</i> Program mentioned in the Cabinet Memorandum No. 24/1258/625/018 dated 26.06.2024. Since this program is an extension of the Glocal Fair program, the Secretary to the Ministry of Labor and Foreign Employment has been directed thereby to seek the possibility of obtaining the necessary funds for it from the Sri Lanka Bureau of Foreign Employment and take the necessary steps accordingly. Consequently, the Secretary to the Ministry of Labor and Foreign Employment has informed the Chairman of the Bureau; through the letter No. MFE/ADM/06/01/01/11/2023 03.07.2024, to allocate funds for this <i>Vigamanika Harasara</i> Glocal Fair Program with the approval of the Board of Directors. Accordingly, the approval of the Board of Directors has been received to release this amount once the estimate is received by the Director Board Decision No. 40.39.02 for the Board Paper No. 94/2024 M-06) referred to the Board of Directors' meeting held on 16.07.2024. As per the Director Board Decision No. 40.39.02 dated 16.07.2024, the Bureau has taken steps to provide only the necessary provisions at the written request of the Secretary of the Line Ministry, and all other activities of this program have been carried out by the Ministry. Under the approval granted by the Board of Directors, an amount of Rs. 40 million as per the request made on 17.07.2024, and an amount of 23,362,242.50 as per the request made on 30.07.2024 by the Secretary to the Ministry of Labour and Foreign Employment have been given by the Bureau to the Ministry of Labor and Foreign Employment.

	on food and beverages, and a sum of Rs. 37,736,167 on preparing a hall to conduct the meeting and other expenses amounting to a total of Rs. 62,756,542 had been spent on non-productive activities.	
(j)	In a situation where the Bureau was conducting two-day programs on weekly basis named <i>Jayagamu Sri Lanka</i> in each of 25 districts from 31 January to 28 July 2024 for the purpose of providing information on the job market and local and foreign job opportunities, the Board of Directors had approved an estimated expenditure of Rs. 9.4 million to participate in 15 Smart Youth district programs conducted for the same purpose by the Ministry of Sports and Youth Affairs, and a sum of Rs. 3,198,164 had been spent uneconomically by participating in the programs held in Galle on 14 and 15 June 2024 and in Kuliypitiya on 28 and 29 June 2024.	As stated in the audit report, these programs have been held not for a single purpose and their objectives are different. Jayagamu Sri Lanka is a program implemented by the Line Ministry in order to provide services of all the institutions under the Ministry to the general public at one premises. Jayagamu Sri Lanka Program has been implemented in an organized manner so that the services being provided by all the institutions can be easily obtained at the places of residence of the clients. Accordingly, arranging foreign employment opportunities, raising awareness and welfare facilities to the emigrant population have been done in these programs. As per the instructions and orders given by the Line Ministry, the relevant proceedings of the Bureau have been implemented in accordance with the Director Board Decision No. 40.04.23 dated 29.01.2024 for the Board Paper No. 21/2024(M-01) dated 29.01.2024 to implement the Jayagamu Sri Lanka Program subject to the approval of the Cabinet of Ministers. The approval has been granted by the Director Board Decision No. 40.11.04 dated 05.03.2024 to spend an amount of Rs. 566.4 million using Cess funds. The approval has been sought through the Cabinet Memorandum No. 05/2024 dated 07.03.2024 submitted by the Minister in charge of the subject to conduct the Glocal Fair program in 25 districts and to incur the expenses, and the approval of the Cabinet of Ministers has been granted by Cabinet Decision No. 24/0487/625/007 dated 12.03.2024.

	The Secretary to the Ministry of Sports and Youth Affairs had informed the then Chairman of the Bureau by the letter No. MOYS/SEC/46 dated 05.06.2024 that a series of promotional programs were implemented by the Ministry of Sports and Youth Affairs at the district level focusing on the local and foreign job market and to participate in it. Accordingly, the Board Paper No. 76/2024 was uploaded to the Board of Directors' Management System on 12.06.2024 for the attention of all members of the Board of Directors and further proceedings thereof had been carried out in accordance with the consent obtained from the majority of the members therein. The covering approval had been granted for that by the Director Board Decision No. 40.32.04 at the Board of Directors' meeting held on 27.06.2024. The Bureau has participated in the Smart Youth Program to get the participation of the vocational training institutions registered with the Bureau for this program. Herein, the young people have been referred to these vocational training institutions for vocational training programs focusing on the foreign job market, and the young job seekers have been informed about vocational training, skill development for foreign jobs. Also, the Bureau participates in promotional programs according to the requirements of the requesting institutions/ministries at the requests made by various institutions/ ministries to participate in such promotional programs. The expectation thereof is to popularize the services of the Bureau as to a possible great extent by getting the involvement of various target groups. Further, a numerical increase in the number of Sri Lankans who are referred for foreign employment by joining various promotional programs has also been expected on long-term basis through such promotional programs for the dollar shortage in the country. A sum of Rs. 55 million has been allocated for Awareness to Public under Activity 3.3.9.7 in the Action Plan of the Promotion Division. In the Procurement Plan 2024 prepared
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		in line with the Action Plans of the sectors, the funds have been allocated under the categories of Job Promotional Programme, Job Fair Programme & Related Works. An expenditure of Rs. 1,950,000.00 has been allocated to prepare the structure of the mobile market stall and other related requirements, and a sum of Rs. 3,768,000.00 has been allocated as maintenance work and labor costs for the installation at 15 locations, and however a sum of Rs. 2,662,628.00 out of that amount has been used for the program in Galle. An amount of Rs. 353,536.00 has been paid to the Salsine Institute for the program conducted in Kurunegala.
(k)	Out of the Sathosa vouchers purchased to be distributed to domestic workers going abroad for the first time, the vouchers worth Rs. 25,250,000 were remaining at the head office even as of 07 May 2025, and although the domestic workers who went abroad had been eligible to receive 5,237 vouchers worth Rs. 52,370,000, those vouchers had remained in the provincial offices and could not be distributed to the beneficiaries as of the date of the report as their correct information had not been entered in the database. Accordingly, although 19 months had passed since the purchase of the vouchers, due to the inability of distributing the vouchers worth Rs.77,620,000, the welfare fund had lost the income that could have been earned by using this money for other investment endeavor.	The approval has been given by Board Paper No. 103/2023 and Decision No. 39.39.23 for the purchase of Sathosa vouchers. Accordingly, the purchases have been made from Lanka Sathosa which is an island-wide institution affiliated to the government, under the direct purchasing 3.5 - 1 of the Procurement Guidelines 2006. In some cases, the relevant owners could not be found as the employment since agencies did not provide the correct information about the relevant domestic workers. As an urgent step for the distribution of these vouchers, the actions were taken to trace the relevant owners through the Development Officer (Foreign Employment) and provide vouchers. However, the vouchers worth Rs. 20,290,000/- have remained as at 30.09.2025.
(l)	The Bureau had not taken steps to settle the amount of Rs. 869,955,801 remaining as a balance due from the Treasury	Several rounds of discussions have been held to recover the money regarding this matter, and a solution has not been reached yet. However, the discussions with the General Treasury are

	(Labor contract agreement fees) since before 2018.	underway. It is expected to inform the Ministry of Finance about this through the Line Ministry and obtain the necessary instructions.
(m)	Although a period of more than 12 years had passed since making the payment of Rs. 20,000,000 in terms of Kahagolla land to the State Resources Management Corporation on 18 January 2013, the actions had not been taken to recover the money or acquire the land	The request has been made through the Cabinet Memorandum dated 22.11.2013 presented by the Ministry of State Resources and Enterprise Development to transfer the Kahagolla Land and Buildings to the SLBFE on a 99-year lease basis, and the physical Custody of the land has been handed over to the Sri Lanka Bureau of Foreign Employment with the approval of the Cabinet of Ministers dated 14.01.2014. The Secretary to the Ministry of Foreign Employments has informed the Secretary to the Ministry of State Resources and Enterprise Development through a letter dated 18.12.2014 that the process of taking over this land on a lease basis was being delayed. A report regarding the land has been forwarded to the Attorney General on 28.12.2016, since a sum of Rs. 20 million has been paid by the Bureau to the State Resources Management Corporation, the Deputy General Manager (Legal) has sent letters to the Attorney General on 06.02.2017, 17.05.2017, 03.01.2018 to collect the legal interest for that. Considering the decisions of the Cabinet meeting dated 22.05.2018 preventing legal actions between state institutions, the Attorney General's Department has informed on 07.08.2018 that no further action can be taken in this regard and the relevant dispute should be referred to the Cabinet of Ministers through the Minister in charge of the subject. The Secretary to the Ministry of State Enterprise Development has been informed on 20.09.2017 to pay the amount of Rs. 20 million and the legal interest thereon very urgently and the Secretary to the Ministry of Foreign Employment has made a request to the Ministry of State Enterprise Development on 21.12.2017 and 08.05.2018 to

	transfer the amount of 20 million or a portion of the land equivalent to the value of the said amount. The then Minister of Enterprise Development has submitted a Cabinet Memorandum on 19.02.2018 to take over the land to the Bureau. The Cabinet Decision has been given on 25.04.2018 for the said Cabinet Memorandum, it has been thereby informed that the Commissioner General of Lands will take actions to transfer the land to the Ministry of Defence for the location of the 6th Field Engineering Department of the Army. Since the amount of 20 million has to be recovered, the advice has been sought from the Secretary to the Ministry in this regard on 09.07.2018 and 2018.07.17, and the Director (Banks, Plantations and Industries) has sent a letter to the Secretary (Ministry of Defence) on 21.08.2018 stating that it is more appropriate for the Army to pay the amount payable to the Bureau for carrying out the activities related to the transfer of the land. The Secretary to the Ministry has been informed by letter dated 21.01.2019 to take necessary further steps to recover the amount of Rs. 20 million and by letter dated 01.02.2019 to take necessary steps to recover the amount of Rs. 20 million paid by the Bureau before handing over the possession of this land to another party. However, considering the request of the Secretary to the Ministry of Defence dated 03.03.2020, the land has been given to the Sri Lanka Army to use for the construction of a temporary Covid 19 quarantine center. The Commander of the Security Forces, Security Force Headquarters (Central) has been informed on 09.04.2021 and 26.10.2022 to take necessary steps to transfer the amount of Rs. 20 million paid for this land to the Bureau and take necessary steps to take possession of the land. The requests have been made at numerous occasions to take necessary steps to return the amount; paid as an advance for this land, to the
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	Bureau, and as the advance payment has not been received by the Bureau, a Cabinet Memorandum has been submitted on 04.06.2024 to reacquire the Kahagolla land to construct a training center for those expecting foreign employments. However, the Hon. President has pointed out the suitability of establishing an Agricultural Innovation Center and the Minister of Agriculture and Plantation Industries has been informed by the Cabinet Decision dated 25.06.2024 to take steps to submit a new Cabinet Memorandum with the feasibility of implementing this proposal and appropriate recommendations regarding this matter. Consequently, the Secretary to the Line Ministry has been informed in a letter dated 23.07.2024 to inform the relevant parties to take the necessary steps to return the amount of Rs. 20 million that has been paid by the Bureau for this land; if the land is taken over by the Ministry of Agriculture and Plantation Industries. The Ministry of Labor and Foreign Employment has informed that further steps can be taken to recover the amount paid, depending on the fact whether the Minister of Agriculture and Plantation Industries submits a Cabinet Memorandum. However, since the Covid-19 pandemic situation in the country has now fallen down, the Ministry of Labour and Foreign Employment has been informed on 30.09.2024 to take necessary steps to hand over this land back to the Bureau or to refund the Rs. 20 million paid by the Bureau. However, since the Sri Lanka Army is already using this land, the Secretary to the Ministry of Foreign Affairs, Foreign Employment and Tourism has been requested on 06.02.2025 and 25.04.2025 to take necessary steps to hand over the land to the SLBFE or to return the amount of Rs. 20 million paid, and the Secretary to the Line Ministry has informed the Secretary to the Ministry of Defense on 20.05.2025 to take necessary steps to return the amount of Rs. 20 million.
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Koshala Wickramasinghe
Chairman



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