Presentation– Sri Lankan Experience

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Secretary,
Ministry of Labour and Trade Unions Relations
Vision and Mission

- A satisfied productive labour force

- Contribute towards the socio-economic development through the promotion of industrial peace, social security, optimum manpower utilization, productivity and decent work
Strategic Objectives

- Monitoring the impact of labour legislations
- Contribute to employment creation
- Promote equality in the labour market
- Promoting sound labour relations
- Strengthening social protection
- Strengthening international relations
- Capacity building of the stakeholders
Salient Features

- Sri Lankan Labour Force – 9,009,970

- Number of registered Trade Unions – 2009 (as at 2014/12/31)

- Ratified ILO Conventions by Sri Lanka – 40
  This includes 08 fundamental conventions and convention 144 on (tripartite consultation convention)
Institutional Arrangement

- Department of Labour
  - Zonal Labour Offices: 11
  - District Labour Offices: 39
  - Sub Labour Offices: 15
  - Commissioners: 09
  - Deputy Commissioners: 21
  - Assistant Commissioners: 81
  - Labour inspectors officers: 447
    (male 281, female 166)

- National Institute of Occupational Safety and Health (NIOSH)
- National Institute of Labour Studies (NILS)
Labour inspections
Number of labour inspectors – Male 281  female 166

More than 7500 number of labour inspection undertaken per year.

In order to strengthen the labour inspection, The new system called LISA (Automation of Labour Inspections) has being introduced. Island wide system is available.
Labour inspection System Application (LISA)

Problem areas

1. Paper-based manual operations: hard to keep information safe, current and difficult to find and search information.

2. Difficulties in Collaboration: Geographic separation and manual systems mean each unit works more or less as separate entity.

3. Difficult to monitor and evaluate progress overall.
Types of Main Users

Commissioner General Of Labour
Deputy Commissioner Of Labour
Assistant Commissioner Of Labour

Prosecution Unit
Progress Monitoring Unit
Industrial Relations Unit

LISA

Labour Officer
Senior Labour Officer
Chief Clerk
Subject Clerk
Management Trainee

Factory Inspecting Engineers

Only functions related to Finance and Administration are yet to be supported
Operational in **25** District Offices, **39** District Offices, **17** sub-offices, **10** Factory Engineer offices, **11** Provincial Level Zonal Offices around the country and the HQ in Colombo.
Benefits

1. Replaces the paper-based record keeping
2. Avoids record duplication
3. Improved data security
4. Search: much easier to find information
5. Easier to keep current
6. Easier to share information
7. LOs/FIEs can upload documents such as business registration, photographic evidences, written statements etc on inspection, on site and instantaneously
Considerations for the year 2016....

1. Employers, Employees, Federations and Unions to have the ability to lodge, track updates on Complaint and Legal cases online.

2. Building a public portal that is rich in Content such as FAQs, digital forms and publications, court ruling, digital copies of laws, rules and regulations etc.

3. Receive notifications via SMS to relevant parties on upcoming inquiries and hearings.

4. Interfacing the DOL systems with the Public Grievances mechanism of the Ministry of Public Management Reform.
Implementing Mechanism

- Conciliation – Dispute settlement mechanism.
- Social dialogue – prominent place has been emphasized. National Labour Advisory Council (NLAC)
By Establishing the National Labour Advisory Council (NLAC) which is the national tripartite consultation mechanism established in 1995 so as to comply with in the provisions of ILO Conventions c 144 ratified by Sri Lanka in 1994.
The Role of the Social Dialogue Institutions to Strengthen labour Administration?

- All labour related matters is discussed at the NLAC
- Employers – Compliance, educate members of employer organizations
- Support to the new Labour inspection system introduced.
- Moving from False findings to fact findings.
- Focus on mediation and conciliation without going for legal action which occur cost to the society.
- Educate trade union members
- Undertake responsibility of compliance at the organizational or industrial level by trade unions where trade unions exist.
- Effective communication mechanism with the national consultation.
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THANK YOU