



Multicountry Observational Study Mission on Labour-Management Relations

Action Plan for Sri Lanka

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Short Term Activities

- Share the knowledge & experiences gain from the study mission with subordinates, colleagues, superiors and external parties (ex. Trade unions & Employer's federation)
- Submit a report on study mission to the Ministry of Labour and Trade Union Relations



Medium Term Activities

- Encourage private sector organisations to allow/ facilitate for trade unions in their institutions
- Promote social dialogue activities in organisations (for employers & employees)
- Select organisations which are implementing better social dialogue with employees & rewarding them



Key Performance Indicators

- No. of Industrial Disputes Reported - ↓
- No. of Legal Cases Filled - ↓
- No. of Complaints Received - ↓
- No. of Active Collective Agreements - ↑
- No. of Active Trade Unions - ↑
- No. of Trade Union Members - ↑
- No. of Institutions Registered for Employees' Social Security Systems (EPF & ETF) - ↑



Challenges

- Employers may reluctant to implement good LMR strategies
- Obstacles in budgeting
- Train field level officers (Labour Officers) on LMR



How to overcome Challenges

- Promote LMR at National Labour Advisory Council & Regional Labour Advisory Councils
- Obtaining assistances from suitable donor if possible



Thank You !