



## **An Index to the Trade Union and Labour related Sri Lankan Acts and International conventions ratified by Sri Lanka**

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The Labour movement in Sri Lanka started in early 20<sup>th</sup> century. The first major labour organization, Ceylon Labour Union was started in 1922 by A.E.Goonasinhe. Since then, labor unions have played a crucial role in advocating for workers' rights and ensuring fair labor practices in the country.

Sri Lankan government had enacted several ordinance and acts time to time to support/regularize the labour movements. Moreover, Sri Lanka ratified several labour and trade union related international conventions, to maintain the status of Sri Lanka in the geopolitical arena. This has forced the country to enact new and diversified laws related to labours and labours movement. These acts and conventions ensure the protection of workers' rights and promote decent working conditions.

As trade unionist, it is our responsibility to aware about the laws and conventions pertaining to the labour and trade union. However, navigating through these acts and conventions can be a daunting task for those working in the labor sector.

Therefore, I have prepared a preliminary index of the Sri Lankan trade union and labor-related acts and the related international conventions ratified by Sri Lanka. This index will serve as a comprehensive guide for anyone, helping them to understand their rights and obligations under the law and international conventions.

### **1. Labour relations**

- I. Trade Union Ordinance: <https://www.lawnet.gov.lk/trade-unions-3/>
- II. Employees Councils Act: <https://www.lawnet.gov.lk/employees-councils-4/>
- III. Industrial Disputes Act: <https://www.lawnet.gov.lk/industrial-disputes-2/>

- IV. Termination of Employment of Workers (Special Provisions) Act:  
<https://www.lawnet.gov.lk/termination-of-employment-of-workmen-special-provisions-2/>
- 2. Laws on Social Security**
- I. Employees provident Fund Act: (Incorporating Amendments up to 31st December, 1998 )  
[https://www.cbsl.gov.lk/sites/default/files/cbslweb\\_documents/laws/acts/en/epf\\_act.pdf](https://www.cbsl.gov.lk/sites/default/files/cbslweb_documents/laws/acts/en/epf_act.pdf)
- II. Employees Provident Fund (Special Provisions) Act:  
<https://www.lawnet.gov.lk/employees-provident-fund-special-provisions-3/>
- III. Employees Trust Fund Act (Including Special Provision Act):  
<https://gic.gov.lk/gic/pdf/ETF%20Act.pdf>
- IV. Payment of Gratuity Act:  
[https://labourdept.gov.lk/images/PDF\\_upload/Chapter05/8\\_payment\\_of\\_gratuity.pdf](https://labourdept.gov.lk/images/PDF_upload/Chapter05/8_payment_of_gratuity.pdf)
- 3. Laws on Welfare and Well-being of Employees**
- I. Employment of Women, young Persons and Children Act:  
[https://labourdept.gov.lk/images/PDF\\_upload/chapter03/4\\_employmentof\\_womenyoungpersonand\\_chi.pdf](https://labourdept.gov.lk/images/PDF_upload/chapter03/4_employmentof_womenyoungpersonand_chi.pdf)
- II. Maternity Benefits Ordinance: <https://www.lawnet.gov.lk/maternity-benefits-2/>
- III. Employment of Females in Mines Act:  
<https://www.lawnet.gov.lk/employment-of-females-in-mines-2/>
- 4. Occupational safety and health and Workmen's compensation**
- I. Factories Ordinance:  
[https://labourdept.gov.lk/images/PDF\\_upload/chapter04/1\\_factories\\_ordinance\\_i.pdf](https://labourdept.gov.lk/images/PDF_upload/chapter04/1_factories_ordinance_i.pdf)
- II. Workmen's Compensation Ordinance:  
[https://labourdept.gov.lk/images/PDF\\_upload/chapter04/3\\_workmens\\_compensationii.pdf](https://labourdept.gov.lk/images/PDF_upload/chapter04/3_workmens_compensationii.pdf)
- 5. Laws relating to terms and conditions of Employment**
- I. Wages Board Ordinance: <https://www.lawnet.gov.lk/wages-boards-3/>
- II. Shop and Office employees' Act: <https://www.lawnet.gov.lk/shop-and-office-employees-2/>
- III. Employment of Trainees (Private Sector) Act:  
<https://www.lawnet.gov.lk/employment-of-trainees-private-sector-act/>

## 6. Law relating to Plantations and Estate labour

- I. Estate Labour (Indian) Ordinance: <https://www.lawnet.gov.lk/estate-labour-indian-2/>
- II. Medical Wants Ordinance: <https://www.lawnet.gov.lk/medical-wants-3/>
- III. Indian Immigrant Labour Ordinance: <https://www.lawnet.gov.lk/indian-immigrant-labour-3/>
- IV. Minimum Wages (Indian Labour) Ordinance: [https://employers.lk/wp-content/uploads/2021/03/6\\_Minimum-Wages-Indian-Labour-Ordinance-No.27-of-1927.pdf](https://employers.lk/wp-content/uploads/2021/03/6_Minimum-Wages-Indian-Labour-Ordinance-No.27-of-1927.pdf)
- V. Trade Union Representatives (Entry in Estates) Act: <https://www.lawnet.gov.lk/trade-union-representatives-entry-into-estates/>
- VI. Estate Quarters (Special Provisions) Act: <https://www.lawnet.gov.lk/estates-quarters-special-provisions-2/>
- VII. Allowances to Plantation Workers Act: <https://www.lawnet.gov.lk/allowances-to-plantation-workers-3>
- VIII. Services Contracts Ordinance: <https://www.lawnet.gov.lk/service-contracts/>

According to International Labour Organization, the Government of Sri Lanka ratified forty-three international conventions and one protocol related to labour and trade unions. Out of 43 of them, 31 conventions are in force, 7 Conventions have been denounced and 5 instruments abrogated (<https://www.ilo.org/>). The conventions ratified by Sri Lanka that are in force is listed below.

### **Freedom of association, collective bargaining, and industrial relations**

1. Right of Association (Agriculture) Convention, 1921 (No. 11)
2. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
3. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
4. Workers' Representatives Convention, 1971 (No. 135)

### Forced labour

5. Forced Labour Convention, 1930 (No. 29)
6. Abolition of Forced Labour Convention, 1957 (No. 105)

### Elimination of child labour and protection of children and young persons

7. Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)
8. Minimum Age Convention, 1973 (No. 138)
9. Worst Forms of Child Labour Convention, 1999 (No. 182)

### Equality of opportunity and treatment

10. Equal Remuneration Convention, 1951 (No. 100)

11. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Tripartite consultation

12. Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
13. Labour administration and inspection
14. Labour Inspection Convention, 1947 (No. 81)
15. Labour Statistics Convention, 1985 (No. 160)

Employment policy and promotion

16. Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)
17. Employment Policy Convention, 1964 (No. 122)

Wages

18. Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)
19. Protection of Wages Convention, 1949 (No. 95)
20. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
21. Minimum Wage Fixing Convention, 1970 (No. 131)

**Working time**

22. Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

Occupational safety and health

23. Underground Work (Women) Convention, 1935 (No. 45)
24. Radiation Protection Convention, 1960 (No. 115)

Social security

25. Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)

Maternity protection

26. Maternity Protection Convention (Revised), 1952 (No. 103)

Seafarers

27. Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)
28. Maritime Labour Convention, 2006 (MLC, 2006)
29. Plantations Convention, 1958 (No. 110)
30. Final Articles Revision Convention, 1946 (No. 80)
31. Final Articles Revision Convention, 1961 (No. 116)