




International Labour Organization

Capacity Building Activities for Employers in Sri Lanka

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The Employers' Federation of Ceylon
Surabaya, August 2012

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About the Employers' Federation of Ceylon (EFC)



Background

- Established in 1929
- Principal organization for employers in Sri Lanka
- Current membership : 575

Vision
To promote social harmony through productive employment.

Mission
To encourage workers, their organizations and the Government to co-operate with business for the attainment of the following objectives:

- To make employees more efficient and quality conscious
- To achieve better terms and conditions of employment
- To prevent industrial strife and, where disputes have arisen, to resolve them in a fair and expeditious manner
- To generate employment opportunities.
- To provide members with services to achieve objectives of growth and stability.

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Direct Services

- Advisory Services – Legal, IR & HR.
- Collective bargaining and negotiations with Trade Unions.
- Legal Representation on employment related litigation in labour courts.
- Training programmes including customized training.
- Consultancies on labour issues in enterprise re-structuring.

Lobbying on behalf of employers (Labour Law reforms/ policy/Laws)

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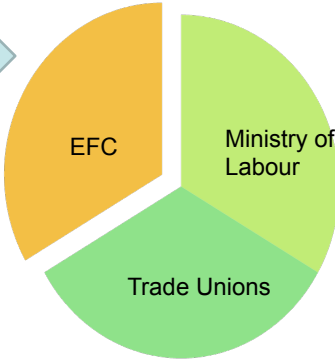



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The National Employer constituent of the ILO

Promotes :

- DW concepts
- Elimination of CL
- Youth Employment
- HIV/AIDS awareness
- Green Jobs
- Gender mainstreaming
- Labour Migration etc.

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Capacity Building Activities

1. “Green Light to Sustainability” : A symposium on GJ for Employers:
30th June 2011.
2. Survey on Green Jobs and training needs within the membership.
3. Dissemination Workshop of the findings of the survey : 7th June 2012.
4. Publication of Survey Report : “From Green to Greener: Good Practices
and training needs for Green Jobs in Sri Lanka”.
5. The EFC Green Team .

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Symposium Content

- Cleaner Production and its benefits for Industries
- Saving Energy in Industries
- Going Green in Technologies
- Green Buildings for Industries
- Pollution Control in Industries
- Renewable Energy Options for Industries
- Laws Impacting on Green Jobs

- Conducted by expert resource persons
- No. of participants 36 + EFC staff
- Non - members also attended



"GREEN LIGHT FOR SUSTAINABILITY"

A SYMPOSIUM ON GREEN JOBS FOR EMPLOYERS

30th June 2011
Hotel Taj Samudra, Colombo

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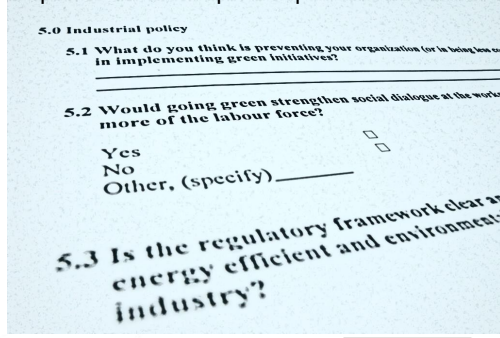

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Survey on Green Jobs

Objectives

1. to ascertain the views of Companies in relation to the concept of Green Jobs
2. special focus on already existing initiatives and practices adopted by Companies
3. ascertain any training needs that Companies would require to promote GJ in their enterprises.

- Sent to 525 organizations
- Only 50 responded



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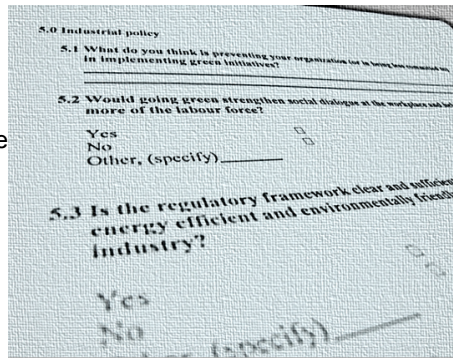
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38 Questions

- General : 8 questions about the organization
- Technical aspects : 5 questions on the environment (
- Managerial Aspects : 5 questions (
- Green Jobs initiatives/training : 8 questions (
- Industrial Policy : 12 questions











Dissemination Workshop on the findings of the survey

7th June 2012



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‘From Green to Greener’ : Dissemination of the Findings of the Green Jobs Survey amongst Employers

7th June 2012, 3.30 pm. to 6.15 pm

On Golden Pond, Taj Samudra Hotel,

- **A lot of Media coverage,**
- **Invitees from Government**
- **Corporates; the NGOs such as IUCN**





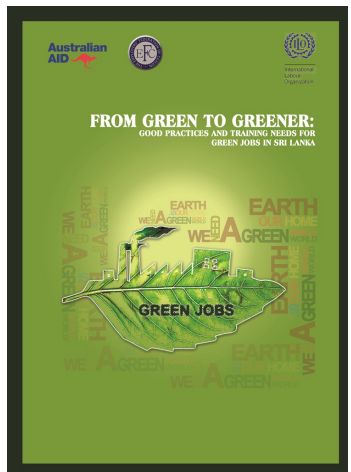




From Green to Greener...



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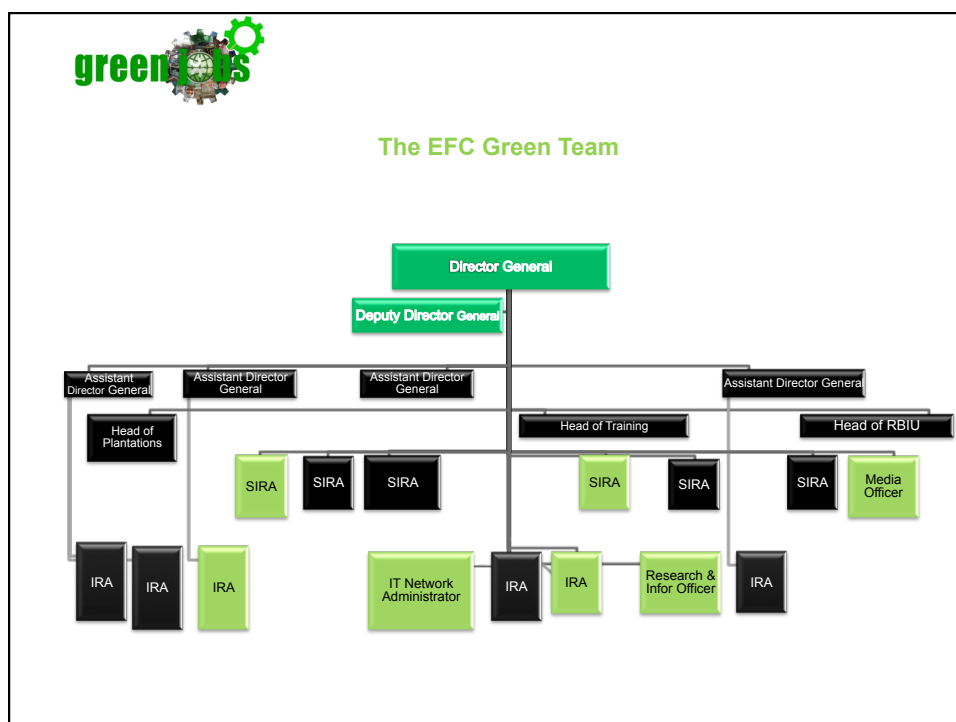
Content

- Chapter 1: Background
- Chapter 2: General Data Analysis
- Chapter 3: Managerial and policy measures at enterprise level
- Chapter 4: An analysis of green jobs deficits
- Chapter 5: Case studies of good practices in green jobs
- Chapter 6: Training needs for effective green jobs
- Chapter 7: Conclusions and Recommendations

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The Green Team



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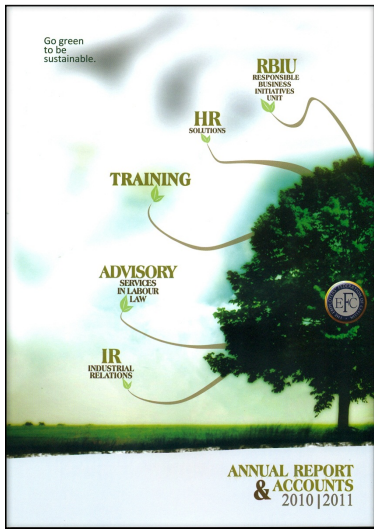
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Other Forms Of Awareness Creation



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the employed

point across. PowerPoint can leave an audience persuaded, but not necessarily better informed. Is that what you want from your corporate presentation?

As a media professional, I am very aware of the power of media and how they can sometimes mislead audiences. Misused media leads to the vilification or excessive praise of information. Most importantly, it can divide what in my view is the most powerful element of communication: the human voice.

When Sharmila-Chandrasekaran said "We shall defend our island whatever the cost may be. We shall fight on the beaches, we shall fight on the landing grounds, we shall fight in the fields and in the streets, we shall fight in the hills, we shall never surrender..." and when a common poster by the name of Adolph Hitler said:

"Always before God and the world the stronger has the right to carry through what he wills." They were words that the world to war. They galvanized nations of men and women to take up arms, risk their lives and defend their homelands. They did not use a single PowerPoint slide.

Tanya Wernimadasekuriya has spent over 20 years working in the media and corporate communications industry in the UK and abroad. At the end of June she can an introductory half day workshop on "How to make Powerful Presentations" using the latest trends and tips in corporate presenting. The course was well received and resulted in some member companies asking for bespoke training for their staff on specific communication areas. A few CEOs and CFO's have asked Tanya for "one on one training" on corporate presentations which she is happy to provide. For more information about the courses and to enroll on the next course please contact the EFC on 0094 112 867 866-8 or email shemali@empfed.lk

Good Practices in Green Jobs Revealed

responsible waste disposal, the survey also asked respondents to assess the existence of the decent work concept within an organization. The ILO defines the concept of Decent Work as the provision of productive work that generates adequate social protection, as well as an adequate income and where the rights of the worker are protected.

The purpose of the survey which is part of an Asia-wide project conducted by the ILO is to identify and promote sustainable enterprises in Sri Lanka which are already creating productive and decent jobs in the country.

Although the project is being conducted in five countries in the Asia region, Sri Lanka was the

EFC is the only country carrying out a study to highlight and disseminate good green practices in different industry sectors through seven case studies. The companies selected based on the responses received, are: Kalani Valley Plantations Ltd - Hapugala Estates, Hutton National Bank PLC, Beyer Blank PLC, Alken Jeyaraj PLC - Hettiaraja-Kandarama Hotel, John Keells Holdings PLC, Commen Lodges, CAT, Apparat (Pvt) Ltd, MAS Active (Pvt) Ltd - Alankara.

The event was held on the 7th of June 2012 at "On Golden Ford", Tel. Semudra Hotel. The complete survey report and case studies on good practices will be published later this year.

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green jobs

www.employers.lk



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EFC QUOTE OF THE WEEK

"There is nothing so useless as doing efficiently that which should not be done at all."
— Peter F. Drucker



SRI LANKA: NEW HOPE FOR VICTIMS OF CONFLICT II FROM ILO WEBSITE
18/07/2012

From ILO Web www.ilo.org (JAFPA, Sri Lanka (ILO News)) – Subasudaran Pradeepan, 32, remembers preparing for his secondary level exam at Jaffna's Hindu College. Filled with dreams of a future as a teacher. That was in 1984, when Sri Lanka's civil conflict was entering its second decade and Jaffna was the scene of bloody fighting between a [...] [Full Article](#)

GOING GREEN
21/06/2012

June 19, 2012 (ILO) – A survey by the International Labour Organisation has named seven Sri Lankan companies as having good practices in providing 'green' jobs that ensure decent work for employees and environmental sustainability. Use of 'green' sustainable initiatives was high among the 50 companies covered in the survey by the ILO and the Employer [...] [Full Article](#)

ORGANISATIONS PRACTISING ENERGY EFFICIENT MEASURES SURVEY
21/06/2012

Sri Lankan businesses are leading the way in transforming the country's economy with sustainable, low carbon workplaces that provide decent work for employees, revealed a survey on green jobs by the Employer's Federation of Ceylon (EFC). The Employer's Federation of Ceylon in collaboration with the International Labour Organisation conducted a gr [...] [Full Article](#)

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NETWORK ON DISABILITY

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green jobs



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Thank you.



Sigiriya (Lion's rock) is a town with a large stone and ancient rock fortress and palace ruin in Sri Lanka, Surrounded by the remains of an extensive network of gardens, reservoirs, and other structures. A popular Tourist destination, Sigiriya is known for its ancient paintings (*frescos*) which are reminiscent of the *Ajanta Caves of India*. It is one of the eight World Heritage Sites of Sri Lanka.

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