

## CONCEPT NOTE

### National Work Plan for Trade Unions in Sri Lanka Workshop

09–10 December 2019, Colombo

#### Background

An ACTRAV mission comprising of Desk Officer for Asia and Workers Specialist, DWT-South Asia had taken place in Sri Lanka from 5<sup>th</sup> to 7<sup>th</sup> March 2019. During the mission, members had several meetings with TU representatives, Employers' Organisation, Senior Officials of the Ministry of Labour including the Secretary. Also, a day-long consultation with Trade Unions was held. At the end of the mission, members had a comprehensive discussion with ILO CO officials including the Director, Simrin Singh on the future activities for the capacity building of TUs and more involvement in the Decent Work Country Programme implementation.

The implementation process was delayed due to the horrific 21<sup>st</sup> April Easter Sunday bombings, but a study on Trade Union rights in relation to Conventions 87 and 98 had been conducted by Ms. Shyamali Ranaraja. A consultation with trade union leaders was conducted on 7<sup>th</sup> August to present her findings and recommendations. Thereafter, the report was finalised with written inputs from trade unions and circulated to all unions.

As a second step of the agreed process, a **National Work-Plan for Trade Unions Workshop** is to be organised by ACTRAV with the Sri Lanka Country Office. The description and purpose of the workshop are –

**Purpose:** The overall purpose of the workshop is to build a joint platform of TUs for collective actions and ensure proper representation in different forums with a common position.

**Objectives:** With this overall purpose, the workshop is designed to achieve the following specific objectives -

- i. Develop an understanding of the '**ILO Centenary Declaration for The Future of Work**'; identify the challenges and opportunities for the Trade Unions in the context of Sri Lanka; and determine the role of TUs.
- ii. Briefed on the current status of implementation of the **Decent Work Country Programme 2018-2022**.
- iii. Prepare common position and advocacy strategies to promote **Trade Union rights according to International Labour Standards (C87 and C98)** and ensure the formation and the function of trade unions and effective industrial relations, on the basis of the study by Ms. Shyamali Ranaraja.
- iv. Action plan to build a **Joint Platform of TUs** for collective representation in different forums and advancing common position;
- v. Strategy to strengthen and scale up **Women and Youth participation** in all levels of TUs.

**Date:** 09-10 December 2019 (2 Days)

**Participants:** 30 (One senior leader and one young and/or woman leader from each organisation; ILO Workers Specialist; ILO Country Office; Resource Person)

**Participants Criterion:**

NLAC trade union members will be encouraged to participate.

Senior leaders of the TUs involved with DWCP development and implementation process.

TUs participating in ILO Regular Budget and Development Cooperation activities.

TU leaders representing particular sectors (i.e. plantation, fisheries, migrant workers)

At least one youth organiser (50% young women) from each organisation.

**Contents (programme schedule below):**

Status of TU rights in Sri Lanka in relation to ILO C87 and C98

ILO Centenary Declaration on Future of Work

Decent Work Country Programme 2018-2022

Advocacy planning

**Methodology:**

The workshop will be conducted through interactive sessions to maximise the involvement of the leaders and share views. Each sessions will be introduced by an introductory presentation followed by panel discussions/group discussions, questions and answers. At the end of each session, a set of recommendations will be prepared. Throughout the workshop, the facilitator and ILO officials will assist the participants to prepare the recommendations on the basis of the discussions and views. The workshop would critically discuss the issues, set strategies and develop a work plan.

A working group will be formed to prepare the final recommendations, strategies and work plan by synthesising the recommendations from the sessions, which will be presented in the plenary at the last session for adaptation.

**Language:** English (simultaneous interpretation into Sinhala and Tamil)

## PROGRAMME

<b>DAY 1: MONDAY 09 DECEMBER</b>				
<b>TIME &amp; SESSION TITLE</b>	<b>CONTENT</b>	<b>METHODOLOGY</b>	<b>DURATION</b>	<b>RESOURCE PERSONS / FACILITATOR</b>
<b>0830-0900</b> Registration & Fellowship	Registration of Participants Morning Refreshment		30 min	
<b>0900 -0930</b> Opening Session	Welcome Address  Self-Introduction	Opening Remarks on behalf of ILO Country Office  Introductions and expectations of participants	10 min  20 min	B. Skanthakumar Senior Programme Officer, ILO Country Office for Sri Lanka and the Maldives  All Participants
<b>0930-0945</b> Introduction of Programme	<ul style="list-style-type: none"> <li>• Background</li> <li>• Objectives</li> <li>• Topics and Methodologies</li> <li>• Expected Outcomes</li> </ul>	Presentation  Question & Answer	10 min  05 min	S. Sultan U. Ahmmed Workers Specialist, ILO Decent Work Team, New Delhi
<b>0945-1045</b> National Report	Context (political, social and economic) for trade unions in Sri Lanka  Trade Union Campaigns in 2019 and 2020 (e.g. in 2019: Single Labour Law; Manpower agencies; Violence and Harassment etc.)	Panel  Open Discussion	30 min  30 min	Leslie Devendra General Secretary, Sri Lanka Nidahas Sevaka Sangamaya  Asela Dissanayake Joint Secretary, Free Trade Zone and General Services Employees Union  Wijepala Weerakoon International Secretary, United Federation of Labour
<b>1045-1100</b>	<b>TEA BREAK</b>			
<b>1100-1200</b> Decent Work Country Programme	ILO Programmes and Projects for Sri Lanka 2018-2022	Presentation  Question & Answer	30 min  30 min	B. Skanthakumar Senior Programme Officer, ILO Country Office
<b>1200-1300</b>	<b>LUNCH</b>			
<b>1300-1330</b> Future of Work	Shaping the Future of Work: ILO Perspectives <ul style="list-style-type: none"> <li>• <i>Global Commission report: Work for a brighter future,</i></li> <li>• <i>A quantum leap for gender equality: For a better future of work for all,</i></li> </ul>	Presentation	30 min	Thomas Kring Chief Technical Advisor (Jobs for Peace and Resilience Programme), ILO Country Office

	<ul style="list-style-type: none"> <li><i>Future of Work in Sri Lanka: Shaping Technology Transitions for a Brighter Future</i></li> </ul>			
<b>1330-1400</b> Future of Work	ILO Centenary Declaration on the Future of Work	Video Presentation	30 min	Ariel Castro Asia Desk Officer, ACTRAV (Bureau for Workers Activities)
<b>1400-1500</b> Future of Work	Future of Work: Trade Union Strategies	Group Work (Prepare Recommendations)	60 min	S. Sultan U. Ahmmed Workers Specialist, ILO Decent Work Team, New Delhi
<b>1515-1530</b>	<b>TEA</b>			
<b>1530-1615</b> Future of Work	Future of Work: Trade Union Strategies	Presentations on Group Work Recommendations  Discussion	45 min	1 Rapporteur per Group
<b>1615-1630</b> Closing Session	Summary of Day 1	Take-Aways	15 min	3 Young Participants
<b>DAY 2: TUESDAY 10 DECEMBER 2019</b>				
<b>0830-0900</b>	Registration of Participants Morning Refreshment			
<b>0900-0915</b>	Recap of Day 1		15 min	S. Sultan U. Ahmmed Workers Specialist, ILO Decent Work Team, New Delhi
<b>0915-1045</b> Formation and Functioning of Trade Unions in Sri Lanka (C87 & C98)	<ul style="list-style-type: none"> <li>Status of TU rights in practice</li> <li>Challenges for TU movement</li> <li>Common strategies</li> </ul>	Presentation  Panel Discussion  Group Work (Prepare Recommendations)	30 min  30 min  30 min	Shyamali Ranaraja Visiting Lecturer, Department of Law, University of Peradeniya  T. M. R. Rasseedin Deputy General Secretary, Ceylon Federation of Labour  Sylvester Jayakody General Secretary, Ceylon Mercantile Industrial and General Workers Union  Wasantha Samarasinghe President, Inter-Company Employees Union

<b>1045-1100</b>	<b>TEA</b>			
<b>1100-1230</b> Formation and Functioning of Trade Unions in Sri Lanka (C87 & C98)	<ul style="list-style-type: none"> <li>• Status of Industrial Relations</li> <li>• Status of Tripartism</li> <li>• Trade Union participation in Tripartism</li> </ul>	Presentation  Panel Discussion Group Work (Prepare Recommendations)	30 min  30 min  30 min	Shyamali Ranaraja Visiting Lecturer, Department of Law, University of Peradeniya  P. Ranawakaarachchi General Secretary, National Trade Union Federation  K. Marimuttu Vice-President (Legal & Administration), Ceylon Workers Congress  D. W. Subasinghe, General Secretary, Ceylon Federation of Trade Union
<b>1230-1330</b>	<b>LUNCH</b>			
<b>1330-1430</b>	Advancing Tripartism  Developing a Joint Position and Advocacy Plan	Small Group Discussion  Group Work	30 min  30 min	Shyamali Ranaraja Visiting Lecturer, Department of Law, University of Peradeniya
<b>1430-1545</b>	Moving Ahead: Strengthening Trade Unions	Presentation (Group Work Recommendations)  Plenary Discussion & Adoption	30 min  45 min	S. Sultan U. Ahmmed Workers Specialist, ILO Decent Work Team, New Delhi
<b>1545-1600</b>	Closing Remarks		15 min	S. Sultan U. Ahmmed Workers Specialist, ILO Decent Work Team, New Delhi

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