National Framework for Social Dialogue

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මහජන පාරිසරික සමීකරණයන් මධ්‍යාසන්නය මඟින් කමාව
Whereas Sri Lanka is a nation committed to achieve good governance, democracy and social justice as a responsible, member of the International Labour Organization (ILO) having ratified the core conventions of the ILO and respecting its founding principles, and the UN's Covenant on Civil & Political Rights.

And whereas the country is committed to carry forward the tradition and legacy of social dialogue, which spans many centuries in time.

And whereas through its Constitution and by means of other legislation the government of the Democratic Socialist Republic of Sri Lanka has underwritten the rights flowing from fundamental civil liberties and non discrimination.

And whereas the Government of Sri Lanka recognizes that industrial harmony and national productivity are imperatives upon which the development of the nation is dependent and that economic and social advancement could be achieved by greater understanding and self regulation by the social partners.

And whereas the tripartite constituents accept that social dialogue and tripartism are indispensable democratic means to address economic development and social concerns, by building consensus and achieving greater understanding of the needs and concerns of the respective parties.

And recalling the numerous challenges and opportunities facing the world of work in the in the context of globalization and the importance of the social constituents achieving appropriate solutions at national, regional, sector and enterprise levels.

And whereas the Decent Work Country Programme formulated for the period 2008 -2012 recognizes the significant contribution the tripartite constituents should play in developing road maps for the implementation of the identified priorities which are:

- Enhanced access to more and better jobs in economically disadvantaged and crisis affected areas.
- Enhanced labour administration and promotion of equitable employment practices.
- Improved tripartite cooperation on initiatives linking job security, productivity and competitiveness.
The programme also identified cross cutting themes which were: The informal economy, gender equality, promotion and ratification ILO Standards, and adaptation of the code of practice on HIV/AIDS.

The parties having resolved to formulate a framework for social dialogue for the tripartite constituents which will give more impetus to and focus in achieving the goals of the Decent Work Country Programme have agreed as follows:

That Employers, Workers and their Organizations commit to the following responsibilities which would be vital in making Sri Lanka more productive as a whole, make enterprises more efficient, make it possible for workers to enjoy a better quality of life and enhance the creation, and security, of decent employment:

1. Ensure the observance and application of employment related laws, and the promotion of freedom of association and the right to collective bargaining, as means of achieving social justice and equality.

2. Assist in the review of employment related laws which comply with international standards and enter into a continuous dialogue to monitor compliance.

3. Respect the rights of employers and workers to organize themselves in accordance with the Trade Unions Ordinance and the Industrial Disputes Act to conduct their collective activities without hindrance and interference.

4. Desist from any form of discrimination against any employer and worker organization and their leaders or their members and to recognize their fundamental right to associate and carry on their activities freely and without restraint, other than those imposed by national law.

5. Introduce efficient and impartial dispute and grievance procedures and to ensure that employment related issues are resolved peacefully, and in a manner which gives the nation a reputation for embracing best practice in industrial relations.

6. Avoid unfair practices which result in loss and damage to the community, loss or hardship to affected individuals and to co-operate in resolving issues through dialogue and mediation where the latter is appropriate.

7. Support, design and introduce machinery for consultation and dialogue at the national, regional, sector and enterprise levels and to ensure that such machinery is effective; and to engage in research individually and collectively to support meaningful dialogue and problem solving.

8. Reach out to unorganised sectors of the economy in order to support the development of responsible business which values tripartism and social dialogue.

9. Recognizing that an environment conducive to investment, efficient production and trade is essential for the creation of jobs, to engage in identifying positive contributions which could be made by the tripartite constituents towards this end.

10. Organize regular activities for the exchange of information between the employers and workers organizations so that issues of national importance could be discussed and the parties could participate meaningfully in national development and socio-economic development issues.

11. Promote the creation of bipartite mechanisms at enterprise level and to assist in creating capacity necessary to promote active and meaningful participation in such bodies created.
Lead Role of the Government

1. Ensure that the necessary preconditions exist for social dialogue, including:
   a. Respect for the Fundamental Principles and Rights at Work in terms of the ILO Declaration and ensure that all national laws are in compliance with ratified conventions and further to ensure speedy and effective implementation in law and practice.
   b. Due implementation of the Rights guaranteed to all citizens especially the Freedom of Association, Freedom of Expression and the Freedom to engage in any lawful Occupation, Profession, Trade, Business or Enterprise as conferred under the constitution of the Democratic Socialist Republic of Sri Lanka and Conventions of the ILO.
   c. Establish a conducive climate for industrial relations, respect and recognition for the role of the employers & workers organizations and for collective bargaining.

2. Promote and enhance bipartism and tripartism, especially in sectors where they are absent or scarce, with the objective of:
   a. Improving relations between employers and workers having a clear strategy to address issues at national, regional and sector levels in meaningful ways.
   b. Giving the employers and workers and their organizations a voice in national development and planning.
   c. Resolving disputes between the parties impartially, with speed and in a manner which recognizes their rights to a fair hearing.
   d. Improving conditions at work and dealing with Safety & Health at Work.
   e. Enhancing Social Protection.
   f. Training and education.
   g. Promoting a legal framework in full compliance with ILO fundamental principles and rights at work.
   h. Ensuring the effective implementation of laws and regulations, review of laws and regulations to changing work and social requirements in keeping with international standards, and introduction or modification of laws and regulations to give effect to ratified ILO Conventions.
   i. Improving productivity and competitiveness of the Sri Lankan industry and services.
   j. Building capacity of parties for carrying on their activities as employers and workers representatives effectively.
   k. Any other matter which has a direct impact on employment, and engaging employers and workers organizations in resolving such issues.

3. Ensure effective implementation of Collective Agreements, Legal Settlements, Awards and Orders and to ensure that Officers whose function, is to provide the relevant services, maintain the high standards expected of them of impartiality, and are motivated and properly trained to engage in their work.

4. Formulate Grievance and Dispute Procedures which could be used as best practice by employers and workers organizations and where disputes take place to encourage the parties themselves to find solutions which are fair and sustainable.
5. Provide suitable training and education to workers and employers organizations to engage in a healthy and meaningful dialogue and to ensure that information services are available to support proper Collective Bargaining and participation in Dialogue and Consultation.

6. To fully implement Convention 144 and other ratified standards and to involve workers and employers organizations in evaluating the effectiveness of their implementation.

**Tripartite Responsibility & Common Role of all Tripartite Constituents**

Specifically the parties agree, with the leadership given by the government, to launch a National Consultative Forum which in conjunction with existing mechanisms, and new mechanisms that are needed, to achieve the following objectives:

i. Non discrimination and equal opportunity for all.

ii. National re-integration and building social capital.

iii. Participation of Employers & Workers Organizations in national planning and development initiatives.

iv. Promotion of ethical investment and creation of gainful and quality employment.

v. Productivity & Gain sharing.

vi. Greater awareness of the benefits of practising human rights and values in developing the economy for the benefit of the whole community.

vii. The utilization of Alternative Dispute Resolution (ADR) processes especially Mediation and Dialogue Groups.

viii. Due implementation of national and international standards.

ix. Issues of migrant workers.

x. Capacity building of workers & employers organizations.

xi. Research, education and skills training for competence in playing a meaningful role at national level or in spreading the message of the value of dialogue at the enterprise level.

The parties who have subscribed to this framework signifying their commitment have set their hands hereunto at Colombo, on the Twenty Fourth day of April 2009.
ਸමීක්ෂණය විශේෂ ප්‍රශ්න අදික විශේෂ මේය
සිද්ධාත්‍ය පිළිතුරු කළන්ඩායම

1. මී විදේශය කළ අප් පුරානී නිර්මාණය කරන්නේ අවස්ථා.
   1. මොහොත සිද්ධාත්‍ය පිළිතුරු කළන්ඩායම 3ක පියිතුරු කළ අවස්ථා වෙනි පුරානී පිළිතුරු අරමුණ 4ක් අස්ථානයකින් පුරානී පිළිතුරු කළ අවස්ථා ගනිමේ 5ක් විශේෂ පිළිතුරු කළන්ඩායම 6ක් අස්ථානයකින් පුරානී පිළිතුරු කළන්ඩායම 7ක් අස්ථානයකින් පුරානී පිළිතුරු කළන්ඩායම.

2. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායමක් සඳහා පිළිතුරු කළන්ඩායමකින් පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.
   1. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.

3. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.
   1. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.

4. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.
   1. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.

5. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.
   1. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.

6. කොහේ විදේශය කළ පිළිතුරු කළන්ඩායම සහ අප් පුරානී පිළිතුරු කළන්ඩායම.
සමායාපයන්නේ නිෂ්පාදනය සහ රාජාෂ්‍ය මණ්ඩල පදජය මණ්ඩලය

වෙනුම සාමාන්‍යයින් සියවස ආවරණය සාද මේය. මෙම සමායාපයන්නේ දේශපාලනය ප්‍රතිපාදනය කරන්නේ සමායාපයන්නේ කොටස් විසින් කොටස් ප්‍රතිපාදනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙයින් මෙම පදජය සහ මෙම පදජය පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙයින් මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙයින් මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

i. විද්‍යා විභාගයේ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

ii. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

iii. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

iv. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

v. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

vi. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

vii. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

viii. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

ix. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

x. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.

xi. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු. මෙම පදජය සහ මෙම පදජය සමායාපයන්නේ දේශපාලනය කරන්නේ සමායාපයන්නේ දේශපාලනය කළු.
நாடக் கலாச்சாரம் காலச்செயல்பாடு
ILO 

HIV/AIDS

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1. பொருளாடியாலான்கள் வகைப்பாடு ஆகும் வகைப்பாட்டின் வளர்ச்சியும் பாதுகாப்பு செய்யமுதல் முடிவு காட்டும் வரிசைகளில். இந்த வேளாண்டுத்துறையில் பெரும்பான்மையான அளவான:

a. ஐ.லோ விஷயாய்ப்பின் ஆராய்ச்சிக் குழுவையும் அவர்கள் மற்றும் எண்ணிக்கையுடைய மூலவுருக்களும் போட்டியில் அலுவலகங்களும், தலை செய்த அவர்கள் அவர்களானால் ILO என்றுக்குக் குறிப்பிட்டுகிறது. இவ்வாறு அணுமதிக்கப்பட்டு, ஓர் முறையில் குழுவின் நிறுவனம் செயல்படுத்தும் அவர்களாலும் நூற்றுக்கு மீட்சம் செய்யப்படுகிறது.

b. ஒவ்வொரு பொருளாடியாலும் குழுவின் ஆராய்ச்சிக் குழுவையும் அவர்களின் குழுவையும், வரிசைப்பாட்டின் இசைப்பாட்டின் விளக்கம் என்று குறிப்பிட்டு, செயல்படுத்தப்படும் விளக்கம், கூறுகளின் குழுவின் குழுவின் நூற்றுக்கு மீட்சம் போல முறையில் ILO என்றுக் குறிப்பிட்டுகிறது. இவ்வாறு உடைய விளக்கத்தின் மூலம் நூற்றுக்கு மீட்சம் போல செய்யப்படும் அவர்களாலும் நூற்றுக்கு மீட்சம் செய்யப்படும் விளக்கம்.

c. வேளாண்டத் தொடரங்களும் என்றும், குழுவின் குழுவின் நூற்றுக்கு மீட்சம் உடைய விளக்கத்தின் மூலம் அவர்களாலும் குழுவின் நூற்றுக்கு மீட்சம் செய்யப்படும் விளக்கம், அது வரிசையை நிறுவப்பட்டு வகைப்பாட்டின் வழியாக உடைய விளக்கம் செய்யப்படும் விளக்கம்.

2. மற்றொரு பொருளாடியாலும் வேளாண்டுத்துறையில் தொடரங்கள் செய்யப்படும் விளக்கம். அனுமதியான, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டுகிறது. இதற்குச் செயல்படுத்தப்படும் மூலத்தொடர்களும்:

a. முதலில், பொருளாடியாலும் செயல்படுத்தப்படும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு. மேலும் வேளாண்டத் தொடரங்களும் செயல்படுத்தப்படும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

b. முதலில் அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு. மேலும் வேளாண்டத் தொடரங்களும் செயல்படுத்தப்படும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

c. வேளாண்டத் தொடரங்களும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

d. குழுவின் வேளாண்டத் தொடரங்களும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

e. பொருளாடியாலும் வேளாண்டத் தொடரங்களும்.

f. மற்றொரு பொருளாடியாலும்.

g. வேளாண்டத் தொடரங்களும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

h. வேளாண்டத் தொடரங்களும் விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

3. குழுவின் வேளாண்டத் தொடரங்களும், ஓர் பொருளாடியாலும், விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.

விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு, விளக்கத்தின் வழியாக அவர்கள் வகைப்பாடுக் குறிப்பிட்டு.
4. The purpose of this document is to provide a clear and concise explanation of the legal framework and procedures related to the resolution of disputes, including mechanisms such as Alternative Dispute Resolution (ADR) and other dispute resolution methods. The document aims to provide guidance to parties involved in disputes, including the participation of the National Consumer Dispute Resolution Centre (NCDRC) and other relevant authorities.

5. The document outlines the processes and procedures for filing complaints, handling disputes, and ensuring fair and impartial resolution. It emphasizes the importance of timely submission of documents and adherence to legal requirements. Parties are encouraged to seek legal advice and utilize the resources available to them.

6. In conclusion, the document highlights the commitment to provide fair and efficient resolution of disputes, ensuring that all parties are treated equally under the law. The document underscores the importance of transparency, accountability, and adherence to legal standards in the resolution of disputes.