

TABLE OF INDEX

Sl. No	CONTENT	Page No.
I.	Human Rights Commitments of Foreign Companies investing in Sri Lanka	
A.	Lanka should focus on ethical investors By: Cherie Blair	
B.	FDI and Sri Lankan Approach	
C.	Index of World Economic Freedom Rankings -2014	
D.	The United Nations “protect, respect and remedy” framework	
II.	Company, Community relationship in complex environment	
A.	Multinational Corporations in the Third World: Predators or Allies in Economic Development? By: James C. W. Ahiakpor	
B.	Corporation-Community Collaboration for Social Development: An overview of Trends, Challenges, and Lessons from Asia By: Joaquin L. Gonzalez	
C.	Business Ethics and Social Responsibility for the Multinational Corporation (MNC) By: Yezdi H. Godiwalla	
III.	Applicability of ILO Standards and Conventions: Sri Lankan Position	
A.	International Conventions ratified and not-ratified by Sri Lanka 1. Ratified 2. Not Ratified	

Sl. No	CONTENT	Page No.
B.	<p>ILO Conventions: Sri Lankan condition</p> <p>1. Observation (CEACR) on Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) - Sri Lanka (<i>Ratification: 1995</i>)</p> <p>2. Observation (CEACR) - adopted 2012, published 102nd ILC session (2013) Right to Organise and Collective Bargaining Convention, 1949 (No. 98) - Sri Lanka (<i>Ratification: 1972</i>)</p> <p>3. Direct Request (CEACR) - adopted 2011, published 101st ILC session (2012) Right of Association (Agriculture) Convention, 1921 (No. 11) - Sri Lanka (<i>Ratification: 1952</i>)</p> <p>4. Direct Request (CEACR) - adopted 2014, published 104th ILC session (2015) Workers' Representatives Convention, 1971 (No. 135) - Sri Lanka (<i>Ratification: 1976</i>)</p> <p>5. Observation (CEACR) - adopted 2013, published 103rd ILC session (2014) Minimum Age Convention, 1973 (No. 138) - Sri Lanka (<i>Ratification: 2000</i>)</p> <p>6. Observation (CEACR) - adopted 2013, published 103rd ILC session (2014) Minimum Age Convention, 1973 (No. 138) - Sri Lanka (<i>Ratification: 2000</i>)</p> <p>7. Observation (CEACR) - adopted 2013, published 103rd ILC session (2014) Worst Forms of Child Labour Convention, 1999 (No. 182) - Sri Lanka (<i>Ratification: 2001</i>)</p> <p>8. Direct Request (CEACR) - adopted 2013, published 103rd ILC session (2014) Worst Forms of Child Labour Convention, 1999 (No. 182) - Sri Lanka (<i>Ratification: 2001</i>)</p> <p>9. Observation (CEACR) - adopted 2014, published 104th ILC session (2015) Equal Remuneration Convention, 1951 (No. 100) - Sri Lanka (<i>Ratification: 1993</i>)</p> <p>10. Direct Request (CEACR) - adopted 2014, published 104th ILC session (2015) Equal Remuneration Convention, 1951 (No. 100) - Sri Lanka (<i>Ratification: 1993</i>)</p> <p>11. Direct Request (CEACR) - adopted 2013, published 103rd ILC session (2014) Minimum Wage Fixing Convention, 1970 (No. 131) - Sri Lanka (<i>Ratification: 1975</i>)</p> <p>12. Observation (CEACR) - adopted 2013, published 103rd ILC session (2014)</p>	

Sl. No	CONTENT	Page No.
	Plantations Convention, 1958 (No. 110) - Sri Lanka (<i>Ratification: 1995</i>)	
IV.	Constitutional and Statutory Protection to Workmen in Sri Lanka	
A.	Comparison of the Labour Rights enshrined in the Constitution of Sri Lanka and India	
B.	<p>Study of the Constitutional Principles and Landmark Constitutional Cases of Sri Lanka w.r.t. Labour Law</p> <p><i>Sukhdev Singh & Others v. Bhagatram Sardar Singh Raghuvanshi</i></p> <p>AIR (1975) SC 1331</p> <p><i>Rienzie Perera and Another v University Grants Commission,</i></p> <p>[1978-80] 1 Sri L R 128</p> <p><i>Trade Exchange (Ceylon) Ltd. v. Asian Hotels Corporation Ltd.</i></p> <p>[1981] 1 Sri LR 67</p> <p>The Control Test</p> <p><i>S. Rajaratne v Air Lanka Ltd</i></p> <p>Available at: http://www.southasianrights.org/wp-content/uploads/2011/07/Rajaratne-v.-Air-Lanka-Ltd.-and-Others-1987SLR2V128.htm</p> <p><i>Jayakody v Sri Lanka Insurance and Robinson Hotel Co. Ltd. and Others,</i></p> <p>[2001] 1 Sri LR 365</p> <p>Instrumentality test</p> <p><i>Wijetunga v. Insurance Corporation of Sri Lanka</i> (1982) 1 Sri L R 1</p> <p><i>Leo Samson v. Sri Lankan Airlines and Others</i> [2001] 1 Sri LR 94</p> <p><i>Jayakody v. Sri Lanka Insurance and Robinson Hotel Co. Ltd and Others</i></p> <p>[1987] 2 Sri LR</p> <p>Integration test and Economic reality test</p> <p><i>Perera v. Marikar Bawa</i></p>	

Sl. No	CONTENT	Page No.
C.	<p>Available at: http://www.lawnet.lk/docs/case_law/slr/HTML/1989SLR1V347.htm <i>Rev. Father Alexis Benedict of Youth Fisheries Training Project v. Denzil Perera and Others</i></p> <p>Retrieved from: http://archive.cmb.ac.lk/research/bitstream/70130/1632/1/HRM_%26_MOS_131_142.pdf <i>Sri Lanka Insurance Corporation v. Commissioner of Labour</i></p> <p>Retrieved from: http://archive.cmb.ac.lk/research/bitstream/70130/1632/1/HRM_%26_MOS_131_142.pdf</p> <p>Comparative Analysis of the Industrial Disputes Act of India and the Industrial Disputes Act of Sri Lanka</p> <p>D. The Employment Relationship (scope) in Sri Lanka By: RKS Suresh Chandra</p>	
V.	Rationalizing Labour Legislations in India and Sri Lanka	
A.	Through the looking glass By: Usha Ramanathan	
B.	Review of Labour Legislation in Sri Lanka By: Employers Federation of Sri Lanka	
C.	Unions decry ILO initiated labour law amendments By: Rohana Jayala	
VI.	Industrial Disasters and response by India and Sri Lanka	
A.	The law 20 years after: Significant absences By Usha Ramanathan	
B.	The problem, By: Usha Ramanathan	
C.	'Many employers don't report occupational accidents, breaking Labour	

Sl. No	CONTENT	Page No.
	Laws' (<i>The Island</i> , Oct. 2, 2014), By Sanath Nanayakkare	
VII.	Issues related to women workforce	
1.	<p>Legal Protection to women in Sri Lanka</p> <p>Unawareness and Unfamiliarity about the Issue 'Sexual Harassment at the Workplace': A Case of Sri Lankan Working Women, by Arosha S. Adikaram</p>	
2.	<p>Apparels short of labour breaking unfair taboo seems hard</p> <p><i>The Island</i>, Available at: http://www.island.lk/index.php?page_cat=article-details&page=article-details&code_title=49299 visited: 4/12/2015 at: 12:51 PM</p>	
3.	<p>Protection of the Female Domestic Migrant Workers: Concerns, Challenges and Regulatory Measures in Sri Lankan Context, by M. A.D.S.J.S. Niriella</p>	
4.	<p>Sri Lanka Shadow Report: To the Committee on the Elimination of All Forms of Discrimination Against Women</p>	
5.	<p>Indian position on laws relating to sexual harassment</p> <p>Indian cases</p> <p><i>Vishaka & others v. State of Rajasthan & others</i>, AIR 1997 SC 3011</p> <p><i>Apparel Export Promotion Council v. A.K. Chopra</i> 2000(1) SLJ SC 65: AIR 1999 SC 625</p>	
VIII.	Issues related to Domestic workers	
1.	<p>Domestic Workers' Rights in Sri Lanka - Work like Any Other, Work like No Other: Need for a Legislative Intervention, by A. Sarveswaran</p>	
2.	<p>Convention No. 189, Decent work for Domestic workers, ILO Minimizing vulnerability of Sri Lankan Female domestic workers, http://www.island.lk/index.php?page_cat=article-details&page=article-details&code_title=113439#, visited on 4/12/2015</p>	
3.	<p>Organising Domestic workers: Issues and challenges, by Suneetha Eluri , 2013</p>	
4.	<p>Minimizing Vulnerability of Sri Lankan female domestic workers, <i>Reported in The Island</i></p>	

Sl. No	CONTENT	Page No.
IX.	Issues related to Disablement	
1. 2. 3.	<p><i>ILO Conventions concerning employment injury</i>, Retrieved from: In-depth Assessment of Employment Injury Compensation Arrangements in Sri Lanka, Prepared by Rehana Thowfeek, Indika Siriwardena, Janaki Jayanthan, Shanaz Saleem and Ravi P. Rannan-Eliya, January 2014</p> <p>Workmen’s Compensation: Sri Lanka, Retrieved from: http://www.salary.lk/home/labourlaw/compensation/workers-compensation, visited on 4/12/2015</p> <p>A review of disability law and legal mobilization in Sri Lanka, by Fiona Kumari Campbell</p>	
X.	Child Labour in Sri Lanka	
A.	<p>1. Prevalence and Sectorial Distribution of Child Labour in Sri Lanka</p> <p>2. Hazardous forms of child labour invisible</p> <p>Child Labour: National Policies in Sri Lanka</p> <p>National Legislation and Policies against Child Labour in Sri Lanka</p> <p>World Report on Child Labour by ILO (extract)</p> <p>Indian Judiciary on Child Labour</p> <p>1. <i>M.C. Mehta v. State of Tamil Nadu</i> AIR 1997 SC 699</p> <p>2. Cases filed by Bachpan Bachao Andolan and Supreme Court judgements</p> <p>3. <i>Bachpan Bachao Andolan v. Union of India</i> MANU/SC/0431/2011</p> <p>4. <i>Labourers Working on Salal Hydro Project v. State of Jammu & Kashmir</i>, MANU/SC/0243/1983</p>	
XI.	Outsourcing in Sri Lanka: Sectors that Employee Contract Labour And Merits and Demerits of Outsourcing	

Sl. No	CONTENT	Page No.
<ol style="list-style-type: none"> 1. 2. 3. 	<p>Outsourcing in Sri Lanka</p> <p>Sri Lanka, Offshoring professional services – A development opportunity, Retrieved from: http://siteresources.worldbank.org/INTEDEVELOPMENT/Resources/Offshoring-in-Sri-Lanka.doc., visited on 4/12/2015</p> <p>Sri Lankan Case Laws <i>Anderson v. Husny</i>, (2001) 1 Sri LR 168</p> <p><i>Ceylon mercantile union v. Ceylon fertilizer corporation</i>, SLR - 1985 Vol.1- P401</p> <p><i>R.N.P.R. Bandara v. Commercial Bank of Ceylon PLC</i>, EP/ HC/AMP/LT/APP//404/2014</p>	
XII.	Limiting applicability of legal protection in Export Processing Zones in Sri Lanka	
<ol style="list-style-type: none"> 1. 2. 3. 	<p>Promoting Decent Work In Export Processing Zones (Epzs) In Sri Lanka, By A. Sivananthiran</p> <p>Problems faced by women working in Sri Lanka's Export Processing Zones, Retrieved from: http://www.amrc.org.hk/content/problems-faced-women-working-sri-lankas-export-processing-zones, visited on 6/12/2015</p> <p>Labour standards and working conditions in EPZs (extract)</p> <p>Available at: http://ilo.org/public/french/dialogue/download/wp3englishfinal.pdf</p>	
XIII.	Unfair Labour Practices in Sri Lanka	
<ol style="list-style-type: none"> 1. 2. 	<p>Employers engaged in anti-union activities, unfair labour practices, <i>The Island</i> Available at: http://www.island.lk/index.php?page_cat=article-details&page=article-details&code_title=49299 visited: 4/12/2015 at: 12:44 PM</p> <p>Contract of employment and unfair dismissal, by Uditha Egalahewa</p>	

Sl. No	CONTENT	Page No.
XIV.	Applicability of Utilitarian, Egalitarian and Libertarian Principles in deciding rights and liabilities of parties of unequal strength	
1.	Labour Law and the new Inequality, by Michael Lynk, Retrieved from: A Canadian Journal of work and Society	
2.	Karl Marx on Equality, by Aleen W. Wood, Indiana University	