



Pre – Training Report

Samanthika Gonagala
The Employers' Federation of Ceylon (EFC)

About the EFC

- Established in 1929, registered as the 1st Trade Union of Sri Lanka
- Employer constituent of the ILO in Sri Lanka
- 700+ members at present
- Services
 - Advisory
 - Representation
 - Industrial Relations
 - Training
 - Solutions – HR and Legal
 - Plantation Services
 - Publications



My role at the EFC

Providing advisory services to members on:

Employment Law

Industrial Relations

Human Resource Management

Engaging in Consultancy Assignments on:

Reviewing/preparation of HR Policy Manuals

Conducting Compensation and Benefits Surveys

through the EFC Solutions (HR and Legal) unit

Impact of COVID on the Labour Market

All sectors were affected by the pandemic and the lockdowns it necessitated. Hospitality sector was severely affected as it was still recovering from the Easter Sunday attacks of April 2019 when the pandemic hit

Restrictions imposed by the Government on imports resulted in a shortage of raw material for the manufacturing sector while also negatively affecting certain retail marketing sectors

Most informal/daily paid workers lost their regular income

Cost of doing business increased since businesses were required to comply with Government health protocols, including periodic testing of employees, providing transport and accommodation to employees and providing suitable personal protection equipment

Focus on work from home/remote working wherever possible both in the State and Private Sectors

EFC's intervention to assist businesses to overcome effects of the pandemic

Regular interaction with members via online platforms and addressing their issues pertaining to Employment law in the context of the pandemic – weekly training programmes on 'Business Continuity'

Member of the Special Task Force commissioned by the Government to assess the impact of the pandemic on businesses and find solutions to address them

Lobbying and making representations to the Minister of Labour/Commissioner General of Labour on short term measures to ensure sustainability of businesses and safeguard the livelihood of employees

Introduction of new services – COVID 19 Risk Assessment Audit

EFC's intervention to assist businesses to overcome effects of the pandemic

ADAPTING TO NEW NORMAL WITH WORK ERGONOMICS

From 09.00 a.m. to 11.00 am on 01st June 2021

MEDIUM : BILINGUAL

18/24 in (45-70 cm)

TAKE BREAKS EVERY 25 MINS

The programme will be conducted by **Dr. Aseni Wickramatillake** MBBS, MPH - Specialist - Occupational Health and Safety, Industrial Hygiene.

Dr. Aseni Wickramatillake is an MBBS qualified Doctor of Medicine with experience in the National Health Services in the United Kingdom. She holds a Master's degree in Public Health from the University of Louisville Kentucky, with focus on Occupational Health and Safety. She is a member of the International Commission on Occupational Health (ICOH).

This training programme will broadly cover the following:

- Importance of musculoskeletal health
- Link between musculoskeletal health, physical health, and mental health
- Adjusting the homework station to optimize comfort and productivity (efficiency)
- Effective use of the musculoskeletal system – sitting, standing, lifting, and manual handling
- Common musculoskeletal discomforts and preventative measures

For further information please feel free to contact Ms. Gaye Kariyawasam on 0773911510 (mobile) / 0117801801-12 (EFC General Numbers) or email to gayek@empfed.lk.

THE EMPLOYERS' FEDERATION OF CEYLON
A Voice for Your Business

WEBINAR SERIES

MANAGING A CRISIS WITHIN A CRISIS

Managing a Crisis and the Role of the Employer 30th July How to manage a crisis and renegotiate employment terms whilst maintaining employee engagement and positive mindset.	Cessation of Employment: Types and Laws 04th Aug Different types of ceasing employment and ceasing employment of different employee categories.	Termination Act: Provisions and Practice 06th Aug Salient provisions of the Termination Act and practical application of the Termination Act during a crisis.
Designing and Communicating a VRS: Do's and Don'ts 11th Aug Factors to be considered in designing a VRS and convincing employees and Trade Unions.	Legal and HR aspects of Virtual Working including Working from Home 13th Aug Virtual Working – Different types and the legal aspects and HR implications and methods to overcome.	Ergonomics for Virtual Working 18th Aug Safety and health risks in virtual working, application of the Workmen's Compensation Ordinance and incorporating ergonomics into virtual working policies.

EFC's intervention to assist businesses to overcome effects of the pandemic

WEBINAR:
Impact on Mental Health during the post Covid - 19 pandemic and coping strategies
MEDIUM : BILINGUAL
From 10.00 a.m. to 12.00 p.m.
on 10th July 2020



Resource Panel

The panelists at the webinar will be Dr. Neil Fernando (MBBS, MD), Senior Consultant Psychiatrist, Mr. Sahan Dharmathilake MBA (UK), B.B.Mgt (1st Class), Certified Mindfulness Based Emotional Intelligence Teacher (USA) and Mr. Pradeep Gunarathna - B.Sc. (Occupational Therapy) Occupational Therapist, National Institute of Mental Health Management. (Please see page 4 of this circular for detailed profiles of the resource persons)

The main objectives of this training are to give the participants an opportunity to:

- Understand the possible mental health issues / stressors during a pandemic
- Identify the impact of the employees' mental health on the corporate sector
- Recognize the coping strategies in relation to mental health issues
- Understand the ways to adapt to the new normal.

Accordingly, the contents of this workshop will include the following

- Possible mental health issues / stressors during a pandemic situation and ways of overcoming them.
- Adapting to changes in lifestyle due to Covid - 19 pandemic.
- Impact of Employees' Mental Health on corporate sector and ways to mitigate them.

EFC's intervention to assist businesses to overcome effects of the pandemic



EFC HR/IR FORUM

IT INTEGRATED
REMOTE WORK CULTURE
Pandemic & Beyond

Presentations followed by panel discussion

- Legal compliance in relation to an IT integrated remote work culture.
- Persons with disabilities and remote work.
- Garment manufacturing sector and remote work.
- IT sector and remote work.



 **18th MARCH 2021**
3.00 - 5.00 P.M.
VIA ZOOM



Kelum S. Herat-Gunaratne
Head of Business Transformation
Hirdaramani Group



Udeshika Ratnavira
Vice President,
Human Resources & Administration
WSO2



Manique Gunaratne
Manager
Specialised Training & Disability Resource Centre
EFC



Sewwandi Jayatunga Wijesekera
Assistant Director General / Head of Solutions
EFC



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EFC HR/IR FORUM

OVERCOMING CHALLENGES RELATED TO EMPLOYEE ENGAGEMENT & MOTIVATION: Pandemic & Beyond

Our panel of experts will be sharing their experiences, knowledge, and best practices in relation to employee engagement and motivation during unprecedented times due to the pandemic. They hope to discuss the challenges met by their respective sectors and how they successfully ensured the business eventually achieved its ultimate goals using novel approaches to engagement and motivation.

Resource Panel



Charaka Gunawardana
Director
Human Resource Operations
MAS Capital (Pvt) Ltd



Kaushal Mendis
Director
Human Resources
Gamma Pizzakraft Lanka (Pvt) Ltd



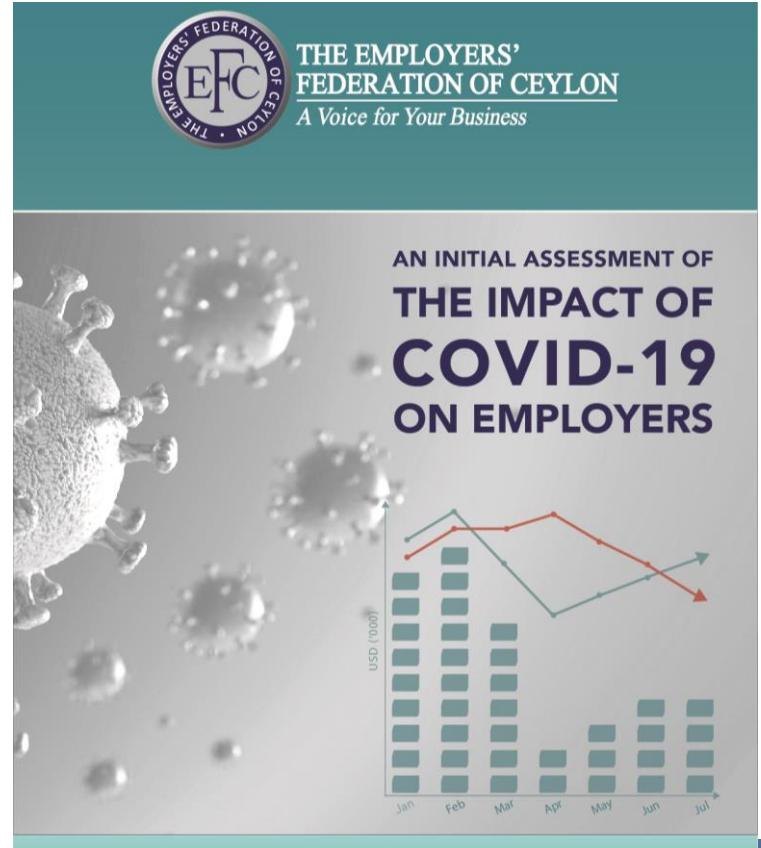
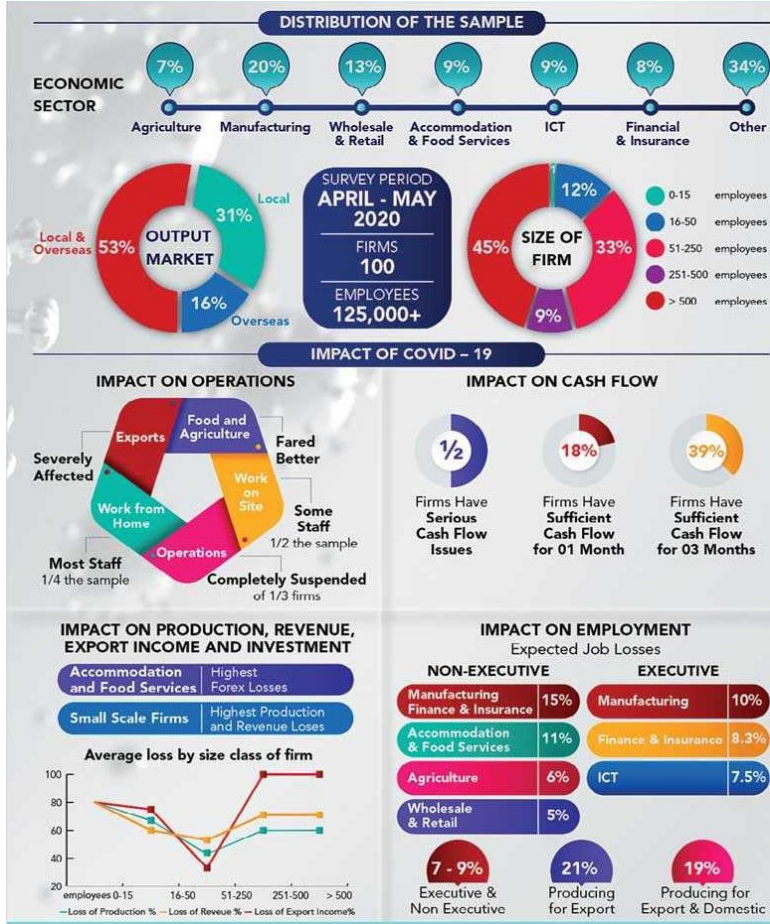
Dr K L Chandrathilleke
Senior Consultant
(Human Resource Development)
The Employers' Federation of Ceylon



30th NOVEMBER 2021
3.00 - 5.00 P.M.
VIA ZOOM



EFC's intervention to assist businesses to overcome effects of the pandemic



Introduction of new services by the EFC in light of the pandemic



COVID-19 Risk Assessment Audit for Resumption of Work

The comprehensive audit will be conducted in conformance with the latest standards published under **SLS 1672:2020 COVID-19 SAFETY MANAGEMENT SYSTEM REQUIREMENTS** for Institutions to;

- Identify and assess the risks associated with COVID-19 and hazards connected with the spread of COVID-19 in the workplace.
- Provide recommendations on prevention and control measures.
- Assess and recommend changes to the existing emergency procedures to minimise the health risks within the workplace.

Book your pre-consultation;

Gaya Kariyawasam

Senior Executive Research and Coordinator OSH

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TESTIMONIAL



"I am extremely pleased with the service provided by the EFC. They were understanding of our requirements and were at times thinking of aspects that we hadn't even realized. The Safety Risk Assessment conducted was comprehensive and they provided suggestions based on best practice. The team truly proved to be the experts-a thorough walkthrough inspection was followed with a review of effectiveness of the measures already taken. The report was detailed and meticulously drawn up which helped us act on points to improve. We are grateful that such a service is available and most of all, their promptness in action is exemplary!"

Zahara Ansary ACMA, CGMA
Country Manager



THE EMPLOYERS' FEDERATION OF CEYLON
A Voice for Your Business

REMOTE WORK POLICY

- Legal Compliance
- WFH Prerequisites
- Approval Procedures
- Confidentiality
- Working Hours, Leave and Holidays
- Monitoring and Evaluation
- WFH Ergonomics
- Workmen's Compensation

www.employers.lk

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✉ niwanthan@empfed.lk

Amendments / Reforms to the Labour Law during the period

- Increase of the national minimum monthly wage from Rs. 10,000/- to Rs. 12,500/- and the daily wage from Rs. 400/- to Rs. 500/-
- Increase of the upper limit of compensation payable under the Termination of Employment Act from Rs. 1.25Mn to Rs. 2.5Mn
- Introduction of the Minimum Age of Retirement of Workers Act



Thank you!