



Report

National Seminar on the Status of the Ratification of ILO Convention No. 190 in Sri Lanka

SARTUC

10–11 February 2025



National Level Seminar on
The Status of the Ratification of
ILO Convention No. 190 in Sri Lanka
10-11 February 2025
Colombo, Sri Lanka

SUMMARY

The South Asian Regional Trade Union Council (SARTUC), in collaboration with Mondiaal FNV and South Asia Gender Platform (SAGP), successfully organised a two-day national-level seminar on “A National Level Seminar on the Status of the Ratification of ILO Convention No. 190 in Sri Lanka” in Colombo, Sri Lanka, at Mirage Hotel Colombo, Wellawatta, Marine Drive, on 10-11 February 2025. SARTUC realised the importance of the discussion and meetings to explore the status of ratification of ILO C190 in South Asia. Thus, SARTUC specially focused on the two South Asian countries for the ratification process, Nepal and Sri Lanka. The national level programme conducted in Sri Lanka was a parallel kind of programme as conducted in Nepal in December (*The National Seminar on the Status of the Ratification of ILO Convention No. 190 in Nepal on 5-6 December 2024 in Kathmandu, Nepal*). The seminar provided a platform for the gathering of government representatives, employers, and SARTUC-affiliated trade unions, along with other national trade union centres and CSOs representatives, to discuss the status of ILO Convention C190. The seminar focused on the status and activities undertaken by the trade unions for ratification, as well as the perspectives and activities of the government and employers. Sri Lanka is facing challenges and difficulties in the ratification process despite having legal provisions.



BACKGROUND

In June 2019, after much deliberation and a lot of pressure from trade unions and civil society organisations, the ILO in its Centenary year, adopted the first-ever convention on the elimination of violence and harassment at the workplace. The global community has made it clear that violence and harassment in the world of work will not be tolerated and must end. The Convention 190 and the Recommendations 206 were the first ever such standards in 100 years. So far 45 member countries around the globe have ratified the convention 190 of which only 4 are from the Asia Pacific region (*Australia, Fiji, Papua New Guinea and Philippines*). Unfortunately, none of the countries in South Asia so far have ratified.

The Convention applies to all workers, regardless of contractual status, and shelters different settings, from workplaces to work-related communication and commuting. Implementing C190 requires states to update laws, strengthen institutional capacity, and ensure access to complaint mechanisms. Moving forward, priority actions include capacity building, awareness campaigns, and tripartite discussions, which are very important for the ratification of C190 in Sri Lanka.

Violence and harassment particularly affect women workers in the most vulnerable work situations who have poor access to labour rights such as freedom of association, collective bargaining, decent work and access to justice. Violence and harassment are not limited to the workplace physically but it has been expanded to the digital world as well. Despite women's vulnerability to violence, discrimination and harassment, their participation in trade unions is relatively low because social, religious and cultural impediments as well as a male-dominant culture of union leadership prevent women from joining the unions. Trade unions being instrumental in positive changes can play an effective role in organising women and making them trade union members as well as violence and harassment-free workplace. They can raise awareness, negotiate workplace policies and launch campaigns. Collective bargaining would be a key tool to tackle violence at work. Therefore, the



role of trade unions is realised as highly significant to move ahead with the campaign of ratification of ILO C190 in Sri Lanka with coordinated efforts from other stakeholders.

Despite having legal provisions, harassment and violence at the workplace continue to remain a serious issue in Sri Lanka due to unequal gender power relations and policy gaps. Existing provisions have been insufficient in practice and there is a lack of appropriate legal mechanisms and systems to address it.

The unions have been lobbying with the government to address gender issues and for the ratification of C190. Moreover, some unions have even trained their affiliates' leaders on gender issues including the importance of ratification of C190 and mobilized for awareness campaigns. In Sri Lanka, unions have conducted dialogue sessions between unions and other interest groups on the ratification of C190. Unions are part of the National Labour Advisory committee which discusses workers' rights and have raised the importance of ratification. The previous labour minister pledged that the country would ratify soon, but with current political changes there has been no movement from the government.

OBJECTIVES

- To establish the exact position and status of Sri Lanka on the ratification of ILO C190 Sri Lanka for the prevention and elimination of violence and harassment in the world of work.
- To discuss the efforts and activities of national trade union centres to prevent gender-based violence in the workplace.
- To explore the realities, efforts, and campaigns of all the stakeholders - government, employers, trade unions, and CSOs for the ratification of ILO C190 in Sri Lanka
- To identify and develop strategies collectively for the ratification of ILO C190 in Sri Lanka

OPENING SESSION

Bro. Rajamany, Vice President, CWC

Bro Rajamany emphasised the critical importance of C190 for Sri Lanka. He expressed the current situation in South Asia where women face harassment in public spaces, not just the workplace. He requested the Sri Lankan government to ratify the convention and establish a legal framework to protect women from gender-based violence and harassment.

Bro. Suresh Vadivel, President, NTUF; former MP

Brother Suresh welcomed all to the national seminar. Further, he expressed his gratitude to SARTUC for selecting Sri Lanka for the discussion on the ratification of C190. Moreover, he expressed that as a





former MP, he raised the C190 issue in parliament approximately 19 times since 2019. He highlighted that the convention is essential for Sri Lanka, especially in the plantation sector where 85 per cent of workers are women and where sexual harassment and human rights violations are prevalent. He criticised local trade unions for failing to conduct sufficient awareness campaigns in local languages like Tamil and Sinhala.

Bro. Palita, National Union of Seafarers Sri Lanka (NUSS), Sri Lanka

Brother Palita expressed that discussions about C190 have been ongoing for six years in Sri Lanka. Despite the work and activities of trade unions and workers, including ministries, the progress has been achieved very less. Further, he expressed hope towards the current government for the ratification, as per him, the government is considered as "people's government" and "workers' government."

Bro. Leslie Devendra, General Secretary, Sri Lanka Nidahas Sevaka Sangamaya (SLNSS)

Brother Leslie recalled the struggle for the forming process of C190 in ILC 2019; however, he expressed no South Asian countries have ratified the convention, which shows the governments' attitude towards workers in the region. Further, he suggested that trade unions must blame themselves for the delay rather than point to external causes like the COVID-19 pandemic, the Easter attack, and the economic crisis. Moreover, he highlighted that while Sri Lanka has ratified all eight core ILO conventions, it is reluctant to ratify two others: the Health and Safety (OSH) convention and C190. He expressed that the clause concerning the right to leave in imminent danger is also present in C190, where a woman or man may leave to save themselves from harassment or violation. Further, he hoped the workshop would provide momentum to include C190 on the legislative agenda.



The round of introduction was started immediately after the opening and welcome remarks. The participants introduced themselves with the expectations from the national seminar and the short information on the activities and efforts for the ratification of C190.

OVERVIEW OF THE TWO-DAY PROGRAMME

The opening session was fruitful for setting the tone of the programme and collaborative discussion. **Sister Nishi** introduced C190 as the first instrument to end violence and harassment in the world of work. She also expressed that none of the South Asian countries have ratified the conventions till date, despite ratification by 46 countries globally. She emphasised that the ratification would be a "win-win situation" for all the stakeholders; government, employer, and workers. She also outlined the two-day programme which focuses on the need for ratification,



challenges, and future strategies for trade unions. Moreover, she provided information on the agenda and sessions for two days.

PRESENTATION FROM THE MINISTRY OF LABOUR

The status of Ratification of C190 in Sri Lanka

Mr. B. Vasanthan, Senior Asst. Secretary (Labour & Foreign Relations), Labour Department

Mr Vasanthan, representing the Ministry of Labour, presented a detailed overview of the legal landscape and the government's efforts regarding the ratification of ILO Convention C190 on violence and harassment in the world of work. He emphasised the convention's importance, especially given the low female labour participation rate in the country, which he attributed partly to workplace harassment. Mainly, he focused on the need for legal reform to align with C190, pointing out three critical gaps in existing law: the definitions of sexual harassment, workplace, and worker. Importantly, he explained that the current Penal Code definition of sexual harassment is limited, only covering power dynamics (e.g., manager-worker) and often failing to address peer-to-peer or cyber harassment. Moreover, he outlined the Ministry's proposals, currently drafted within a new Employment Act, which include definitions for violence, harassment, and gender-based violence, in line with C190. Additionally, he underlined a recent Supreme Court judgment which upheld that termination for sexual harassment is just and equitable. Finally, he emphasised that for ratification to be effective, the Department of Labour must be equipped with the necessary enforcement authority.

In the Q&A session, after the presentation, he provided his responses to the participants who has kept their queries and comments for the presentation. Participants raised their questions mainly on the definitions and policies regarding harassment and violence.

REPORTING BY THE UNIONS

1 report per union as to what has been done so far from 2019 to 2015 in terms of Ratification

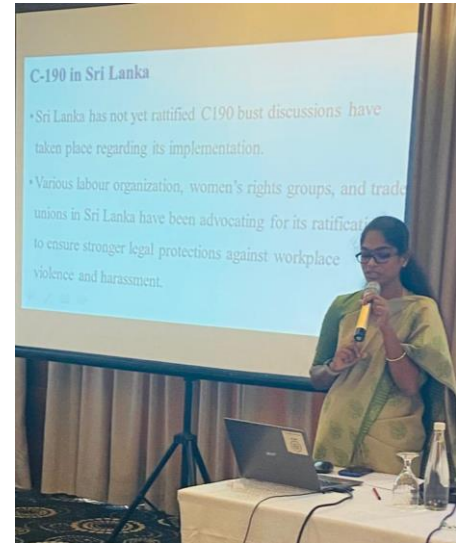
Trade union centres were said to share one report each on their work and activities since 2019 relating to C190 and its ratification process.

The participants were divided into groups according to their unions and were given to discuss mainly:

- Their personal contribution for the ratification since 2019.
- Role of their unions/federation.
- Any policy changes of the union/federation, if yes, explain.

Sis. Kanistha Michael, Vice President from **Ceylon Workers Congress (CWC)** presented the activities done by her union in Sri Lanka since 2019.

- Sri Lanka has not yet ratified C190 but discussions have taken place regarding its implementation.
- Various labour organisation, women's rights groups, and trade unions in Sri Lanka have been advocating for its ratification to ensure stronger legal protections against workplace violence and harassment.
- **Gap Analysis (January 2020):** The CWC, in collaboration with other trade unions, launched a gap analysis to compare Sri Lankan labour laws against the provisions of C190. The goal was to identify specific areas in the national legal framework that required improvement to align with the international convention.
- **National Labour Advisory Council (NLAC) Advocacy (June 2023):** The CWC intensified its efforts by formally urging the Sri Lankan government to ratify C190. This advocacy was a highlighted action within the National Labour Advisory Council (NLAC).
- **Signature Campaign (February – March 2024):** With support from the ILO, the CWC initiated a large-scale signature campaign to pressure the government for ratification.
 - The campaign targeted plantation districts (*including Nuwara Eliya, Badulla, Kandy, Ratnapura, Kegalle, Kurunegala, and Galle*).
 - Signatories included not only plantation workers but also those in the informal sector, youth, and young women workers.
 - The campaign's target was 10,500 signatures, with over 10,000 collected as of the presentation date.
- **Awareness and Workplace Impact:** This initiative created widespread, large-scale awareness about C190 among workers in the plantation, informal, and garment sectors, which in turn led to many changes in the workplace.



Sis. Saramalle Sivagimi, Women leader from the **National Union of Workers (NUW)** presented the activities done by her union in Sri Lanka since 2019.

- Plantation workers.
- Empower women workers in the up countries.
- Violence in the plantation sector is high.
- The union aims to improve the condition of women through awareness and information.
- Domestic violence is mostly considered a family matter but it is a matter of human rights.
- Establishing “community-union” relations.
- Most organisations provide support for victims of domestic violence.

- Leadership mobility in the community and produce leaders from the community.
- Eradicating violence is challenging but not impossible.
- Awareness on C190 to women workers as well as awareness campaign to parliamentarians.
- Meetings and training on C190.
- Collaboration with SAGP, Solidarity Center (SC), and NUSS on C190.

Bro. Charith Attanapola, from the NUSS presented the activities done by her union in Sri Lanka since 2019.

- Dialogue, lobby, and policy advocacy
- Build multi-stakeholder alliances, including employers willing to support C190 for reputational and operational reasons.
- Strengthen public awareness campaigns, workshops, seminars, training; particularly among young and women workers who are directly affected.
- Promote collective bargaining clauses specific to violence and harassment.
- Document cases more systematically and use evidence to push policymakers.
- Seminar and workshops with members of parliaments.
- Mobilise social media creatively to generate public visibility.
- Produced campaign materials such as: play cards, pamphlets, posters, digital designs, and stickers.

SESSION ON GENDER AND INTERSECTIONALITY

Presented by: Paba Deshapriya

Bhoomi Harendran

Imasha Perera

The presenters together explained how trans and queer workers remain excluded from mainstream trade unions and why organising has become essential for their safety, dignity and rights. **Sister Paba** described their struggles and shows two paths forward: making existing unions more inclusive through C190, and



building an independent union if needed. Moreover, she highlighted the lack of legal protection, the political misuse of their identities, and the practical challenges of organising when people are fighting simply to survive, stressing the need to build grassroots leadership and financial independence despite limited political support. **Sister Bhoomi** shared how the Abhimana union was formed after realising NGO spaces could not fully protect workers' rights, and she spoke about



the hurdles they faced, including difficulties in union registration, while also calling for wider support for the Trans Protection Bill. Finally, **Sister Imasha** talked about her own shift from NGO work to union organising after losing her job, and how community members are slowly moving away from a project mindset toward understanding the value of a real bargaining union, with needs ranging from Tamil-language consultations to advocacy against discrimination in areas like sports.

After the completion of the session, the participants expressed their observations and thoughts after the presentation by three presenters/speakers on the inclusive trade union practices and policies. They shared that the session is learning for them to adopt inclusive policy in their trade unions and inclusion of trans and queer workers into the trade union movement for the protection

of workers' rights. Additionally, they expressed:

- Learning on the issues of gender and intersectionality
- Realising for not achieving the target
- The main objective is to walk and work together, though we have individual responsibilities.
- Leave no one behind.

At the end of the first day, **Brother Prabhu** provided his observation and comments for the programme:

Bro. Prabhu, FNV

- Thanks to SARTUC and Sister Nishi
- Expectation that Sri Lanka might be the first country in South Asia
- We need to talk about the political will for the ratification of C190.
- Still not clearly defined by the laws
- Even the Netherlands is facing challenges with the ratification.
- Lastly, good to see the union of trans genders so this is an inspiration to other countries in South Asia.

Day two started with the brief introduction on agenda for the second day from Sister Nishi, and requested all the participants to be more active and ensure their participation during the panel discussion for raising their queries and comments to government and employers representatives regarding the ratification of C190 in Sri Lanka. In the recap session, a lot of participants emphasised the importance of collaboration from all the stakeholders, including government and



employers. Also, they stressed the importance of continuing the momentum generated during the group work.

SESSION ON VIOLENCE & HARASSMENT – A CURSE OF OUR TIMES

Nishi Kapahi, Coordinator, SARTUC/SAGP



Sister Nishi delivered an insightful presentation on "*Violence & Harassment at the Workplace: A Curse of Our Times*," emphasising the urgent need to address these prevalent issues. She outlined various forms of violence in the workplace, including physical assault, psychological abuse, online harassment, sexual harassment, bullying, and economic violence. She highlighted the profound negative effects such behaviours have on individuals, such as mental health problems, physical health issues, decreased productivity, and social isolation. Furthermore, she emphasised the negative effects on individuals, including mental health issues, decreased productivity, and social isolation, as well as the burden on employers through increased absenteeism, legal costs, and reputation damage. Importantly, she advocated for the ratification of C190, which offers a comprehensive, gender-sensitive approach to tackling workplace violence. Moreover, she also stressed the role of unions and civil society in raising awareness and pushing for ratification. At last, she urged organisations to integrate violence and harassment prevention into Occupational Safety and Health policies to protect workers' rights and well-being and urged all the participants for collective efforts to create safer, inclusive work environments for all.

PANEL DISCUSSION

The panel discussion was moderated by **Ms. Shirani Rajapakse**. The panel discussion was held with multilateral stakeholders' tripartite plus discussion in the ratification process of C190 in Sri Lanka representing the government, employer, trade union, and CSO.



Moderator: Ms. Shirani Rajapakse

1. **Government Representative: Mr. B. Vasanthan**, Senior Asst. Secretary (Labour & Foreign Relations), Labour Department
2. **Employers' Perspective: Mr. Vajira Ellepola**, Director General, CEO, Attorney at Law, The Employers' Federation of Sri Lanka (EFC)
3. **Trade Union Perspective: Mr. Leslie Devendra**, General Secretary, SLNSS and **Mr. Suresh Vadivel**, President, NTUF
4. **LGBTIQ+ Union: Ms. Imasha Perera**, Abhimana Union
5. **Trade Union Perspective: Ms. Swasthika Arulingam**, President, United Federation of Labour (UFL)

Panel Discussion

The panel brought together government, employers, civil society, and trade union voices. The diversity of perspectives sparked open and sometimes challenging exchanges.

Government perspective:

Mr. B. Vasanthan from the Labour Department explained the current administrative status of C190 within the ministry. He recognised delays but emphasised that internal consultations were ongoing. The government is positive about the ratification process and the discussion and internal works are going in the ministries. He agreed that institutional clarity and resource allocation would be essential for effective ratification.

Employer perspective:

Mr. Vajira Ellepola from the Employers' Federation stressed that employers are not opposed to safety and dignity at work. He highlighted that many companies already have internal policies and code of conduct on violence and harassment. However, he mentioned that legislative changes should be supported with strong guidance, capacity building, and realistic timelines for implementation.



Trade union perspectives:

Representatives including **Mr. Leslie Devendra (SLNSS)**, **Mr. Suresh Vadivel (NTUF)**, **Ms. Swasthika Arulingam (UFL)**, and **Ms. Imasha Perera (Abhimana)** expressed the perspective of workers and their realities at workplace. Moreover, they explained how the women workers have been facing violence and harassment at workplace due to lack of legal protection. The workers are entering into the informal sector and precarious work due to the unwillingness for the protection of workers' rights. Also, they requested government representative to provide clear timeline and work plan for the ratification process. Moreover, they emphasised the importance of the ratification of C190 for the protection of workers and making the workplace free from violence and harassment.

Q&A Session

In the Q&A session, participants raised their comments and queries to government and employer representatives, mostly regarding the legal implications, coordination across ministries, the perspective and actions of the new government, the employers' perspective and support for the ratification. The participants strongly raised concerns about the collaboration from multi-stakeholders for the ratification to protect the rights of workers at the workplace.

CLOSING AND VOTE OF THANKS

In the closing remarks, Sister **Nishi Kapahi**, Coordinator, SARTUC/SAGP, expressed the hope of ratification of C190 as all the stakeholders are positive for it. Moreover, she emphasised that the role of trade unions remains higher compared to other stakeholders, because the weaker section of society needs the laws and policies, as workers are the weakest in the entire system of the world of work. Importantly, she encouraged all to be active from their side for the ratification of C190 and take it forward from their individual and union/organisational levels. Moreover, she expressed that the follow-up will be held so, the trade unions and leaders have to work actively for the ratification process with their clear strategies. Finally, she thanked all the participants, leaders, presenters/speakers, and panellists for the comprehensive discussion and active participation for two days.

CONCLUSION AND OUTCOME

- Speakers and participants from the national seminar emphasised the urgency and importance for the ratification of ILO Convention C190, particularly in the situation of violence and harassment that women experience in both public and professional settings.
- For the ratification process coordinated action and strategies are important.
- While differences remained on the approach and pace of implementation, there was clear agreement that Sri Lanka must move forward.
- Several speakers pointed out that Sri Lanka's inconsistent commitment to workers' rights is demonstrated by the country's continued delay of C190 and the OSH convention, despite having ratified many important ILO conventions.



- Some of the participants mentioned the need for improved coordination and advocacy and increase the collective action and awareness-building shall be in local languages.
- The discussion of LGBTIQ+ issues shall happen in trade unions, and trade unions need to address the voice of trans and queer workers.
- Trade unions are the proper mechanisms or platforms to advocate for the ratification process so their coordinated and continuous efforts are needed with clear strategies.
- The discussions on ILO Convention No. 190 (C190) highlighted the urgency of its ratification in Sri Lanka to establish a common legal framework against workplace violence and harassment.
- Overall, the seminar provided important groundwork for the trade unions' commitment to the ratification process and moving ahead with planning and forming strategies.
- Overall, the national seminar was successful in setting a collaborative tone by the interactions of proactive unions in same platform building momentum for a strategic advocacy, campaign and lobbying for the ratification process to ensure protection for all workers in Sri Lanka.



ANNEX - I
AGENDA

10-Feb-25	
Day 1	
9.00 – 9.30	Registration of participants
9.30 – 10-15	Opening messages , Introduction of participants
10.15 – 10.30	A brief sketch of the two-day programme
10.30 – 11.00	Tea/Coffee break
11.00 – 12.00	Why to Ratify ILO C190? Opportunities and Challenges.
	Will the Ratification change the Workplace environment of Violence & Harassment?
	What is the status of Ratification of C190 in Sri Lanka
	(A session by Mr. B. Vasanthan , Senior Asst. Secretary (Labour & Foreign Relations), Labour Department)
12.00 - 13.00	Reporting by the Unions – 1 report per union as to what has been done so far from 2019 to 2015 in terms of Ratification
13.00 – 14.00	Lunch
14.00 – 15.30	Gender and Inter-sectionality
15.30 – 16.00	Tea/Coffee break
16.00 – 17.30	Group Work – Union strategies for lobbying for Ratification of C190
	Way forward for the year.
End of Day 1	
11-Feb-25	
Day 2	
9.30 – 10.00	A brief roundup of the previous day
10.00.- 10.30	Violence & Harassment – A curse of our times
	Why is it important to eliminate it? A presentation
10.30 – 11.00	Tea/Coffee Break
11.00 – 12.45	Panel Discussion
	Member of Parliament- TBD
	Mr. B. Vasanthan , Senior Asst. Secretary (Labour & Foreign Relations), Labour Department
	Mr. Leslie Devendra , General Secretary, SLNSS
	Mr. Vajira Ellepola - Director General, CEO, Attorney at Law, The Employers' Federation of Sri Lanka (EFC)
	Ms. Swasthika Arulingam , President, United Federation of Labour (UFL)
Ms. Imasha Perera , Abhimana union	
12.45 – 13.15	Q & A
13.15	Conclusions followed by lunch
End	



ANNEX - II
LIST OF PARTICIPANTS

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SN	Name	Union	Designation	E.nail Address	Contact Number	Signature	
						Day 1	Day 2
M 1	Shirani Rajapaton	-	NAL	S.Poocket@yahoo.com	046-8986547		
2	C. Panditha	SLNSS	Womens CB Chairman	chandranis1@gmail.com	0714230662		
3	S. Rajamany	CWC	Vice President/ 2nd Vice P.R. Secretary	rajamangcwc@gmail.com	0716875020		
4	Gayan Muraewera	NPTWU		gayanpm@yahoo.com	0778050567		-
5	W.A.L. Jayatissa	NUSS	Organizer	jayatissawabo@gmail.com	077216153		
6	Charith Attanapola	NUSS	Organizer	attanapola@gmail.com	0777463123		
7	Dhammika	LSFUW	women Director	dhammikakunari2015@gmail.com	0713042527		
8	S. Dissanayake	S.S.S.	P/Secretary	tasunithra@gmail.com	077335162		
P 9	W.A.Z. Perera	Abhimana	CONVENER	imashafreena39@gmail.com	0763959726		
P 10	Leslie Devendra	SLNSS	Gen. Secy	slnss@sltnet.lk	0777331038		

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SN	Name	Union	Designation	Email Address	Contact Number	Signature	
						Day 1	Day 2
1	Wathsala Herath	Abhimana	Treasurer	wathsalakherath@gmail.com	0777198339		
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3	Nalini Galappath	USLTS	Vice President	nalini_mag@gmail.com	0716188931		
4	Chandira Devarajagan	R.E.D	R.E.D	red.srilanka.org@gmail.com	0765890322		
5	Sarwantha Sivagun	N.W.C	Leadership	sivagunSarwantha@gmail.com	0716592545		
6	Kansha Michael	CWC	Vice President	kanshamichael11@gmail.com	0717399993		
P 7	MAHURA SURESH	NTUF	President	redinalsuresh@gmail.com	07714004990		
8	S.P. Welton	CYN	Gen Secy	cmwofh1928@gmail.com			
9	Pramodini Weerakoz	ILO	Natn PC	pramo@ilo.org	0713760107		-
10	P. A. T. U. K. S.	NUSS					



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SN	Name	Union	Designation	Email Address	Contact Number	Signature	
						Day 1	Day 2
1	Lany Perera						
2	Nilgathi Ranasighe	NPTWU	Exco Memb	nilanthir25@gmail.com	071809870		
3	Anurudhika	CNCB	Exco	iroshani@jayarathna.org.lk	071813566		
4	Kanchana	NTUF	Women Coordinator	menandhana93@gmail.com	077343239		
5	Paba Deshapriya	Nuss		Paba31@waail.com	0718015792		
6	Bloovis Horudrom	Abduswan	Co-Chair	bloovis.horudrom@gmail.com	0768477004		
7	K. Maitthily	Protect	President	kmydhily100@gmail.com	0702207004		
8	Anurudhika Jayarathna	GNOB	Exco	iroshani@jayarathna.org.lk	071813566		
9	Sudeshi Pathirana Natalin Galappalli	NUSS USLIS	Prof. Coordinator vice Presi	nuss.sl@outlook.com	071-0999011		
10	Vajira Eneferu	EFL	DG				

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SN	Name	Union	Designation	Email Address	Contact Number	Signature	
						Day 1	Day 2
1	K.A.K.E. Perera	Ashan Rat	Audio and Recd. Interviewer	Pererakalum62@gmail.com	0998947356		
2	Benet Ashan	Ashan Tech	Tech	ashansaracewa767@gmail.com	077511545		
3	B. Vasanthan	Ministry L&M	Senior Assist Secy	bvasanthan@yahoo.com	0719249902		
4	Suman Srikanth	CINCO	President		0771195410		
5	B. M. S. K. Chandana	NUSS	Organizer		0718442177		
6	A. Karun	Intarpu	Inte	kann@gmail.com	0769339112		
7							
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9							
10							



ANNEX - III
SOME MORE PHOTOS



