



Report

NATIONAL SEMINAR ON GENDER REPRESENTATION, INTERSECTIONALITY AND RATIFICATION OF ILO CONVENTION NO. 190 FOLLOW-UP

20-21 August 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 seminar on the “*National Seminar on Gender Representation, Intersectionality and Ratification of ILO Convention No. 190 Follow-Up*” in Colombo, Sri Lanka, at Granbell Hotel, 282/5, Kollupitiya Road, Marine Drive, on 20-21 August 2025. SARTUC realised the importance of the discussion on the gender representation and intersectionality in the trade union movement in South Asia, thus SARTUC started the discussion through a national-level seminar in Sri Lanka, in attendance of SARTUC-affiliated trade unions and other national trade union centres. Importantly, the national level seminar was a platform for the consultation of two studies/manuals – “Intersectionality” and “Manual on Organising and Engaging with the LGBTQI”. The two major studies undertaken in this respect are on “Intersectionality” and the preparation of a “Manual on Organising and Engaging with the LGBTQI”. The first draft of both these studies were presented at the seminar in Colombo, Sri Lanka. Additionally, findings were discussed and consulted to take the trade unions’ feedback and suggestions to make it better from the trade union perspective. The seminar, through discussion, provided feedback, suggestions, and comments for the studies/manuals from the trade union perspectives. The discussion was helpful for the improvement of the studies to include feedback from the participants in the seminar and to incorporate their comments in the final outcome. Additionally, the national seminar aimed to provide a common platform to multi-stakeholders from SARTUC-affiliated trade unions and other unions, along with the CSOs, to discuss the status of ILO Convention C190.



SARTUC
BACKGROUND

Mondiaal FNV

SAWGP
South Asian Workers Gender Platform

Trade unions have historically played a crucial role in advocating for workers' rights and improving labour conditions.¹ In South Asia, trade unions have been influential in organising workers, negotiating better wages, and advocating for social protection. However, the representation of women within trade unions remains low, and gender issues are often not prioritised in union agendas. Issues like maternity leave, sexual harassment, and gender-based violence in the workplace are often unnoticed. This lack of focus on gender issues means that specific needs and challenges of women and LGBTQI+ are not adequately addressed in collective bargaining agreements and union policies.² Remarkably, women are underrepresented in trade union membership and leadership positions.³ Furthermore, male-dominated leadership structures and gender-biased attitudes within unions can discourage women and LGBTQI+ from taking on leadership roles. This underrepresentation results in gender issues being marginalised within union activities, negotiations, collective bargaining, and social dialogues. Ensuring that gender issues are prioritised within trade union agendas is crucial for addressing the unique challenges faced by women and LGBTQI+ workers.

Recognising the importance of gender representation, various initiatives have been undertaken by trade unions, governments, ILO, and various other international organizations to empower women workers in South Asia. Almost all the trade unions in South Asia have established women's committees and networks to focus on gender-specific issues. These committees work to ensure that women's voices are heard and that gender issues are integrated into union activities and the world of work. Importantly, the SARTUC Women's Committee has been formed to organize women workers, advocate for their rights, and promote gender equality within SARTUC and its affiliated trade unions. Moreover, the committee has been seen as a platform for addressing women's issues and ensuring that their concerns are reflected in union policies and practices.

For South Asian trade unions, it is important to adopt the idea of intersectional approach for inclusivity of organising, policy advocacy, and gender representation. The region is mostly occupied by the informal sectors where women are highly dominant along with marginalised and indigenous groups, adding to a huge number of migrant workers. The workers face discrimination in multiple levels and forms, where the working categories are further divided into gender, class, caste, geography, migration status, and sexuality. Traditional unionism has been unable to capture these multiple identities and has missed the experiences of workers' vulnerability and violence at the workplace. Importantly, the intersectionality could support trade union and their leadership to widen their advocacy from right-based advocacy approach and context-specific policy formation. This approach further supports inclusive representation, advocacy for the marginalised groups

¹ ITUC. 2007. *Gender Equality: Action Programme on achieving gender equality in trade unions*.

² ITUC. 2007. *Achieving Gender Equality: A Trade Union Manual*.

³ ITUC-AP. *UPHOLDING WOMEN'S RIGHTS AND DECENT WORK FOR WOMEN*. 2nd ITUC-AP Regional Conference Resolution No. 3. GENDER EQUALITY.



within the trade union movement, advocacy and campaigning for better change, and combating internal biases.⁴

Additionally, manual for “Organising and Engaging with the LGBTQI” – Over the last few years, the gender platform has been instrumental in supporting the LGBTQI in their efforts to organise and form a union. After a lot of challenges, Abhimana Union was set up in Sri Lanka, though their formal registration certificate is still awaited. This has been an interesting journey not only for the members of the community but also for those activists who have been helping them. Their experiences are worth recording so that more such groups can be organised in the region. As such, close associates of the Abhimana Union have been approached to share their experiences in the form of a manual.

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. So far (*till 25th July 2025*), 50 member countries around the globe have ratified the Convention 190 of which only five (5) are from the Asia Pacific region (Australia, Fiji, Kyrgyzstan, Papua New Guinea, and Philippines).⁵ Unfortunately, none of the countries in South Asia has ratified so far have ratified.

OBJECTIVES

1. To exchange perspectives on gender, equality, and equal opportunities within the South Asian context.
2. To examine the concept of intersectionality and its influence on achieving gender equality.
3. To explore actionable strategies that trade unions in South Asia can adopt to address intersectionality, particularly in the context of organising workers.
4. To review the manual developed by the Abhimana Union on LGBTQI issues and assess its applicability and relevance across South Asia.
5. To evaluate the current status of the ratification of ILO Convention No. 190 (C190) in Sri Lanka.

⁴ UN Women and UNPRDP. Intersectionality Resource Guide and Toolkit: An Intersectional Approach to Leave No One Behind. <https://www.unwomen.org/sites/default/files/2022-01/Intersectionality-resource-guide-and-toolkit-en.pdf>

⁵ Ratifications of C190 - Violence and Harassment Convention, 2019 (No. 190). https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:11300:0::NO:11300:P11300_INSTRUMENT_ID:3999810



SARTUC

WELCOME AND OPENING REMARKS



Opening Remarks from Bro Laxman Basnet, General Secretary, SARTUC

Bro Laxman Basnet expressed that the fight for the establishment of workers' rights is not over and pledged to work harder. He thanked FNV, especially Sister Wilma and Brother Prabhu, for their continued support and feedback on the SARTUC's journey. Not only financial but also the technical support from FNV is praiseworthy in the process of regional solidarity among trade unions in the

region. He expressed the importance of gender representation in the trade union movement. Further, he emphasised that the trade unions have to adopt an intersectional approach for inclusivity of organising, policy advocacy, and gender representation. Importantly, he highlighted the ratification of ILO C190 for the establishment of workers' rights at the workplace and make the workplace free from violence and harassment.

Remarks from Bro Leslie Devendra, General Secretary, SLNSS

In his welcome remarks, Brother Leslie expressed positive aspect for the ratification of ILO C190 in Sri Lanka. However, he expressed disappointment regarding the implementation of laws and policies and said that the fight is far from over and must continue until success is achieved. Also, he expressed the financial situation of the country and trade unions, where, he praised Brother Basnet and SARTUC for their tireless work for the South Asian Trade unions' solidarity and improving the condition of workers in the region. Further, he emphasised that the role of trade union is important in promoting gender equality and ratification of ILO C190. Therefore, he requested everyone to work hardly for the advocacy for the ratification of ILO C190 in Sri Lanka.

Message from Sister Wilma Roos, Policy Advisor at Mondiaal FNV



Sister Wilma expressed her pleasure to be a part of the national seminar. She recalled the experience of being at the ILC when Convention C190 was approved and shared the initial feelings of joy and hope for rapid change regarding harassment at work. However, she expressed disappointment that only 50 countries, including her own (the Netherlands), have not ratified it. Importantly, she expressed that the employers, who do not want the "hassle" and "administration" of new protocols, are largely responsible for blocking ratification in her country. Despite the setbacks, she maintained a positive outlook, asserting that the process of developing C190, including awareness-raising and training, has already resulted in significant progress. Moreover, she emphasised the persistent



challenges of gender representation and the need for trade unions to adapt their struggle to the rapidly changing world, citing the danger of gender bias in Artificial Intelligence (AI) used in recruitment as a pressing issue that threatens equal representation for women.

Bro. Suresh Vadivel, President, NTUF

As a senior trade union leader from Sri Lanka, he welcomed all to the national seminar and requested them for the actively engage to the programme and discussion. Further, he expressed his gratitude to SARTUC for selecting Sri Lanka for the discussion on the ratification of C190. He accepted his personal responsibility for the struggle during his tenure as a labour minister and recounted taking all necessary steps, including speaking in parliament 17 times about C190. Expressing hope, he suggested that the session could lead to a new path forward through unity among all trade unions to submit proposals, especially given current unsatisfactory labour reforms in Sri Lanka. He specifically raised the grave concern of the proposed '*outgo system*' in the plantation sector, which would eliminate all social security benefits for workers, causing them to leave the industry. He concluded by thanking SARTUC and its leadership for selecting their country for this crucial discussion and hope for the interactive discussion and fruitful outcome.



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.

BRIEF OUTLINE OF THE TWO DAY PROGRAMME

Sis. Nishi Kapahi, Gender Expert, SARTUC/SAGP

Sister Nishi provided an outline of the session, beginning by expressing that the primary focus of their work had been the ratification of ILO Convention C190. However, the initial momentum and hard work were severely hampered by the COVID-19 pandemic, followed by the election of right-wing governments across much of South Asia, who lacked motivation to pursue the convention. This led the organisation to shift strategy, deciding to "*go back to the basics*" by focusing on grassroots organising, empowering women, and fundamental trade union education. This new direction resulted in two key initiatives: a paper on intersectionality, which addresses the undue discrimination workers face based on factors like sex, colour, age, and sexual orientation, intended to help unions organise previously unreached workers; and a manual documenting the organisational experiences of the LGBTQI+ community, who have successfully formed a strong network in South Asia. Sister Nishi concluded by urging the participants to proceed quickly with the agenda.



PRESENTATION ON THE STUDY PAPER ON INTERSECTIONALITY

Dr Saranya, on behalf of her research team, presented research findings on intersectionality in South Asian labour markets, covering the discussion around the core principle of dignity, equality, and inclusion for all human beings. Moreover, she highlighted that the strategic mission of trade unions involves addressing systemic oppression and fostering inclusive workplace cultures, requiring a multi-stakeholder approach involving employers, government authorities, and global institutions. She highlighted the challenges of the South Asian labour market, including high youth unemployment, low female labour participation, the prevalence of the informal sector, and skill gaps due to new technology. A major focus was placed on the crucial role of trade unions in promoting rights and building inclusion for marginalised groups, such as the LGBTQI+ community, disabled workers, and vulnerable women. Importantly, she summarised the legal landscape across the region as being limited or weak in protection and noted that the research findings indicated that while union leaders are open to change, they require more capacity building, training, and awareness to combat overlapping discrimination and patriarchal mindsets. Finally, she recommended structural assessments, improving digital literacy, fostering women's representation in decision-making, and leveraging AI-driven tools for faster grievance resolution.

Her session was followed by a **Q&A**, during which participants raised concerns about gender equality and interactional issues within the trade union movement. In response, she explained that the research findings and recommendations were kept broad initially due to diverse cultural and labour market differences across countries. She highlighted that, although the draft remains a work in progress, trade unions' input is crucial for making the recommendations more specific and actionable for policy change. She also mentioned methodological challenges, such as difficulties in recruiting interviewees and the time needed to build trust with participants.

INTRODUCTION TO THE MANUAL ON ORGANISING THE LGBTQ DEVELOPED BY ABHIMANA

**Presented by: Paba Deshapriya
Bhoomi Harendran
Imasha Perera
Wathsala Herath**

Sister Paba introduced the discussion on the manual documenting the work and challenges of trans and queer workers, emphasising the necessity of organising due to the community's exclusion from mainstream trade unions and their high representation in the informal sector. Moreover, she highlighted that the ILO's C190 convention is crucial as it provided a shared language for anti-harassment and violence that helped bridge the work between existing trade unions and the trans and queer workers. As per her presentation, the manual is structurally divided into two parts: one focusing on using C190 to make existing trade unions more inclusive, and the other detailing how to organise an independent union, clarifying that the document is designed to support both approaches simultaneously.





Similarly, **Sister Bhumi** described the Abhimana union's strategic shift from NGO work, which offered limited workers' rights platforms, to forming a trade union. She expressed that the move to establish a union was necessary as the existing unions were facing internal challenges in fully embracing LGBTIQ issues. She discussed the difficulties faced, including the labour department's reluctance to register the union because its basis was sexual orientation/gender identity rather than employment. However, she proudly detailed the historical, dignity-filled participation of their members in May Day walks. Finally, she appealed for trade union support for the Trans Protection Bill, which contains provisions on the right to occupation, urging everyone to prioritise humanity and productivity.



In her part, **Sister Imasha** shared her personal journey from the NGO sector into the union, with the urgency of financial stability becoming stronger after losing a job, which drove her commitment to the union movement. Moreover, she detailed the community consultations, noting that the more recent meetings showed a successful shift in community members' understanding, moving away from an NGO/project-based mindset toward grasping the importance of a sustainable collective bargaining union structure. Additionally, she highlighted specific requests from provincial meetings, such as the need for a consultation in Tamil, and lobbying efforts to address discrimination in sectors like sports and ensure the sustainability of the union's activities.



Final presenter, **Sister Wathsala** provided a sobering overview of the challenges faced, explaining that the community lacks legal protection and is often used as a political "scapegoat" by politicians promoting a global anti-gender narrative, which makes daily survival itself a struggle. She stated that organising is complicated because community members' fundamental issues are basically linked to workplace concerns. The organisational challenges include helping members move past the NGO/project mindset, achieving financial independence without external funding, building cross-sector membership, and developing grassroots leadership in the face of a lack of political will at the national level.

COMMENTS, OBSERVATIONS, AND SUGGESTIONS FROM PARTICIPANTS ON THE STUDY/MANUAL

After the session on the presentation of the Manual on Organising the LGBTQ developed by ABHIMANA was followed by a Q&A, during which participants raised comments and observations:

Comments by Sister Wilma Roos

Sister Wilma provided her observation on the organising efforts, praising the efforts of the transgender union in Sri Lanka despite the obstacles they face. She expressed that the union faces



a "double burden," having to both establish their own difficult-to-register organisation while simultaneously educating and convincing traditional trade unions to seriously address LGBTIQ issues and ensure representation in social dialogue. She concluded by questioning the primary target audience of the manual, whether it was the LGBTIQ community or the traditional unions, and recognised the union's important and pioneering role as the first of its kind in South Asia.

Brother Leslie from SLNSS, shared a success story of inclusivity in his own union and advocated for the traditional union model. He argued that while special interest groups could form alliances within existing unions. His important message was for equality, urging people to accept each other as human beings, and suggesting that separate organisations should only be considered if truly necessary for specific external campaigns.

Brother Rajamany from CWC, underscored the foundational principle of trade unionism: viewing all members equally as workers regardless of individual characteristics or beliefs. He shared a specific challenge his union faced in attempting to broaden its reach, noting a regulatory issue with the labour department that initially opposed organising migrant workers, and highlighted the internal difficulty of recruiting women members for leadership positions on the executive committee or general council.

Brother Prabhu from FNV highlighted the manual's utility beyond the local context, stating that it will serve to share the experiences of the Sri Lankan transgender union with other unions across the Asia Pacific region. Moreover, he stressed that the manual's primary function is to be a starter of the discussion on intersectionality, given the interest from international forums in initiating conversations about LGBTIQ inclusion and organising within their own structures. Furthermore, he expressed that the manuals will be important for establishing collective bargaining.

Also, some of the participants raised their concerns regarding the methodologies and sampling for the study on intersectionality. Moreover, they asked for the experience of working or interviewing with worker groups, mainly the voices of females in Focused Group Discussions (FGDs).

GROUP DISCUSSION ON THE SWOT ANALYSIS

The participants were divided into four groups for the SWOT analysis of the adoption and the implementation of the intersectional approach and the Manual on Organising the LGBTQ in trade unions. The SWOT analysis of trade unions is fruitful to understand the current position and status of trade unions to adopt and implement the plans and policies. The group discussion was facilitated by **Dr Saranya** and **Sister Paba**. The outcome of the discussions are:

Strengths

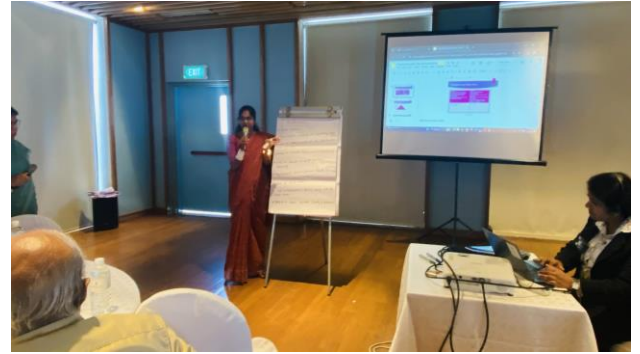
- Common Goal and Collective Bargaining
- Diverse membership
- Networking
- Democracy in Organising
- Power of the workers or strength as a group

Weakness

- Lack of understanding of intersectionality



- Male dominance in the Trade Union leadership
- Political party-driven
- Lack of interest in including more women, trans and queer workers in leadership positions
- Lack of finances and resources
- Racism, misogyny, and phobias among members and leaders



Challenges (Threats)

- Social stigma
- The trans and Queer community has not been establishing themselves
- Lack of awareness of the opportunities form society
- Difficult to organise the Trans and Queer community
- Lack of awareness to guide a particular community
- Psychological affect/mental health struggle
- Lack of protection
- Legal and institutional barriers among the trade unions
- Difficult to obtain an accurate identity and document.



Opportunities

- Intervening to solve the common problem of collective employee sacrifice.
- Legal aid
- Providing a good governance model of Vatathiya Samitiya
- Collaboration with other stakeholders
- Capacity building within the trade unions
- Recreational activity engagement
- Enriching the mental health by addressing the mental health concern



UPDATES ON THE DEVELOPMENTS CONCERNING THE RATIFICATION OF ILO CONVENTION C190 IN SRI LANKA

After the group discussion and the comments from the trade union leaders, a few important issues were finalised to understand the updates on the developments concerning the ratification of ILO Convention No. 190 in Sri Lanka:



- The national seminar provided a common platform to stakeholders from SARTUC-affiliated trade unions and other unions, along with the CSOs, to discuss the status of ILO Convention C190 in Sri Lanka.
- Trade unions are working for awareness building for the ratification process and its

importance to the workplaces.

- Ever since its adoption, the unions have been lobbying with the governments and employers to address gender issues and for the ratification of C190.
- They are involved in lobbying and policy advocacy regarding the ratification process in Sri Lanka.
- Brother Suresh Vadivel, President, NTUF, expressed his personal effort for the ratification of C190 as personal responsibility for the struggle during his tenure as a labour minister and recounted taking all necessary steps, including speaking in parliament 17 times about C190.
- Trade unions are key stakeholders for the ratification and implementation process of labour laws and policies.
- Despite having legal provisions, harassment and violence at the workplace continue to remain serious issues due to unequal gender power relations and policy gaps in all South Asian countries.
- Existing provisions have been insufficient in practice, and there is a lack of appropriate legal mechanisms and systems to address it.
- The ILO Convention No. 190 is a binding international treaty addressing violence and harassment in the world of work and along with Recommendation No. 206, is the first international labour standard to provide a common framework to prevent, remedy and eliminate violence and harassment in the world of work, including gender-based violence and harassment.

CLOSING REMARKS

Sister Nishi Kapahi thanked all the participants in her closing remarks and she highlighted the importance of study and manual for the trade union movement and gender equality at the workplace in South Asia. According to her, SARTUC needs to play an important role in the regional level for the implementation of findings and recommendations from trade union perspective. None of the countries in South Asia has ratified the C190, yet, trade unions need to focus strongly for the awareness, advocacy, lobbying and campaigning for its ratification. As per her remarks, this is a wonderful opportunity for South Asian countries to ratify the convention and achieve historical milestone in the region. Moreover, she emphasised for grassroots organising, empowering women workers, and forming inclusive policies in trade unions. Finally, she thanked



all the participants, NUSS, Abhimana union, technical persons, and more importantly, to Sister Wilma and Brother Prabhu for their constant support and guidance.

In his concluding remarks, **Brother Laxman Basnet** expressed that the fight for workers' rights is still very much alive and vowed to work even harder through SARTUC. He emphasised that trade unions must adopt an intersectional approach to look at how different factors like gender, class, and sexuality overlap to cause discrimination and the intersectional approach can be used for the union organising, advocacy, and lobbying with inclusive representation. Importantly, he highlighted that the ratification of ILO C190 is crucial to making workers safe and promote decent working environment for all. He also requested all to apply the learnings and experience from seminar to their own unions and enterprise level. Finally, he thanked all the leaders and participants from Sri Lanka, resource persons, presenters, and more importantly, he thanked to Sister Nishi, and Mondiaal FNV (Sister Wilma and Brother Prabhu) for their kind support and engagement with SARTUC for the promotion of workers' rights in regional level.

CONCLUSION AND OUTCOME

- The seminar successfully achieved its objectives of sharing the studies and discussing them from the perspective of trade unions and discussing the status and situation of the ratification of ILO C190 in Sri Lanka.
- Intersectionality is a new perspective for trade unions; however, effective tool for the formation of inclusive policies in trade unions.
- 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 protection and promotion of workers' rights in the world of work.
- The presentations on Intersectionality and the Manual on Organising the LGBTQ provided trade union leaders with new tools and frameworks for more inclusive organising strategies, recognising the complex layers of discrimination faced by workers (based on class, caste, gender, and sexuality).
- The workshop sessions were vital for ensuring that the final documents are practical and relevant from a trade union perspective.
- The discussions on ILO Convention No. 190 (C190) highlighted the urgency of its ratification in Sri Lanka and across South Asia to establish a common legal framework against workplace violence and harassment.
- Overall, the seminar provided important groundwork for the final project evaluation and emphasised SARTUC's commitment to gender equality and equal representation at the forefront of the trade union movement in the South Asian region.



**ANNEX-I
AGENDA**

DAY 01	
09:00 – 09:30	Registration of participants
09:30 – 10:30	Opening of the Programme – Welcome remarks by Bro Laxman Basnet , General Secretary, SARTUC
	Opening remarks by Bro Leslie Devendra , Vice President, SARTUC & General Secretary, SLNSS
	Message from FNV by Sis Wilma Roos , Policy advisor at Mondiaal FNV
	Introduction of participants
10:30 – 10:45	Brief outline of the two-day programme – Sis Nishi Kapahi , Gender Expert and Coordinator, SARTUC/SAGP
10:45 – 11:15	Tea Break
11:15 – 12:15	Presentation on the study paper on Intersectionality by Dr Saranya
12:15 – 13:15	Introduction to the Manual on Organising the LGBTQ developed by ABHIMANA. Presentation by Sis Paba Deshapriya
13:15 – 13:30	Comments by Sis. Wilma Roos
13:30 – 14:30	Lunch Break
14:30 – 17:00	Workshop session in two groups to review the two documents presented before lunch for the comments and suggestions from participants, followed by plenary discussion and a brief tea break.
17:00	End of Day 1
DAY 02	
09:30 – 09:45	Brief recap of the previous day
09:45 – 11:00	Updates on the developments concerning the Ratification of ILO Convention C190 in Sri Lanka - by the participants
11:00 – 11:30	Tea Break
11:30 – 12:45	Planning for the final Concluding and Evaluation Seminar to be held at October end 2025.
12:45:13:00	Closing Remarks Sis Nishi Kapahi , Gender, Expert and Coordinator, SARTUC/SAGP
	Closing remarks by Bro Laxman Basnet , General Secretary, SARTUC
13:00 onwards	Lunch and End of the Seminar



ANNEX II LIST OF PARTICIPANTS

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Colombo, Sri Lanka

SN	Name	Union	Designation	Email Address	Contact Number	Signature	
						Day 1	Day 2
1	M. S. Scharinath	CWC	General Director		0716875019		
2	Saraswathi Sogajw.	NOC	Leader women	sivagurusaraswati@gmail.com	0716572545		
3	M.M. Dharmika Kumari	LSEIU	Director of Women Affairs	irachammikumari2015@gmail.com	0713042507		
4	RITHICA DESSANAYAKE	Abhimani		rithicadesanayake@gmail.com	0706722000		
5	Leslie Devenatha	SLNCS	Gen. Secy	slnsc@slnsc.lk	0777331858		
6	W.A.L Jayathilaka	NUSS	organizer	Jayathilaka@gmail.com	0777216153		
7	Shane Pradheesh	LJEWU	Foreign Affairs Officer	voiceofshane@gmail.com	074-1734101		
8	W.A.T.P. Kumaraudu	Abhimani	Convener	imashaperama@gmail.com	0763959726		
9	Prabath Madushanka	Abhimani	B. Convener	prabath.yohasilanka@gmail.com	0764521100		
10	S.M.K. Siyasinghe	JSS	President	kausheecool@gmail.com	071407436		

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SN	Name	Union	Designation	Email Address	Contact Number	Signature	
						Day 1	Day 2
11	Nalini Galappathu	USLTS	Ad. Secretary	nalini.mng@gmail.com	0716189931		
12	Chandana Deivanayaga	R.B.D	Director	deivanayaga_rbd@gmail.com	0765890322		
13	S.P. Nethan	Cryu	Gen. Secy	emethinethan@gmail.com			
14	Chandani Paulith	SLNCS	Chairman	chandani.paulith@gmail.com	077230662		
15	R.K.L. Tharshani	Abhimani	E.D.	chamla71@gmail.com	0775453362		
16	Dr. Saranya Sundararaju		Professor	Saranyasundararaju@gmail.com	9500185855		
17	W. Juma Siroos	FNV	Policy Officer	wilma.siroos@fnv.nl	622241176		
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19	Kanchana	NTUP	Women Coordn	mo.kanchana92@gmail.com	077-3400221		
20	Walfale Haniff	BWI	Country coordinator	walfalehaniff@gmail.com	0777198339		

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SN	Name	Union	Designation	Email Address	Contact Number	Signature	
						Day 1	Day 2
21	Kanishka Michael	CWC	Vice President	Kanishkamichael11@gmail.com	0717399093		
22	Nilanthi Ravayal	NFTW	Exe. Member	nilanthi.r253@gmail.com	071809870		
23	Praba Deshpande	NUSS		praba31@gmail.com	0718015702		
24	Anurudh In	GNCS	Exco-Member	anurudh.in@gmail.com	0714135603		
25	B. Chandran	Abimani	Co Chair		0768737700		
26	S. Rajamany	CWC	Vice President	rajamanycwc@gmail.com	0716875020		
27	Dr. Saranya Sundararaju		Researcher	Saranyasundararaju@gmail.com	9500185855		
28	S.M.K. Siyasinghe	JSS	President	kausheecool@gmail.com	071407436		
29	Sudeshi Pathirana	NUSS	Coordinator	sudeshi@nusslanka.org	071-0999011		
30							

ANNEX III
SOME MORE PHOTOS



