



Report

SARTUC-FNV Project End Review Meeting and Seminar on Labour Law Reforms in South Asia

SARTUC, 2025

Date: 3rd November 2025

Venue: Radisson Hotel, Colombo, Sri Lanka

Organisers: SARTUC, SAGP, and Mondiaal FNV



INTRODUCTION

The SARTUC–FNV Project End Review Meeting, successfully organised in partnership with the South Asia Gender Platform and Mondiaal FNV, was held on 3rd November 2025 in Colombo, Sri Lanka. The event highlighted the conclusion of the SARTUC–SAFE Gender Project, known as the *EQUALITY Campaign for Gender Inclusivity at the Workplace in South Asia*. This project ran for two and a half years and focused on strengthening trade unions’ understanding of gender equality, violence and harassment, discrimination, and inclusion of women and LGBTQI+ workers in union structures and the world of work.

The meeting provided a space to share the results of the project’s key research studies and to reflect on the progress and challenges in advancing gender equality in South Asia’s labour movement. Union leaders, researchers, gender experts and representatives from SARTUC affiliates across South Asia took part in the discussions.



**SARTUC
BACKGROUND**



Across South Asia, trade unions have a long history of defending workers' rights. However, gender equality has remained an area where more sustained attention is needed. Women continue to be underrepresented in membership and leadership roles, and gender issues are often sidelined in bargaining agendas and union priorities. Issues such as maternity protection, sexual harassment, unequal pay, and discrimination frequently remain unaddressed. LGBTQI+ workers face even greater invisibility in policy and practice.

SARTUC and its affiliates have made notable efforts to address these gaps. A SARTUC Women's Committee has been active in organising and advocating for women workers. The end review meeting highlighted the importance of continuing this work and ensuring that gender-sensitive approaches are not treated as additional but are integrated into union structures, decision-making and advocacy strategies.

During this period, the project aimed at improving and enhancing the knowledge, skills and experience of challenging issues of gender, including violence and harassment and helped unions to increase activism by campaigning around issues of gender equality and demanding safe workplaces and effective policies, including the ratification of ILO C190.

The project produced three major studies that explore how unions can adopt gender policies, apply intersectional perspectives and engage with LGBTQI+ workers. The three major studies undertaken in this respect are on "*Practical Manual on Writing, Adopting & Implementation of Gender Policy for Unions*"; "*Intersectionality*"; and "*Manual on Organising and Engaging with the LGBTQI+*". The reports of these studies were presented at the seminar/meeting 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 in Nepal and Sri Lanka respectively.

The adoption of comprehensive gender policies within trade unions is not only a moral imperative but also a practical necessity. Such policies can amplify the voices of underrepresented groups and address critical workplace issues, fostering more inclusive and equitable labour practices. Moreover, integrating gender-sensitive approaches ensures that trade unions remain relevant in the evolving socio-economic landscape, where diversity and inclusion are increasingly recognised as essential drivers of progress. Incorporating robust gender policies in trade unions not only helps address these disparities but also strengthens the unions' capacity to advocate for broader systemic reforms. By championing gender equality, unions can lead the way in creating workplaces that are safer, fairer, and inclusive for all.

Gender equality forms the basis of the ILO Convention No. 190 (C190). While ratification of Convention 190 will bring about the much-needed changes in social structures, it is also important



to promote gender equality in the workplace and within union structures. This can happen when unions adopt a Gender Policy for their respective unions, ensuring all genders are equal and have representation not only within the union but at decision-making and leadership levels too. A Gender Policy serves as a clear guideline for unions to follow in respect of equality between the members without discrimination and ensuring equal opportunities to all.

OBJECTIVES

- To share and discuss the findings and recommendations of the studies done by the SARTUC-SAFE project (*the EQUALITY Campaign for Gender Inclusivity*) on: three research studies, “Practical Manual on Writing, Adopting & Implementation of Gender Policy for Unions”, “Intersectionality” and “Manual on Organising and Engaging with the LGBTQI”;
- To understand the gender inequalities and gender specific challenges, particularly in terms of the persistent wage gap, job precarity, and workplace discrimination experienced by women in the world of work in the context of South Asia;
- To evaluate the current status of the ratification of ILO Convention No. 190 (C190) in South Asian countries and to strengthen the advocacy campaigns from a trade union perspective for the ratification of ILO C190;
- To foster inclusive leadership and build practical strategies for policy implementation.

OPENING SESSION

The meeting commenced with the opening and welcome remarks from **Brother Laxman Basnet**, General Secretary of SARTUC, who welcomed all the participants and set the tone for a constructive review of the project's journey. He shared that the project is going to end in December 2025; however, the learnings and experiences of the project, mainly gender mainstreaming, is one of the key strategies of SARTUC. Thus, the Gender Project played a vital role in promoting gender equality in the world of work through its campaigns and capacity-building programmes. Furthermore, he expressed his experience of advocating against unequal pay for women workers in south Asian context and expressed the strength of women in collective bargaining and negotiation processes. Finally, he urged a change in the prevailing mindset that undervalues women’s work at home, reaffirming the need for equality in the workplace and the voices of LGBTIQ workers to be heard and respected. Also, he provided special thanks to **Brother Mahendra Sharma**, advisor, SARTUC, for his continued support advice.





Additionally, the opening remarks were provided by **Bro. Suresh Vadivel**, president of NTUF, Sri Lanka, from the perspective of the Host Country, underscored the government and institutional support for labour law reforms in the region. He mentioned that more than 65 per cent of workers in the plantation sector are women. He acknowledged their active engagement by mentioning the input his organisation provides to SARTUC and by highlighting the programmes and discussions they have conducted regarding the ratification of ILO Convention 190 (C190) in Sri Lanka. Moreover, he extended a warm welcome to all international participants and expressed his pleasure that Sister Wilma and SARTUC had chosen Sri Lanka for the meeting. Concluding his address, he emphasised the importance of the subjects to be discussed and encouraged all present to collaborate on the discussions and work towards implementing the outcomes in their home countries.



Finally, **Sister Wilma Roos**, Policy Advisor at Mondiaal FNV, in her opening remarks,



acknowledged the partnership and the importance of the campaign's impact. She began by thanking the hosts and all participants on behalf of FNV Mondiaal and the FNV, the national trade union centre of the Netherlands. Additionally, she shared her personal experience regarding the adoption of ILO Convention 190 (C190), recalling the difficult discussions and significant resistance faced during two consecutive years at the ILO. She ultimately credited the successful adoption of C190 to the "strong voice of the trade unions" and the extensive preparatory work they carried out. Furthermore, she expressed pleasure that the

convention is now being followed up with activities in various countries, emphasising that conventions must not only be ratified but also implemented through changes in national laws. She noted with regret that the South Asia region is currently "lacking behind" in ratifying C190. Despite this, she acknowledged that the gender equality campaign has already encouraged numerous activities, including workshops, the development of training materials, and publications. Additionally, she pointed out that even the Netherlands has not yet ratified C190, prompting the FNV to work diligently for its ratification, arguing that C190 requires deeper legal changes than those currently in place. Finally, she expressed her satisfaction in being part of the discussion,



recognising that such discussions are taking place in many countries, and she expressed her hope to learn a great deal from all the participants, as she has throughout her journey with the gender equality campaign.

The formal **introduction of participants** was done immediately after the opening session.

PRESENTATION OF RESEARCH STUDIES

The main part of the seminar was the presentation of three important research studies that were designed to provide trade unions with actionable tools and a deeper understanding.

Session on Intersectional Equity Study

The session on "*An Intersectional Equity Study of South Asia's Labour Market and Trade Unions*," by **Dr. M. Hilaria Soundari** and **Dr. A. Viyakula Mary** of The Gandhigram Rural Institute, India, provided a detailed analysis of intersectionality and its relevance in the workplace, particularly within the South Asian context. They explained that Professor Kimberlé Crenshaw coined the term 'Intersectionality' in 1989. It is a theoretical framework that explains how multiple social identities like race, ethnicity, class, gender, and disability interact to create overlapping



forms of discrimination or privilege, shaping the experiences of marginalised individuals. Moreover, the study specifically highlighted a scenario in the Tamil Nadu textile industry where women workers experience a "*triple oppression*" of gender, caste, and class, and noted that they are often vulnerable to issues like low self-esteem and economic fragility. The presenters argued that paying attention to intersectionality is crucial for building inclusive workplaces, and improving results.

Importantly, the presentation then outlined practical strategies for embracing intersectionality in the workplace, such as recognising it at different stages of the employee life cycle, conducting targeted recruitment, and continuously reviewing policies and processes. They also proposed mitigation strategies for trade unions and their members, including organising the informal sector, ensuring diverse representation in union leadership, and using solidarity. The research for the study involved union leaders and members from Bangladesh, India, Nepal, Pakistan, and Sri Lanka.

The presentation was followed by a Q&A session, where the session was interactive and discussion happened with the experience sharing from the trade unions' representatives across South Asia.



Session on Organising and Engaging with the LGBTQI+ Manual

Sister Paba Deshapriya and **Sister Bhoomi Harendran** presented the "*Manual on Organising & Engaging with the LGBTQI.*" This session was vital for equipping trade unions with the knowledge and practical strategies required to actively include and advocate for LGBTQI+ workers. This manual serves as a pioneering guide for unions aiming to dismantle internal biases and champion inclusive labour rights, ensuring that trade union representation truly reflects the diversity of the workforce. Importantly, the presentation detailed the journey and initiatives of the **Abhimana Workers Union** in organizing and advocating for LGBTQI+ worker rights, emphasising "*Pride in who we are*" and "*Justice in where we work*". **Sister Paba** presented the union's five years efforts of organising in working towards a safe workplace for all. A timeline showed key activities from 2020 to 2025, including understanding and conducting workshops on **Convention 190 (C190)**, establishing a Gender Platform, engaging with trans and queer workers, and collectively demanding C190's ratification.



Sister Bhoomi also presented information about a South Asian Gender Platform Meeting on "*Adapting Gender Inclusive Policies,*" held in Colombo on August 26, 2022. This meeting brought together 12 trade unions and workers' groups and 18 members. Critically, the effort resulted in 600 workers being sensitised on SOGIES (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics). The presentation also showed that their manual includes 210 parts and tools. Specific tools mentioned included focus group discussions, understanding violence, "*Pink & Blue isn't True,*" *Power walk,* and "*What is gender identity?*" Other tools listed were Role Play, "*The Two Sides of Organising,*" "*The Rope of Strength,*" and the "*Discrimination Tree*". Moreover, Sister Bhoomi presented her

personal experiences and learnings in the process of forming Abhimana union and the advocacy for the LGBTQI+ worker rights. The presentation concluded by mentioning the "*Challenges and Way Forward*" and showing a group photo from the Second AGM of Abhimana.

The presentation was followed by a Q&A session, where the session was more of self-reflection and learning and commitment from participants for gender equality and advocacy for the LGBTQI+ worker rights in trade unions. Also, discussion focused on way forward for the inclusion of gender equality in the trade union structure and leadership.



SARTUC



Session on Practical Manual on Gender Policy

After the lunch break, **Sister Radhika Dhingra** presented the "Practical Manual on Writing,



Adopting & Implementation of Gender Policy for Unions" but she made the session more interactive, rather than providing power point presentation. She divided the participants into two groups and asked to discuss on the importance of gender policy to unions (one group), and not importance of gender policy to unions (second group). The participants discussed among themselves and came out with the reasons of having a gender policy and no need of gender policy to the unions. They concluded that Trade unions need gender policies to become more inclusive, representative, and effective. Such policies ensure that women, transgender, and gender-diverse workers have equal access to opportunities and leadership, helping unions reflect the full diversity of the workforce. They also strengthen the union's bargaining power by enabling broader member mobilisation and support.

Gender policies help unions comply with national laws like India's SHW Act (2013) and international standards such as ILO C190, demonstrating accountability and commitment to workers' rights. By establishing clear mechanisms to prevent and respond to discrimination, harassment, and violence, they contribute to safer and more respectful workplaces. Finally, gender policies build advocacy capacity by integrating gender concerns into collective bargaining and campaigns, and they promote continuous organizational learning through gender-sensitive monitoring and evaluation.

SESSION ON A REVIEW OF ILO C190 ADVOCACY

Sister Nishi Kapahi, Gender Expert and Coordinator for SARTUC/SAGP, started a comprehensive review of the C190 advocacy activities across South Asia. This review provided an update on the progress of ratification efforts and pointed out both successes and ongoing challenges. Efforts to ratify ILO Convention 190 have gained momentum globally as trade unions, women's rights groups, and civil society organisations push governments to recognise violence and harassment at work as serious labour rights violations. Advocacy campaigns, capacity-building workshops, and social dialogue mechanisms have been instrumental in raising awareness among policymakers and employers about the Convention's importance. Many countries are reviewing their legal frameworks to align national laws with C190's standards,

for SARTUC/SAGP, started a



while the ILO continues to provide technical support and guidance. Although progress varies across regions, the collective mobilisation of workers' organisations and human rights advocates has made the ratification of C190 an increasingly prominent item on labour policy agendas.

She appreciated the steps of Bangladesh for having ratified ILO C190 and expressed that this is a milestone for South Asia. She said, other countries have to learn from Bangladesh and ratify the ILO conventions. Importantly, she emphasised the need for trade unions to intensify their pressure and campaigns to secure the ratification of C190, thereby institutionalising the right to a world of work free from violence and harassment.

The session was interactive, where participants shared the situation of the ILO C190 ratification process in their countries. It was evident that though the unions were trying hard, the employers had a casual approach to this ratification and the governments had other priorities. They also shared the efforts and activities of trade unions in their respective countries. Proudly, Bangladeshi participants shared the information on the ratification of C190 by their country and all their efforts had been paid off.

CLOSING SESSION

In his closing remarks, **Brother Laxman Basnet**, General Secretary of SARTUC, commence by extending his profound gratitude to all participants, particularly acknowledging the collaboration with Mondiaal FNV, which culminated in the successful review of the gender project. He emphasised that the true measure of the meeting's success lies not in the presentations, but in the commitment to action on the ground. He urged all affiliated trade unions to fully adopt and integrate the foundational tools presented in the regional seminar. Moreover, he stressed the continued demand for the ratification of ILO Convention 190 across South Asia, thereby ensuring the longevity of the gender inclusivity campaign. Finally, he thanked Sister Wilma, Brother Prabhu, and the entire team of Mondiaal FNV for their support and collaboration.

Sister Nishi concluded with final reflections and a **farewell to Sis Wilma Roos**, acknowledging her long-standing support to SARTUC, SAGP, and the South Asian trade union movement. Moreover, she expressed her best wishes to Sister Wilma for her retirement (from Mondiaal FNV) and wished her a relaxed and healthy future life. Bro Mahendra Sharma also expressed his appreciation for the work done by Sis Wilma as he reflected on his two decade long





association with her, thanking her for all her cooperation in these years. It was an emotional moment for **Sister Wilma**, as she expressed her gratitude for the gesture from the SARTUC, SAGP and all the participants. She shared her experiences of working with trade unions in South Asia and thanked everyone for their support and wishes.

CONCLUSION

The SARTUC–FNV end review meeting highlighted both achievements and gaps in the region’s journey toward inclusive trade unions. The discussions throughout the day made it clear that while progress has been made, the work is far from complete. The studies presented during the seminar provide unions with practical guidance on building gender-responsive structures and strategies. The meeting closed with a shared sense of responsibility to continue advocating for fair, safe and equal workplaces. The day ended on a positive note, with participants expressing commitment to continue strengthening gender advocacy across the region.

The next steps for SARTUC and its affiliates should focus on actively promoting the utilisation of the three newly launched manuals/studies by affiliated unions and sustaining the advocacy campaigns for ILO C190 ratification based on the regional review findings. The challenge now shifts from research and conceptualisation to full-scale, ground-level implementation and ensuring that the protections and representation for all workers, regardless of gender or sexual orientation.

OUTCOME OF THE REGIONAL SEMINAR

- The project produced three studies that explore how unions can adopt gender policies, apply intersectional perspectives and engage with LGBTQI+ workers.
- The three studies/manual undertaken in this respect are on “*Practical Manual on Writing, Adopting & Implementation of Gender Policy for Unions*”; “*Intersectionality*”; and “*Manual on Organising and Engaging with the LGBTQI+*”.
- The three studies/manual are the asset or advocacy tools not only to the SARTUC but to all SARTUC affiliates and South Asian trade union movement to establish gender equality.
- If trade unions wish to continue being inclusive and representative, gender equality must be at the top of their agendas.
- Intersectionality offers a useful lens to understand the diverse challenges faced by workers and can guide unions in developing more effective strategies.
- LGBTQI+ inclusion remains an underexplored area in South Asia’s labour movement and requires continuous learning and sensitisation.
- Enacting gender policies is insufficient. Ongoing oversight, leadership dedication, and implementation are crucial.
- Stronger coordination, more precise strategies, and persistent pressure on governments are necessary for the ratification of ILO C190.
- Regional collaboration remains a strength and should continue beyond the project period as well.



**Annex I
AGENDA**

Day 01 – 03 November 2025

09:00 - 09:30	Registration of Participants	
09:30 - 10:15	Opening of the Meeting Welcome remarks by Bro Laxman Basnet , General Secretary, SARTUC Remarks by Sis Wilma Roos , Policy advisor at Mondiaal FNV Opening remarks by Senior leader , Host Country, Sri Lanka	
10:15 – 10:30	Introduction of participants	
10:30 – 11:00	TEA/COFFEE BREAK	
	Presentation of Research Study : An Intersectional Equity Study of South Asia’s Labour Market and Trade Unions	Dr. M. Hilaria Soundari , Professor, Department of Applied Research, The Gandhigram Rural Institute, India Dr. A. Viyakula Mary , Research Scholar, India
11:30 – 12:00	Q & A	
12:00 – 13:00	Presentation of organising manual on Organising & Engaging with the LGBTQI	Sis Paba Deshapriya Sis Bhoomi Harendran
03 :00 – 13:30	Q & A	
13:30 – 14:15	LUNCH BREAK	
14:15 – 15:15	Presentation of Practical Manual on Writing, Adopting & Implementation of Gender Policy for Unions	Sis Radhika Dhingra
15:15 – 15:45	Q & A	
15:45 – 16:00	TEA/COFFEE BREAK	
16:00 – 17:00	Review of the activities conducted around C190 in Bangladesh, India, Nepal, Maldives, Pakistan & Sri Lanka	Sis Nishi Kapahi , Gender Expert and Coordinator, SARTUC/SAGP
17:00 – 17:30	Conclusions & farewell to Sis Wilma Roos	



Annex II Participants List

FNV Project End Review Meeting and Seminar on Labour Law Reforms in South Asia

3-5

November, 2025
Colombo, Sri Lanka

SN	Name	Union/ Org	Designation	Email Address	Contact Number	Signature		
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November, 2025
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SN	Name	Union/ Org	Designation	Email Address	Contact Number	Signature		
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Annex III
Photos from the Regional Seminar



