

OCEAN TO PLATE; NAVIGATING THROUGH THE TURBULENT ENVIRONMENT

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SYNOPSIS

Ceylon Fisheries Corporation (CFC) is a statutory government organization which is fully owned by the state & has its unitary status as the apex body of the fisheries industry under the purview of the Ministry of Fisheries & Aquatic Resources Development (MFARD). CFC was established on 1st of October in 1964 in order to supply quality fish at affordable prices to consumers while securing the producer. CFC is rested with the responsibility of purchase and sale of fish, provision of cold room facilities, production and sale of ice and sale of fishery products. CFC operates a network of Regions, Provisional Offices, Purchasing Centers, Sales Outlets, Fillet Factory & Circuit Bungalows. Initially the responsibilities of CFC were vested for boats construction, providing fishing gears for such boats, fishing at sea (deep and also shallow waters) by using such boats, managing harbors for those boats coming from harvesting, repairing, replenishment and maintenance of such boats at harbors, supplying the fish catch to the market place, maintaining the market price by providing quality fish at reasonable price, catering the protein requirement of the citizen of Sri Lanka

Being a government owned organization there is an immense potential for making profit and functioning as an apex body of the Fisheries Industry. However, CFC has been evolved as a lost making organization and failed to achieve its goals and objectives. Highly politicalized environment has created ruthlessness organizational culture inside the CFC. Poor management practices, lack of supervision, untidy appearance, absence of proper systems and unprofessional work force have negatively affected for CFC progress. Efficiency, effectiveness and productivity of CFC was lacked and driven towards the financial lost due to aforesaid factors.

The politically appointed management was bias with the ruling party Trade Unions. The union multiplicity is high but the union intensity is low resulting 07 number of unions and the membership is at the marginal level in more unions. The conflict among the Trade Unions are