

Occupational “safety and health” in Sri Lanka: in the sight of Labor law: A qualitative exploration.

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There is a discussion on employee well-being and security than ever before due to the Covid-19. The key objective of this research “is to explore” the key labor laws affected to the occupational “safety and health” in Sri Lanka”. Previously, there was no any study conduct for above purpose. Through this study researcher bridge that empirical gap. Upon reviewing the literature, the researcher conceptualized an inductive type qualitative desk study with the interpretivism as the research philosophy. Secondary data collection was done “based on the” 26 labor laws that are actively used in the country. Furthermore, content analysis used for data exploration and presented as tabular mode. According to the analysis out of 26 active labor laws 6 laws are directly associated with the work-related security and wellbeing in Sri Lanka. Factories Ordinance no “45 of 1942” was the main law covered factory employees’ health, safety and welfare in detail including work environment, risks, hazards ventilation, sanitary facilities etc. Furthermore, “Shop and Office Employees” Act No. “19 of 1954” provided guidance in working Hours, maternity benefits, safety of the shop, seating arrangements, holidays etc. Moreover, “The Employment of” Women, “young “Persons and Children” Act” No 47 of 1956 guided to night, industrial Undertakings at sea and Other Undertakings at sea. “Maternity Benefits Ordinance” no “32 of 1939” ensures “the maternity Benefits” of women. The act of Employment of Females in mines prohibited woman in underground work in a mine. According to “workmen’s Compensation “Ordinance no” 19 of 1934” affords the sum “of compensation to” workmen who are injured cause of employment.” In conclusion, Sri Lankan industrial “safety and health” practices are more powerful due to these six main Labor laws.

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