



## Joint position on Sri Lanka

**Clean Clothes Campaign, IndustriALL Global Union and International Trade Union Confederation**

### Introduction

On June 12, 2016, Sri Lanka applied for inclusion on the list of eligible beneficiary developing countries for the EU's Generalised System of Preferences (GSP+), which provides enhanced market access on the basis that the applicant is not in serious violation of a number of human rights instruments, including the ILO core labour conventions. GSP+ preferences to Sri Lanka had been suspended in February 2010, following a lengthy investigation, due to serious breaches in the application of 3 UN human rights instruments – the International Covenant on Civil and Political Rights, the UN Covenant on the Rights of the Child and the UN Convention against Torture. These violations occurred in the context of the government's war waged on the Tamil Tigers.

While the GSP preferences were not withdrawn over labour violations, the Clean Clothes Campaign, IndustriALL Global Union and the International Trade Union Confederation believe that serious violations of the ICCPR and the core ILO Conventions must be addressed prior to reinstatement of trade preferences. These include violations to the right to freedom of association, gender-based discrimination and sexual harassment and unsafe work places. We would note that Sri Lanka had been under a GSP review in the United States due to labour violations from 2008 to 2012. Failure by the EU to seek agreement with Sri Lanka on a set of benchmarks to bring the country into compliance with core labour standards would be a tragic mistake.

### General Labour rights issues

In law, the ILO Committee of Experts have identified a number of shortcomings with ILO Conventions 87 and 98. In practice, the labour law is not regularly enforced, and the situation is even worse in the country's several export processing zones. The government has used police to violently put down strikes and protests.

### Specific violations of workers rights

#### 1. Unfair labour practices at Polytex Garment Ltd.

The Polytex Garment Ltd. Operates five (5) factories in Sri Lanka. The Ceylon Mercantile Industrial and General Workers Union (CMU) represents the majority of the workers in the Kegalle factory. Following the formation of the union, in February 2016 the management started pressuring individual union members to resign from the union. This included forcing at least 125 workers to sign resignation letters. Furthermore, the factory suspended 38 union members who refused to sign the letters drafted by the management. The union filed several complaints with the Ministry of Labour but to no effect.

## 2. Blacklisting in the Katunayake Free Trade Zone

Within the Free Trade Zone of Katunayake, factory management shares a register of labour disputes and the union members involved. Many workers who are suspended or dismissed on the grounds of trade union related activities are blacklisted within the zone. This includes an effective ban of hiring. Photographs of the blacklisted workers are posted openly in the zone.

On June 2016, two unionists were fired from the Hiradamani factory. These employees were interrogated by management about union activities. Afterwards, management isolated the employees and attempted to physically assault them, but this was prevented by other workers. During their subsequent dismissal, management continued to make physical threats and committed that the workers would no longer be able to find a job in the Katunayake Zone. To date, the workers have not been able to find alternative employment within the Zone. Several complaints have been lodged to both the Commissioner of Labour and the BOI without any effect.

## 3. Anti union repression at Smart Shirts Ltd.

Workers at Smart Shirts Ltd. Phase 1, based in Katunayake FTZ, formed a union affiliated with the CIWU in October 2015. Following the establishment of the union, company management forced workers to resign from the union. Company management continued by dismissing the president of the local union, Sampath Bandara and one organiser, Gayan Senaratne. The union filed a complaint with the Department of Labour. Despite the request of the Commissioner of Labour, management refused to attend any meetings. The company continued its repression against the union by dismissing more union activists. To date, 9 union activists remain suspended and 3 have been dismissed.

## 4. Repression at ATG Ceylon (Pvt) and ATG Occupation Ltd.

The Free Trade Zone & General Services Union (FTZ&GSEU) established a union at these companies in 2013. Since then, however, management has dismissed union members through a bogus “disciplinary committee”. The Assistant Commissioner of Labour Negombo urged the companies to suspend the disciplinary inquiries against the workers, including the union president and organizer, but to no avail. The company also dismissed a woman who filed a complaint of sexual harassment by a male colleague and sectional manager. The unsafe use of toxic chemicals which exposes workers to severe health risks, and the company refuses to disclose to workers the full list of chemicals used and to allow proper precautions to be taken.

## **Conclusion**

The process for the re-admission of Sri Lanka to the list of beneficiary countries under the EU GSP+ must include a review of the law and practice relative to the ILO Core Labour Standards (and in particular ILO C.87 & C.98). As previously mentioned, management continue to violate labour laws and regulations, through intimidation and dismissals. The Sri Lanka government and the Board of Investment (which governs the FTZs) do little to enforce the law, allowing these violations to continue with impunity.

The Clean Clothes Campaign, IndustriALL Global Union and the International Trade Union Confederation therefore urge the European Union to adopt a roadmap with time-bound measures to comply with the ILO core conventions *before* benefitting from GSP+. There is simply no credible argument that Sri Lanka is not currently in serious breach of those conventions.