

## ABSTRACT

This dissertation deals with an analysis related with the service conditions of Sri Lankans employed in the offices of the Embassies and High commissions and International Organizations, in light of the doctrine of diplomatic immunity. This exercise is aimed at a critical examination of the legal provisions that have been enacted with a view to assuring the security of employment, in general, of the Sri Lanka employees in the private sector, and as to solutions or remedies can be found in instances where the workers' rights of such employees have been breached.

This dissertation further discusses as to how, and to what extent so far, the applicable laws have had impact in the local scenario, so as to influence, by an extension of its underlying labour principles, and to touch upon the workers' rights of Sri Lankans, within the framework of diplomatic immunity and, further to discuss, as to how a desire to adopt or emulate the systems approached by the countries like Canada and Australia to this phenomenon of this diplomatic immunity.

Having analyzed legal perspectives in comparative and empirical angles, several recommendations have been listed as to how the doctrine of diplomatic immunity should prevail vis-à-vis the rights of the works of this country.

Key words- Diplomatic Immunity, Industrial Disputes, Minor Employees