

ABSTRACT

Domestic works can be considered as fastest growing economic factor in many parts of the world. Though this domestic works and domestic workers are most important, the respect and admiration of them and their service is less. "Domestic Workers" is a category that has an uncertain position under labour legislation in Sri Lanka. Uncertain and unclear situation of legislation on domestic workers has created dispute among workers and their masters. To find out the domestic workers position and protect their rights is essential to identify the existing labour law regime in Sri Lanka. There are number of labour legislations can be identified in Sri Lankan existing legal regime. Some legislations interpret 'workmen and work place' in favor to domestic workers. But some legislation intentionally excluded them from its scope. Some legislation is not very much clear and difficult to get certain idea on them. As not having a proper legal framework on domestic workers in Sri Lanka lots of abuses, discriminations, rights violations and harassments are happening on them as they are mostly vulnerable and working in isolated environment. To ascertain the definite position of domestic workers under existing legal framework, labour legislations are critically analyze by dividing in to five parts under social security, welfare and well-being of employees, occupational safety and health and workmen's compensation, terms and conditions of employment and labour relations. Since this research is a qualitative legal research and it mostly based on a Literature review based on secondary data review. Conventions, Legislations, Acts and Ordinance are used to collect primary data and Scholarly and journals articles, relevant books, electronic resources are used for collecting secondary data. Do the Domestic workers are not considered as workers in Sri Lankan Labour Law regime, caused to infringed their rights is the research problem of this research.

Key words: Domestic worker, Discrimination, Employer, Labour Law, Working Rights