

**LEGAL FRAMEWORK ON OCCUPATIONAL HEALTH  
AND SAFETY OF WOMEN AT WORKPLACES IN SRI  
LANKA; A COMPARATIVE ANALYSIS**

**By**

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## Abstract

Occupational Health and Safety (OHS) is a fundamental aspect of labor rights, ensuring the well-being and protection of workers in their workplaces. This thesis explores and compares the legal frameworks governing OHS for women in Sri Lanka, comparatively with Malaysia, and the Philippines and also international Standards. The aim is to provide a comprehensive analysis of the existing laws, regulations, and policies to assess the level of protection and gender sensitivity offered to women in the workplace. The study adopts a comparative approach, utilizing qualitative research methods for legal analysis and black letter approach. The research focuses on identifying similarities, differences, strengths, and weaknesses within the OHS frameworks in Sri Lanka comparatively with the selected jurisdictions such as Phillipne and Malysia. and also, international standards. By examining the legal and regulatory provisions, this thesis aims to shed light on the extent to which Sri Lanka address gender-specific occupational health and safety concerns faced by women. The findings reveal that Sri Lanka has enacted legislation and established regulatory bodies to ensure OHS standards. However, disparities and gaps exist in the extent of legal protection and enforcement mechanisms for women. Key areas of examination include policies related to reproductive health, workplace harassment, maternity protection, and gender-based violence. The comparative analysis presented in this thesis provides valuable insights for policymakers, labor advocates, and legal practitioners seeking to enhance OHS protections for women. By identifying successful strategies and lessons learned from each jurisdiction and also International Standards, this research aims to contribute to the ongoing efforts in strengthening gender-sensitive OHS frameworks and promoting safer working environments for women in Sri Lanka. The core purpose of this academic effort is to shed light not only on the formal declarations of policies but also on the real experiences faced by women in their work lives within the context of laws. It aims to bring together not just the written laws but also the stories of women who navigate their work environments. By doing so, it creates a comprehensive view of understanding. The impact of the comparison made in this study goes beyond these pages. It provides valuable insights and wisdom to those who shape policies, advocate for workers' rights, and ensure fairness in legal matters. According to this research, successful strategies and lessons drawn from different legal systems, including international norms, resonate. The goal is to inspire a call for change, to influence and intensify the ongoing efforts that aim to infuse the foundations of Occupational Health and Safety frameworks with a deeper regard for gender sensitivity in Sri Lanka. The overarching aspiration is to unfurl a clarion call for transformative change, fortifying the bedrock of OHS legal frameworks with a more profound recognition of gender sensitivity, particularly within the tapestry of Sri Lanka. As this intellectual journey draws to a conclusion, its legacy unfurls as a beacon, casting luminous rays upon the variegated tapestry of working conditions. With an unwavering dedication to justice, the envisioned legacy ushers forth a realm wherein women tread the corridors of their labor pursuits enveloped in aegis of protection that is as steadfast as it is equitable.

**Keywords: Occupational Health and Safety, Gender Sensitivity, Labour Law, Working rights**