

History and Growth

The Employers' Federation of Ceylon (EFC) was established in 1929 as an organization of employers dealing with labour and social issues in Sri Lanka. It is today the principal organization of employers, promoting employer interests at national level, especially focusing on industrial relations and labour law.

The unique feature of this organization is that it provides a wide range of direct services to its member employers. The membership consists of individual employers representing different business interests.

Initially, the EFC was more involved in 'fire fighting' and settlement of industrial disputes. This was a period of time when employer-employee relations were very much adversarial and conflictual. Subsequently, with the opening of the economy, Sri Lanka became an attractive point of investment for many foreign and multi national Companies. Ever since the 1980s, the EFC brought in a new culture and expanded its services in terms of training and development through which it promotes better workplace relations between employers and workers. Today, it is a formidable organization which commands the attention of the policy makers in relation to labour policy, and the EFC plays a very important role in terms of lobbying for labour reforms and changes in policy in the interest of employers in Sri Lanka. It is recognized by all Trade and Business Chambers in Sri Lanka as the 'voice of business' in relation to labour law and industrial relations in Sri Lanka.

Structure

The policy making body of the EFC is its Council which has 25 elected and co-opted members

representing various groups of employers and the Secretariat. The Chairman of the EFC is the Chairman of the Council. The property of the EFC is vested in a Board of Trustees, chaired by the Chairman of the EFC. The executive arm of the EFC is the Secretariat, headed by the Director - General.

Presently the EFC has over 610 employers representing the following businesses:

1. Banking and Finance
2. Battery Manufacturers
3. Breweries
4. Brokering Services
5. Ceramics
6. Cinemas and Clubs
7. Engineering and Construction
8. Food Processing and Distribution
9. Diplomatic Missions

10. Garment and Hosiery Manufacturers
11. General Produce and Non-Traditional Exports
12. Hotels and Tourism
13. Importers, Exporters and Distributors
14. Lapidary
15. Manufacturers of Consumer and Non-consumer products
16. Motor and Transport
17. Match Manufacturers

18. Nursing Homes
19. Pharmaceutical
20. Plantation Management
21. Printing and Publishing
22. Property Developers
23. Schools
24. Shipping, Airlines and Communication
25. Shoe and Footwear Manufacturers
26. Shops & Supermarkets
27. Textiles
28. Wholesale & Retail Trade