

### Training

The EFC has a separate training unit focussing on training and development of employees of member and non member companies. The resource faculty consists of the Professional Staff of the EFC and a panel from outside including sources channelled through the International Labour Organization and overseas Employer Organizations. The core areas of training cover;

Labour laws

Industrial relations

Human Resource Management.

### Why choose EFC training?

In keeping with our vision to promote social harmony through productive employment, we are committed to facilitating the development of Human Resources in Sri Lankan organizations. In focusing on Human Resource Development, we work on the principle that no competitive edge can be sustained by an organization without a trained, skilled and motivated set of employees working in harmony with management. Our training activities are driven by this principle.

### EFC 'Training Mix'

The 'training mix' of the EFC comprises the following:

- Certificate programmes on: Labour Law and Industrial Relations.
- Supervisory Development.
- Occupational Safety and Health.

### Short programmes, seminars and workshops on:

- Labour Law and Industrial Relations for the manufacturing, service and plantation sectors.
  - Management Development.
  - Occupational Safety and Health.
- Special seminars and workshops on topical themes arranged in collaboration with

international organizations.

- Customized training programmes conducted at the request of individual firms.

The unique feature of our training is the focus on practical situations which gives participants direct insight into handling work related problems at the workplace. Our training modules are clearly focused on not only lectures and presentations but discussion on case studies, role plays, group work etc., with the training facilitator guiding the participants through the process.

### **Our strength as a training provider is built on...**

The strong network of relationship with our members who have developed a 'brand loyalty' towards EFC products. The core competence our professional staff members have acquired through years of experience in dealing with numerous employment-related issues.

Our ability to stand as a local employer organization with global affiliations with organizations such as the International Labour Organization and The Nippon Keidanren International Cooperation Center of Japan (NICC), with whose technical support and expertise we have been able to offer specially designed training programmes. Our ability to offer a 'Service Package' – training interventions supported by counselling and consultancy services.

### **Why train?**

If you have at any time participated at inquiries held by the Labour Authorities or a Labour Tribunal you will understand the benefit of proactive training. Breaches of employment law, which may have been inadvertent, can result in damage to people's careers and to corporate reputation. The costs in terms of lost management time, damaged morale, legal fees and financial penalties are significant.

### **And there is a further benefit...**

Labour Authorities expect employers to take all responsible steps to make sure their organizations comply with the laws and regulations affecting employment in our country. If sound policies and complaint procedures are backed up by training and awareness programmes that ensure employees understand their rights and responsibilities, an employer will be well placed to defend a discrimination claim at tribunal. Most employers have difficulty proving they have done enough to rely on this defence. Our courses will help you demonstrate your commitment to good practice.

## The message is clear

Employment training helps you deliver even more value back into your business.