

CEYLON WORKERS CONGRESS
WOMEN CONVENTION
2005

JULY 1ST, 2ND & 3RD

BADULLA

RESOLUTION

RESOLUTION 1

The women's Convention of the Ceylon Workers Congress meeting in Badulla from 1st to 3rd July 2005 resolves as follows:

WARMLY

Commending the leadership of the CWC for facilitating this convention in order to focus on the most important aspect of human endeavour i.e. savings

CONSIDERING

That the Social Security system presently available in Sri Lanka in the EPF & ETF which provides once and all payment on retirement or other reasons within these legislation

DECLARING

That EPF and ETF are not readily available to meet exigencies relating to Food, Clothing, Shelter, and Education of Children, Health, Transport etc.

HIGHLIGHTING

That in general even though Women Workers through their employment receive wages and allied payments, they lead day to day existence and high dependency ratio on foodstuffs advances etc.

EMPHASISING

That this type of traditional hand to mouth existence has constituted a formidable barrier to the enhancement of their dignity of labour and socioeconomic condition

DECLARING

That all these factors call for redirection and restructurings of lifestyles of the Women Workers of the Plantation

FURTHER DECLARING

That the only way forward is to break the poverty trap to develop thrift and savings habit by way of a regular deposit of a percentage of their income in a saving scheme; express our total commitment to give to ourselves that financial security, which would transform our lives to be self reliant and independent in conditions of dignity for a better future for our selves.

RESOLUTION 2

This women's convention of Ceylon Workers Congress meeting in Badulla from 1st to 3rd July 2005 resolves as follows: -

WARMLY

Commending the leadership of the CWC for facilitating this convention in order to focus on a most important aspect of human rights i.e. Gender Parity

NOTING

The resurgent interest in conferring on women parity of status of equal opportunity both in International, Regional and Local spheres

POINTING OUT

That Organizations and Countries including UN agencies have made special reservations for the participation of women in the process of access to career advancement and a greater input in their own Organizations.

CONSIDERING

That the greater membership of the CWC is composed of women, who through their dedication have continued to strengthen the structure of the CWC both from Trade Union and Political activities

POINTING OUT

That their numerical strength and Organizational capacity are not reflected in the hierarchical levels of the organization; notwithstanding that there is a discernible encouragement given to women to enter the decision making process in the management and their entering into various elected bodies albeit on the periphery.

STATING

That the emergent endeavor to put in motion an affirmative action to provide for women access to the decision making process in the Union and Political spectrum

CALLS UPON

The leadership of the CWC to make Constitutional provisions to reserve at least 35% of representation of women at all level of the organization.

RESOLUTION 3

WHEREAS

The Women Convention of the CWC meeting between 1st and 3rd July 2005 in Badulla

WHEREAS

This convention has been facilitated by the leadership of the CWC and

WHEREAS

The convention is aimed at enhancing the human personality of women workers in the union and society

WHEREAS

A sound education and good health play pivotal role in the integrated development of women in the plantation and

WHEREAS

Protection provided by law in the field of Maternity benefits discriminate against the plantation women workers in the grant of maternity leave are only 72 days and

WHEREAS

Women in the public service are granted three months leave based on working days, a further three months on half pay and a further three months on "No Pay" and

WHEREAS

Women workers coming within the provisions of the Shop and Office Employees Act; provide for 72 working days as maternity leave and

WHEREAS

The existence of this differential is a indictment on the social conscience of the country

URGES

The Government of Sri Lanka and relevant ministries to immediately rectify this anomaly in the granting of maternity leave to women in the plantation sector

FURTHERMORE

The educational facilities available in the schooling system in the plantation has ensured that only a bare handful of plantation females are able to acquire higher education on par with rest of the community and

WHEREAS

There is an urgent need to provide access to quality education leading to the attainment of higher academic excellence for plantation children

CALLS UPON

The leadership of the CWC to take all possible action to ensure that the access to academic perfection is made available as in the case of other social groups in the country and pledges pursue this objectives vigorously and give 100% support to the leadership in this direction

RESOLUTION 4

This convention of the women's wing of the Ceylon Workers Union meeting in Badulla between 1st and 3rd July 2005 and adopts the following resolution: -

WARMLY CONGRATULATING

The Leadership of the CWC for its progressive and innovative thinking aimed at giving the female membership of the Union, which in numerical terms commands some 54% of the total membership of the Ceylon Workers' Congress due recognition;

CONDERING

That women in the plantation sector, despite their contribution to the national economy over the years continue to remain as a socially excluded segment of population in all matters having a relevance to their working and living conditions, health and sanitation aspects, access to quality education and host of other areas that have relegated them to a position of people living in a virtual limbo of forgotten things;

POINTING OUT

That the present social exclusion of the women in the plantations is due to a non-chalant attitude by them towards reaching social status befitting the sterling role that they play as workers, as wife as mother and their contribution to the well being of all other segments of the Sri Lankan society including the creation of national wealth;

FURTHER POINTING OUT

That the minimal recognition that they receive at present is entirely due to the efforts and campaigns mounted by the Ceylon Workers' Congress spearheaded by its late leader Savumiyamoorthy Thondaman and followed by its present leader Arumugan Thondaman

EMPHASIZING

That the shackles that binds the women on the plantations is due to lack of aggressive and dynamic leadership from among them;

CALLS UPON

The leadership of the CWC to initiate imaginative programmes to inculcate in the plantation women qualities of leadership so that their true value as vibrant human beings could be realized in the shortest possible term and they become clearly visible in the social economic and political life of the country thereby ensuring their social inclusion; and

PLEDGES

On our part to fully participate and meaningfully contribute to all measures that may be taken by totally dedicating ourselves to the ideals and concepts enunciated by the Ceylon Workers Congress and thus attain the end objective of the women on the plantations becoming clearly discernible as a force to be reckoned with

