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தொழில் திணைக்களம்
DEPARTMENT OF LABOUR



කම්කරු මහ ලේකම් කාර්යාලය අංක 41, කිරුල පාර, කොළඹ - 05, ශ්‍රී ලංකාව.
தொழிற் செயலகம், இல.41,கிருள வீதி, கொழும்பு 05, இலங்கை.
Labour Secretariat, No. 41, Kirula Road, Colombo - 05, Sri Lanka.

මගේ අංකය : කාළක/1/15/2020
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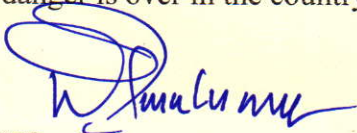
දිනය / திகதி / Date: 20/06/2020

To all Establishments in the Private Sector

Recommended Guidelines to be adopted when employing Pregnant and Breast-Feeding Women during Covid-19 Pandemic Situation in the Private Sector Establishments.

With the relaxing of health restrictions prevailed in the country with regard to Covid-19 pandemic, all Public and Private Sector organizations are expected to resume the normal functions of the organizations while maintaining the health-guidelines declared by the Ministry of Health. It is of great concern that health and safety of pregnant and breastfeeding female employees should be given priority within the working places and during transport, when they are called for duties. Therefore, the Department of Labour, has decided to set out following guidelines, in addition to the already prescribed provisions by the law, for the private sector employers, whenever pregnant and breastfeeding females are employed in their respective work places.

- Maximum possible measures should be adopted to limit the exposure of pregnant and breastfeeding female employees to the physical contacts of other employees and general public;
 - a. Providing “work from home” option to pregnant and breast-feeding employees where applicable. The number of working hours must align with the legal provisions.
 - b. Priority to be given to pregnant and breast-feeding employees when, flexible working arrangements are implemented.
 - c. Designated priority areas in hand washing lines, lifts, wash rooms, meal rooms etc. in establishments with more than 50 employees.
 - d. Attaching employee to a station close to the residence when branch offices are available, where possible, without disruption to the service delivery/ production.
 - e. It would be appreciate to maintain a record of concessions given to pregnant and breast feeding employees.
- The employers are encouraged to follow these guidelines till the declaration of covid-19 danger is over in the country, by the Ministry of Health.



A. Wimalaweera
Commissioner General of Labour
Department of Labour