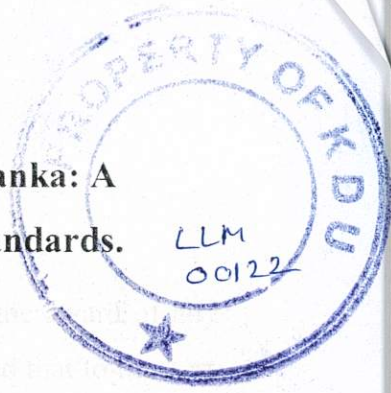


PERMANENT REFERENCE



Protection of Disabled Employees' Rights in Sri Lanka: A Comparative Legal Analysis with International Standards.

This dissertation contains no material which has been accepted for any other degree or diploma in any university or equivalent institution, and that of my knowledge and belief, contains no material previously submitted or written by any other person, except where due credit is given in the text of this report.

A Dissertation by

J.A.K.K.C Dinesh Kumara

Mudalige

401LAW19011

Signature of the Student

Name of the Student

Supervised by

Registration Number

Ms. NKK Mudalige

Supervisor's Comments Forwarded for Examination

Submitted in partial fulfillment of the requirements for the award of Master of Laws

Name of the Supervisor

Comments of Examiners

Name of the Examiners

General Sir John Kotelawala Defense University

Signature

Ratmalana

Signature

2021

Name of the Examiners

ABSTRACT

The goal of this study was to explore and evaluate the existing legal framework relating to the rights of disabled employees and provide recommendations in accordance with international standards. Lessons learned from the UK Equality Act 2010 and standards based on the UN Convention on the Rights of Persons with Disabilities (UNCRPD) were researched and adopted as a result. Following a thorough examination and study of the existing Sri Lankan legal framework on the subject, it is proposed that the present laws be repealed and a single codified law addressing all forms of discrimination be enacted. The terms "reasonable adjustment duty" and "due attention" by public bodies should be incorporated in the legislation. These were discovered to be the missing link in Sri Lankan law. One of the most important pieces of law in Sri Lanka is the Protection of the Rights of Persons with Disabilities Act No. 28 of 1996. Sri Lanka ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) on February 8, 2016, after signing it on March 30, 2007. The lack of a monitoring system and an efficient enforcement mechanism remains a barrier. As a result, it is apparent that the law does not bring man any justice. The legal structure and enforcement in Sri Lanka are deficient. Additionally, barriers to involvement for people with disabilities must be identified and eliminated. The Government of Sri Lanka should move quickly to enact the Disability Right Bill (DRB) in Parliament which has been pending over long period of time and The government should ratify the Optional Protocol to UNCRPD as soon as possible to meet international obligations more accountable manner.

Key words – Disabled Employees' Rights, inclusion and equal treatment of the disabled Human Rights, constitution, UNCRPD, Equility Act 2010.