

**Certificate of Excellence in Social Dialogue for Industrial Reconciliation Awarded by  
the Department of Labour - 2026**

Applications are invited from all employers in the Plantation Sector, Manufacturing Sector, Garment Sector and Service Sector for the "Certificate of Excellence in Social Dialogue for Industrial Reconciliation – 2026."

This certificate of Excellence is issued with the aim of building a better working environment by securing industrial relations between the employer and employee parties in the private and semi – government sector of the country through creating industrial peace. Other objectives of offering this certificate include introducing the message of social dialogue and workplace cooperation to the private and semi – government sector of the country and evaluating the practical implementation of these methods. Moreover, another objective is to provide the institutions with an understanding of social dialogue and workplace cooperation methods to foster a decent work environment, by applying for this certificate and completing its evaluation form.

To apply for this certificate of Excellence, the application form in part II and the evaluation form in part III must be duly completed and submitted as per the instructions in part I.

You will be notified if your institution is selected for supervision, following the initial examination of the application. The supervisory board will verify the information provided in the evaluation form by listening to both the employer and employee parties on the day of their visit to your institution. Following the evaluation, you will also be provided with the necessary advice and guidance to further improve the institution's social dialogue and workplace cooperation.

I hereby invite you to apply for this certificate of Excellence, which further strengthen the employer – employee relationship of your institution.



H.M.D.N.K. Wataliyadda  
Commissioner General of Labour  
Department of Labour

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Colombo - 05.

10.03.2026

## Instructions for Completing the Application Form

1. This competition will be conducted under 04 main sectors namely Plantations, Manufacturing, Service and Garment. Applications will be invited in 12 categories namely Small Scale, Medium Scale and Large Scale according to the number of employees in those 04 sectors.
2. Please mark “√” in the relevant place on the First page of the application, according to the category and scale to which your institution belongs.
3. Please provide true and accurate information about your institution form 01 – 10 in the application form mentioned in part II.
4. Under No. 13, Please provide a sketch map and a written description of the route for easy access to your institution. (Please include a detailed route description as the supervisory board is required to visit your institution)
5. Part III indicates the evaluation form and consists of 03 parts as “A”, “B” and “C”.
6. Inquiries are presented under 08 key topics in part “A” and 06 key topics in part “B”. The maximum marks for each part in part “A” as well as the marks to be deducted on the evaluation form. Please give your marks within the maximum marks limit as per the instructions.
7. Please give marks for 01 – 06 in part “B” of the application form based on accurate information verifiable through the documents of your institution.
8. It is always your responsibility to verify the accuracy of information provided in the application form.
9. The application submitted by you may be rejected at the very first stage of this process due to the following reasons.
  - a. Answering “No” to questions 1:1, 2:1 to 2:5, 4:1 to 4:3, 5:1 to 5:3, 6:3 in part “B”.
  - b. Obtaining more than 50 of the total negative marks (deducting marks) for the questions in part “B”.
  - c. Obtaining more than negative marks (-30) for the questions under criterion 03 in part “B”.
10. To be eligible for the “**Certificate of Excellence in Social Dialogue for Industrial Reconciliation – 2026**”, the minimum total marks of both part “A” and part “B” must be 80.
11. Please forward the duly completed application form via e – mail or by post as mentioned below, before April 17, 2026, with a report prepared by your establishment to verify the information furnished therein.

Commissioner of Labour  
Social Dialogue and Work Place Cooperation Promotion Division  
12<sup>th</sup> Floor, “Mehewara Piyesa”  
Department of Labour  
Narahenpita  
Colombo 05

E - mail: - [labourhrddivision@gmail.com](mailto:labourhrddivision@gmail.com)

For further information: -

T.P. No: - 011-2104828, 011-2104829, 011-2104830