

be selected after a proper study depending on economical and social factors. The integrative approach of collective bargaining gives a win-win solution in many occasions, however it takes a long period to have the best solution. In other side that makes a huge loss to the organization by creating various disciplinary issues while disrupting industrial harmony. The responsible government body, Department of Labour had made several legitimate framework for resolving issues by the act of collective bargaining agreement 1947 (No 98) in 1978. In 1999 the right to collective bargaining was strengthened after making it mandatory to bargain with unions which had a 40% membership. Also the amendment introduced a list of unfair labour practices by employer for industries for their negotiations however that was not strong enough to support the business organizations under various political influences. The trend of Joint consultation committees has become popular within the industry nowadays as latest trend. That has no effect of political intervention and department of labour monitored the performance and progress. Joint consultancy committees had been accepted by some of manufacturing industries instead of trade unions in Sri Lanka.