



**FACTORS AFFECTING THE JOB SECURITY OF APPAREL
INDUSTRY IN SRI LANKA**

This dissertation is submitted as a partial fulfilment of the degree of
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T. G. S. D. CHANDRASIRI

MB20852030

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ABSTRACT

During last year, this COVID-19 pandemic causes us a massive damage to the employment and economically business damage to Sri Lanka. Many employers laid off their employees due to their financial break due to the pandemic. People were helpless and emotionally been abused. The most hit was caused to the exporting businesses and channels. As a human resource professional, I had to witness the whole process of laying off employees from their employment. The job security was inline and cannot do anything since the there was only one ultimate reason, "COVID". While dig down deep to job security, even before the pandemic the employees have been terminated from their employment illegally and legally. Even though the government strengthen the employment of Sri Lanka, there are so many cases are taken into the consideration at labor departments and labor tribunals daily to strengthen their employment security. These reasons have been taken into the consideration to identify the factors that affecting to the job security and how best can the employees strengthen their job security in perspective of the factors.

Whenever the employees' sense that their job security is inline this study will help them to strengthen their job security by focusing on the best alternatives and the best ways to use as shield. Or else the same can be decide which factors are the supportive factors which need to be focus more in order to achieve to improve the job security. The research will be help for both employers and employees to mark their stance when it comes to the job security.

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List of Abbreviations

EU	- European Union
EDB	- Export Development Board
GDP	- Gross Domestic Product
IIP	- Index of Industrial Production
ILO	- International Labor Organization
LT	- Labor Tribunal
LTO	- Labor Turn Over
OECD	- The Organization for Economic Co-operation and Development
SPSS	- Statistical Package for the Social Sciences
US	- United States
VRS	- Voluntary Retirement Scheme