

Editor's Comment:

Title: Assessment of Apparel Sector Employees' Level of Wakefulness on Legal Environment in Sri Lanka

1. My editorial decision is to publish as is.

2. I suggest revised title:

"Awareness Level of Workers to Labour Laws in Sri Lanka"

3. The article is well-written, informative and interesting. Personally I found the details on the labor laws in Sri Lanka most praise worthy. The main conclusions make good common sense to me, that more educated and younger have more wakefulness on the legal environment.

4. The literature review is excellent. The discussion of the methodology and of the results is excellent. This is a most wonderful article.

5. The conclusion is excellent:

"Based on the empirical findings these recommendations were given to improve the awareness level of employees on labour laws. Unionization should be encouraged to educate the employees more on Labour Laws. Responsible entities related to the Labour relations should intervene sufficiently to mitigate labour exploitation and should make the employees aware when they seek assistance. Employees should be given a sound introduction on the commonly used Labour Acts at the time of Induction/Orientation. Should take corrective measures as and when the responsible authorities see any kind of loopholes arisen due to the unawareness on Labour Laws to ensure the fair treatment to the employees. Should conduct awareness programs, workshops and field visits to educate employees more on Labour Laws and its benefits."

6. I read closely the *.zip file you sent me. On MS SAJSSE 46906.docx make these changes: (a) Page 1. First sentence of Abstract: This study focuses on assessing the apparel sector

employees' level of wakefulness on legal environment who are working in the Free Trade Zones in Sri Lanka.

(b) Page 1. First sentences of Introduction: Textile and apparel industries are the largest and leading industries in the Sri Lankan economy. The textile and apparel industries provide large number of employment with the majority of them women especially sewing machine operators (Rajapakshe, 2018). Textiles and garments industries have gained recognition as the foremost export industries in Sri Lanka. They contribute 47.4% from the annual export income in Sri Lanka (Central Bank report, 2016).

(c) Page 2. these labour issues (not this labour issues). don't have (not doesn't have in

2nd paragraph).

(d) Page 2. Fourth paragraph: Thus, the need for an empirical survey in the garment industry is essential. The aim is to identify awareness level of employees regarding labour laws. These labour laws protect employment rights. The goal is to reduce employee turnover and to enhance knowledge of labour laws in Sri Lanka. Until now, few researchers have attempted to do this sort of empirical study in Sri Lanka.

(e) Page 2. Literature Review first paragraph: The history of Sri Lanka records that at the time of King Wijaya's arrival, local princess "Kuweni" was spinning cotton yarn. The history indicates that the textile industry is the oldest industry in Sri Lanka. Women were always involved in the industry. However, history does not indicate any momentous economic contribution until the late 19th century. In that era, the textile industry was narrowed to ready-made garments and not a very popular industry until

1977.

(f) Page 5. Third paragraph: There are not many secondary literatures on creating awareness especially among employees in apparel sector about labor laws in Sri Lanka. The available literature focuses on the explanation of the dissatisfaction of employees regarding working environment. If employees are aware of the laws they might easily protect their rights. By focusing on the explanation of the dissatisfaction of employees, one can identify the level of awareness of labor laws. Balasooriya and colleagues

(Balasooriya, et al., 1998: 2-12), in their study "Garment Factory Women Workers,"

identified problems in the government rules and regulations. Even though the government has provided many rules and regulations, employers do not practice them. The government is indirectly protecting investors by not punishing them.

7. I have no other corrections to make.

Editor's Details:

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