

# FINAL REPORT

## **SRI LANKA: Country Gender Profile**

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Japan International Cooperation Agency  
Public Policy Department

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### Sri Lanka

Summary

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## Summary of Country Gender Profile in Sri Lanka

### Current situation of Women in Sri Lanka

1. The 1978 Constitution guarantees equal rights without discrimination on grounds of sex.
2. Women have achieved equality in terms of most education and health indicators although issues such as gender imbalances in vocational training and low nutritional levels persist. Gender inequalities are reflected in the division in the labour market, unequal access to employment, the poor quality of employment available to many women, barriers to upward occupational mobility, very low levels of representation in Parliament and Local Councils.
3. The impact of gendered social norms and practices have disadvantaged women in the development of their potential, in gender roles and relations in the family, society, employment and the political spheres, and have made them vulnerable to all forms of gender based violence.

### Government Policy on Gender

1. The Constitution of Sri Lanka guarantees gender equality and fundamental rights. Sri Lanka has also ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women which is the international framework for a rights based approach to gender issues. At the national level, the Women's Charter of 1993 based on the provisions of CEDAW in the local context has been widely perceived as a policy document.
2. The National Plan of Action for Women was formulated in 1996 taking into account the twelve critical areas identified in the Beijing Platform of Action. It has been revised subsequently but has yet to be officially approved and implemented. Gender mainstreaming has yet to be achieved in all national policies but gender related inputs have been incorporated in the Ten Year Horizontal Development Plan and in other plans such as the SAARC Social Charter-Plan of Action.
3. Both the Constitution and the General Law of the country promote gender equality but the Personal Laws of the three communities have discriminatory provisions. Sri Lanka has ratified all the international rights instruments and the core ILO Conventions on labour rights. National legislation has been amended in recent years to support women on issues in marriage and divorce, and employment and to protect them against gender based violence.

### National Machinery

1. The national machinery evolved from the Women's Bureau located in 1978 in the Ministry of Plan Implementation under the Head of State to a component of Ministries that functioned also with other responsibilities thereby tending to be marginalised at policy level. Currently it is located in the Ministry of Child Development and Women's Affairs.
2. The National Committee of Women was appointed in 1993 in response to the provision in the Women's Charter for an independent Commission to advise on and formulate policy. The Committee is an organ of the Ministry and has not been converted as yet into an independent entity. Its powers and functions are thereby restricted. The NCW has a Gender Complaints Centre. The Ministry is responsible for implementation and its implantation unit at local level is the Women's Bureau. Provincial administrations have Ministries of Women's Affairs, along with other functions. There appears to be some lack of clarity in the demarcation of activities at local level.

### Gender and education

1. Around seven decades of implementation of positive education policies such as free education, a range of incentives to support participation in education, and the establishment of a network of schools have resulted in the elimination of gender disparities in primary, secondary and university education. Recent policies embodied in national plans have reiterated this

concern with equity and with the need to reduce socio-economic disparities and at the same time to improve the quality of education. Gender parity has been nearly achieved in participation and retention in general education but drop out rates have been relatively high in senior secondary education, disparities are wide in the provision of education facilities and in participation and achievement in education, and restriction of university places has limited access to university education. Constraints to participation are not gender specific factors but are poverty, the legacy of disadvantage in the estate sector, and the impact of armed conflict on affected locations. The extension of education facilities has resulted in minimal gender differences in literacy rates.

2. Gender imbalances are wide in technical and vocational education programmes in the island wide networks of vocational training institutions for school leavers in the context of the concentration of female women trainees in what are perceived to be gender appropriate programmes. These institutions are clearly inadequate to meet the needs of school leavers and the labour market. The introduction of the NVQ scheme and the overtly declared objective of reducing gender imbalances may hopefully portend change.

3. Education has tended to reinforce gender role stereotypes and negative social norms through the socialisation process in pre-schools, schools, universities and vocational institutions. The consequences have been the narrow options of women in employment related courses in universities, vocational training institutions and in career paths and the perpetuation of unequal gender roles and relations in the family and in society as reflected, for instance, in gender based violence.

## **Gender and Health**

1. Sri Lanka has had an extensive system of free health services and institutions for over seven decades. Women have been major beneficiaries of programmes such as the Maternal and Child Care Services, Primary Health care Programme and the Well Women Clinics. The Family Health Bureau of the Ministry of Health has special responsibility for women related programmes. The Ten Year Master Plan for Health focuses on the needs of the low income and most vulnerable population groups. There are however emergent issues that need attention such as the impact of ageing and domestic violence on the health of women. There is an island wide network of different grades of hospitals as well as the Primary health care Units that operate at the grassroots level. A high rate of utilisation of institutions and services and immunization programmes is recorded. At the same time there are disparities in the quality of the services in large towns, and the rural and estate sector while the escalation of costs of drugs create hardship for the poor.

2. Health indicators have improved rapidly over the years with declining mortality, maternal mortality, and infant and child mortality and rising life expectancy. There is minimal quantitative information regarding women's nutritional status except in anaemia prevalence which is reported to be declining. Diseases arising from environmental conditions have not declined except in the case of malaria while the incidence of diabetes, cancer and cardio vascular diseases are increasing. The incidence of HIV/AIDS is very low. Family Planning Programmes have contributed to falling birth rates. There are however gender related constraints in the use of contraceptives that increase the vulnerability of women to sexually transmitted diseases.

## **Gender and Economic Activities**

1. Government policy and future directions are outlined in the National Labour Sector development Plan incorporated in the Ten Year Horizontal Development Framework (2006-2016) and two policy documents have been approved: the National Policy for Decent Work and the National Labour Migration policy.

2. The quantitative data produced quarterly by the Labour Force Surveys of the Department of Census and Statistics underscore the fact that women are disadvantaged in access to employment and have relatively high unemployment rates.

Further they face constraints in seeking to reach the highest levels in the employment structure. They are concentrated in the industry sector in assembly line industries which do not offer opportunities for upward occupational mobility. The majority are still disadvantaged in acquiring skills and remunerative jobs in the ICT industry. In the informal sector, the majority are confined to low productivity self employment and lack the skills, technology and market information to make optimum use of credit to develop their enterprises.

3. Migrant women workers constitute around half at least of all such workers. They seek employment as domestic workers for family survival and maintenance, and they endure much hardship, exploitation and abuse in their workplaces and often return to confront family disruption. The Foreign Employment Bureau has introduced several measures to assist these workers but the existence of illegal job agents ensures that these women continue to be vulnerable to abuse. Bilateral agreements between countries are necessary to protect women workers in their workplaces in their destinations.

### **Gender and Agriculture, Forestry and Fisheries**

1. Agriculture is an important sector in the economy and women have been engaged in this sector since the beginning of cultivation of food crops. The low productivity levels and consequent poverty of farming families in this sector have resulted in a decrease in employment in the sector and a shift to the industry and services sector. The National Agricultural Policy expects to address this issue by improving activities, techniques and incomes in this sector. However, women's role is perceived to be limited to their traditional area of home gardening. No sex segregated data is available on ownership of either large or small holdings in the sector. Labour force data indicates that more women than men are engaged in economic activities in the agriculture, and particularly in the informal sector in agriculture, most often as unpaid family labour so that they are among the most disadvantaged in the employment scenario. Vocational training and extension programmes too confine women to home gardening and reinforce their exclusive domestic role. Rural women who are faced with minimal incomes from agriculture and have few opportunities in relatively low skill agro based industries, have tended to move to garment factories or to migrant domestic labour to increase family incomes. Reduction in employment opportunities in these occupations is likely to push them back to unpaid labour on their small holdings.

2. Women have an important role in forestry also. Besides their need to collect fuel wood and supplementary food to meet family needs they are able to protect the environment if policy makers perceive them as effective participants and managers of environmental programmes

3. Women have not been directly involved in the fishing industry and have confined themselves to their domestic functions. The modernisation of the industry has enabled to move beyond domestic fish preservation to employment in shrimp factories, in the management of shrimp ponds and in business. They need further opportunities and support from new group structures.

### **Gender and conflict, rehabilitation and reconstruction**

Over two decades of armed conflict and an unexpected tsunami have devastated the lives of thousand of families in the war torn districts and in other parts of the country. Women bear a disproportionate share of the burden as war widows, female heads of households and care givers. A large agenda of humanitarian relief, rehabilitation of economic and social infrastructure; restoration of the right to education and health services; access to sustainable livelihood and productive assets; support for female heads of households; as well as programmes of reconciliation and promotion of national harmony awaits programme planners and implementers.

**List of Abbreviations**  
**(Sri Lanka)**

ADB	Asian Development Bank
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CIDA	Canadian International Development Agency
FAO	Food and Agricultural Organization, UN
F/P	Family Planning
GAD	Gender And Development
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
ILO	International Labour Organization
IUD	Intra-Uterine Contraceptive Devices
NORAD	Norwegian Agency for International Development
NGO	Non Governmental Organization
NWC	National Women's Committee
NVTCs	National Vocational Training Centres
ORT	Oral Rehydration Therapy
PHC	Primary Health Care
STD	Sexually Transmitted Diseases
UNDP	United Nations Development Programs
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNHCR	United Nations High Commissioner for Refugees
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
WHO	World Health Organization
WDR	World Development Report

# 1. Basic profiles

## 1-1 Socio-Economic Profile

Socio-economic profile								Ref.
Social indicators								
<u>International development indicators</u>		Human development index*		Gender-related development index*		Gender empowerment measurement (Value)*		
	Index	0.759		0.756		0.389		HDR
	Rank	102 / 180		88 / 155		98 / 109		
<u>Demographic indicators</u>		Total (millions)		% of urban population		Population growth rate (%)	Total fertility rate	
			% of female population		% of female population			
	2007	20.2	52%	15.1	52.4%	1.1	2.3	CB
	2001	19.1				1.3	1.9	
		Life expectancy		Households number by head of households (HH)				
		Male	Female	Total	Male-headed	Female-headed		
	2006/7	71.7 yrs.	76.4 yrs.	NA	76.7%	23.4%		
	2001	70.7 yrs.	75.4 yrs.	4,054,186	79.9%	20.1%		
Economic indicators								
		GNP/Capita	Growth rate of real GDP	GDP implicit deflator*	Gini index*	Aid/GNP		
	2008	1969	6.0	6.7	0.49	7.7%		
	2000	881	6.0	16.3				
<u>Public sector expenditure on sectors</u>		Health	Education	Social welfare	Defence	Gender	Others	
	2008	4.9%	9.9%	2.6%	13.4%	NA		
	2002	4.6%	9.9%		13.9%			
		/GDP	/GDP	/GDP	/GDP	/GDP	/GDP	
	2008	1.69	2.27			NA		
	2001	1.65	2.46			NA		
<u>Industry /GDP</u>		Agriculture	Industry	Service	Others			
	2008	12.1%	28.4%	59.5%				
	2002	12.5%	28.6%	58.8%				
<u>Labour indicators 2009</u>		Total No.		Unemployment rate		Minimum wage		
		33.2%	% of female population	8.6%	of female labour force	Male NA	Female NA	

Socio-economic profile								Ref.
	2009	7.5 M	33.2	5.9	8.6	NA	NA	
	2003	7.6 M	31.4	8.4	13.2			
<u>Employment rate (YEAR)</u>		Agriculture	Non-agriculture					
			Industry	Service	XXX	Others		
Total %		31.7	25.0	43.2				
% of female population		35.5	25.5	39.2				
Approaches to gender issues								
<u>Ratification and signature of international laws</u>							Year	
UN Convention on the Elimination of All Forms of Discrimination against women							1981	
UN Convention on the Elimination of All Forms of Discrimination against women – Optional Protocol							2003	
UN Convention on the Elimination on the Rights of the Child							1990	
ILO Convention 103 Maternity Protection Convention							1993	
ILO Convention 100 Equal Remuneration for Men and Women Workers for Work of Equal Value							1993	
ILO Convention 111 Discrimination in Respect of Employment and Occupation							1998	
ILO Convention 138 Minimum Age of Employment							1998	
<u>Women in decision-making (% of female population)</u>								
Government 2009		In parliament	5.8%	Private sector	Managers/ Directors	6.3%		
		Ministers	6.0%		Technicians	N.A		
		Deputy ministers	Nil					
<u>Policy of gender</u>							Year	
Convention – Policy Directives Art .27							1978	
Women’s Charter							1993	
<u>Laws of gender</u>							Year	
Age of Marriage Ordinance							1995	
Prevention of Domestic Violence Act							2005	
<u>Public organization of gender</u>								
Name of the national machinery		Ministry of Child Development and Women Empowerment						

Note: Refer to the definitions for the words attached with \*

Reference:

- 1) Household income & expenditure survey, 2002 & 2006/2007
- 2) Demographic & Health survey, Sri Lanka 2000 & 2006/2007
- 3) Census 2001 Department of Census & statistics, Sri Lanka & MDG 2006
- 4) Consumer Finance & Socio Economic Survey, Central Bank 2003/2004
- 5) Ministry of Education, Planning Division, Sri Lanka, 2007
- 6) Annual health Statistics, Ministry of Health care & nutrition, 2007
- 7) Annual Report of Central Bank, 2008
- 8) Labour force survey, Department of Census & statistics, Sri Lanka, 3<sup>rd</sup> quarter, 2009

## 1-2 Health Profile

Health Indicators								Ref.
Prevalence of health services		No. of Hospital beds per 1,000 persons		No. of physicians per 1,000 persons				
	2007	3.4		0.6				
	2000	2.9		0.4				
Infant mortality rate	2006/7	Total		15/1000	Female		15/1000	
	2000			11.3			10.2	
Under-five mortality rate	2006/7	Total		21	Female		19	
	2000			18.8			NA	
Prevalence and death rates associated with tuberculosis	2007	Total		5.5	Female		NA	
Prevalence and death rates associated with infectious diseases		Total			Female			
% of vaccinated (1 year old) 2006/7		BCG	DPT	Polio	Measles			
		99.6	99.6	99.4	97.2			
Reproductive health		Contraceptive prevalence rate		Rate of births attended by trained personnel		Anemia prevalence among pregnant women		
	2004	68.4		98.6		16.2		
	2000	70.0		96.6		30.0		
		Maternal mortality ratio		Total fertility rate		Average age of first marriage		
	2003	39.3 /100,000		2.3 / 1000		23.3		
	2002	41 / 100,000		2.0		24.6		
Nutrition		Children under weight for age (& aged under 5)		Oral re-hydration therapy use rate		Iodine deficiency		
	2007	30.4		54.9		NA		
	2000			34.0				
Community health service		Access to safe water%			Access to adequate sanitation%			
		Total	Urban	Rural	Total	Urban	Rural	
	2006/7	89.1	98.4	88.1	85.1	79.8	86.9	69.1
	2000	75.4	96.0	74.6	72.6	87.0	72.6	35.5

HIV/AIDS	HIV prevalence, aged 歲- 歲				% of population aged with comprehensive knowledge of HIV/AIDS		22.4%
	Total	Male	Female		Male	Female	
			Pregnant women				
2009	Less than 0.1						

Reference:

1) Demographic and Socio-economic Survey, 2000., 2006/7

2) Annual Health Statistics, Ministry of Health Care and Nutrition, 2008

### 1-3 Education Profile

Education Indicators								Ref.	
Education systems		Primary		Secondary		Tertiary			
Adult literacy rate 2006/7 10years and above - ) 2001-same		Total	91.6 90.7	Male	92.8 92.2	Female	90.5 89.2		
Primary education & Junior Secondary									
Net enrolment rate	2004	Total	93.2	Male	93.9	Female	92.5		
	2001		93.2		92.8		93.5		
Progression rate	2007	Total	99.0	Male	98.7	Female	99.4		
Retention	2004	Primary	98.4		98.5		98.4		
Drop-out rate	2000	Total	0.68	Male	0.81	Female	0.54		
Secondary education									
Net enrolment rate	2004	Total	68.6	Male	66.6	Female	70.5		
	2001		52.6		50.6		54.6		
Progression rate	2007	Total	91.9	Male	89.5	Female	94.3		
	2004	Junior Secondary	82.1		80.6		87.1		
Drop-out rate	2000	Total	2.62	Male	3.06	Female	2.16		
Tertiary education									
Net enrolment rate	2008	Total	3% - 4%	Male	NA	Female	NA		
Progression rate		Total	NA	Male	NA	Female	NA		
Drop-out rate		Total	NA	Male	NA	Female	NA		
Tertiary level enrolment by field of study by gender Universities 2007		Education	Arts	Social science	Engineering and Technology	Medicine	Others		
		F	No. 14,978	66.8% (F)		26.8%	50.9%		
		M	No.. 7448			5568	3350		

Reference:

- 1) Census of Population, Dept. of Census and Statistics, 2001
- 2) Consumer Finances and Socio-economic Survey, Central Bank, 2003/4
- 3) Ministry of Education, Statistics Division, 2007

## **2. General Situation of Women and Government Policy on Gender**

### **2-1 General Situation of Women in Sri Lanka**

Although the Constitution of 1978 guarantees equal rights without discrimination on the grounds of sex offers scope for affirmative action, and women in Sri Lanka have achieved gender equality in terms of most social indicators, there is still need to work towards gender equality in several other facets of human development. The gap is not as wide as in many countries as seen by the fact that Sri Lanka's Human Development Index(HDI) is 0.759 and Gender Development Index (GDI) is 0.756. However the abysmally low value of the Gender Empowerment Measure (0.389) indicates that the majority of women have yet to be adequately empowered to move smoothly to high level decision making positions.(HDR. 2007)

#### **Social Development**

Women constitute 52% of the population estimated to be 20.2 million in 2008. A low Total Fertility Rate (TFR) of 2.3 and a contraceptive prevalence rate of 68% have contributed to maintaining a low annual population growth rate of 1.1%. Women have lower mortality rates than men and higher life expectancy, but relatively high anaemia prevalence among pregnant women and iodine deficiency point to poor nutritional levels.(Dept. of Census and Statistics, 2001, 2006/7).An emergent issue is the rapid increase in the ageing population in the context of the minimal services available for the support of elderly women in low income families. Widows have equal rights to pensions, but while widow remarriage is not prohibited in Sri Lanka, widows lose their claim to state grants in the event of remarriage- an issue that is of critical concern in view of the large number of war widows in the country.

The recognition of the right to education without gender differentiation in policy embodied in the policy of free primary, secondary and tertiary education introduced seven decades ago has resulted in the elimination of gender disparities in enrolment at all levels over the years and the achievement of the third Millennium Development goal. However, the second Millennium Development Goal of universal primary education has only been 'nearly achieved' as children in the most disadvantaged and vulnerable groups in the population have yet to be brought within the ambit of the education system. The perpetuation of gender role stereotypes in the curriculum and 'hidden curriculum' in educational institutions has tended to lower the aspirations of women, reinforce gender imbalances in vocational related training and reduce their life chances in the world of work.

#### **Economic activities**

Although women have been economically active for centuries, the labour market has marked gender inequalities. Labour force participation rates of women are significantly lower than those of men, partly because women in the informal sector in the economy are largely invisible in official statistics. Unemployment rates of women have been consistently double those of men for four decades and the gender gap is unconscionably wide among youth and among the population with at least a secondary education. Women have increasingly sought to engage in income earning activities for family survival and maintenance but the quality of employment available to women during the last three decades has deteriorated. Consequently women are concentrated in wage labour or in unpaid family labour in the agricultural sector;; in assembly line or subcontracted industries to meet the demand created by the international division of labour for low cost female labour;; in low skill, low income, unstable employment in the

informal sector; in local and migrant domestic labour; and in basic computer operations in the burgeoning ICT field. Educated women are confronted with the 'glass ceiling' in their aspirations to reach the highest levels in employment.

### **Political participation**

Despite the fact that Sri Lanka had the first women Prime Minister in the world and a woman Executive President, only 6.0% of Cabinet Ministers, 5.8% of members of Parliament and less than 3% of members of Provincial and Divisional Councils are women, and this proportion has not increased even marginally over the years. Women are demotivated by the gendered norm of male leadership, the time constraints of their multiple roles, and recently, the climate of violence in the political environment. The demand for a 25% or 30% quota has yet to be incorporated in policy while at the same time women need to be empowered to meet the challenges in the world of politics.

### **Gender based violence**

The perennial issue of violence against women became a critical issue in the public domain with the UN Declaration on the Elimination of Violence against Women in 1993. In Sri Lanka the Women's Charter has a specific section on the protection of women and girls from sexual violence. The amendments to the Penal Code in 1995 and 1998 and the Prevention of Domestic Violence Act of 2005 have strengthened corrective action against rape, sexual harassment, incest, grave sexual abuse and domestic violence. Nevertheless women in all socio-economic groups continue to be victims of such violence (Wijayatilake, 2004; Gunawardena et al, 2007; Jayaweera and Dias, 2009). Comprehensive, sex disaggregated data are not available to assess the incidence of such violence but case studies reflect the horrendous nature of the violence inflicted on women and often, the passive acceptance of violence by women under the façade of family privacy. A major lacuna is the lack of adequate support services for women victims. Only four women's organisations/NGOs have crisis centres, counselling services are minimal, and legal assistance is provided largely by the State Legal Aid Commission.

### **Impact of gendered social norms and practices**

Classic patriarchal relations have been modified by some egalitarian features in Sri Lankan society and the worst social practices such as honour killings, sati, dowry deaths, foeticide, infanticide and female genital mutilation are not visible. Yet the social construction of gender reflected in gender role assumptions and stereotypes that shape the attitudes of the family, society and policy makers, administrators and employers disadvantage women in many facets of life and have an adverse effect on the development of their personhood. Unequal gender roles and relations are perpetuated by practices such as bargaining in dowry transactions and the unscientific 'virginity test' as well as gender based violence. The concept of 'male breadwinner' and the syndrome of dependency and subordination are seen to shape development policies in all sectors. A critical need to counter the impact of gendered socialisation is to organise programmes to sensitise decision makers and the public to issues of gender equality and to empower women, who may tend to internalise negative social norms, to challenge them.

## **2-2 Government Policy on Gender**

### **Policy**

As stated earlier the 1978 Constitution guarantees equal rights without discrimination on grounds of sex and permitted affirmative action which will assist in achieving substantive equality. In 1981 Sri Lanka also ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) which is the framework for a rights based approach to gender issues. Since the 1990s the State has submitted national reports to the UN CEDAW Monitoring Committee in New York. The current report is expected to be discussed by the Committee in 2011.

Equal rights have been ensured at policy level in the education and health sector in the 1940s. The establishment of the Women's Bureau in 1978 and its incorporation in a Cabinet Ministry in 1983 was intended to streamline policies directed to the advancement of women but the first policy document was the Women's Charter formulated in 1993 within the framework of CEDAW. The Charter deals with seven facets of equal rights for women and men: (1) Political and Civil Rights (2) Rights within the Family (3) Right to Education and Training (4) Right to Economic Activity and Benefits (5) Right to Health Care and Nutrition (6) Right to Protection from Social Discrimination and (7) Right to Protection from Gender Based Violence. The Charter was accepted as a 'policy document' at the 1994 elections but all its provisions have yet to be translated into legislation or policies/programmes. A National Committee of Women was appointed under the Charter to advise the government on policy but it has still to be converted into an Independent Commission as required under the Charter. A Women's Rights Bill was formulated in 2003 and has undergone several changes but has yet to be approved by Parliament. Policies are embodied also in the Plans that are outlined in the next section.

### **Development Plans**

Sri Lanka endorsed the Plans of Action adopted at the International Women's Conferences in Mexico (1975), Copenhagen (1980), Nairobi (1985), Beijing (1995) and New York (2000 and 2005) but the only Plan that was translated into a policy document in Sri Lanka was the Beijing Platform of Action (BPFA). The twelve critical areas of the BPFA were used to develop policies and implementation strategies under the aegis of the National Committee of Women in 1996. This Plan has been revised thrice subsequently and is now with the Department of National Planning but has yet to be officially approved and published. This Five Year Plan encompasses nine areas of action: (1) Women, Poverty and the Economy (2) Education and Training of Women (3) Women and Health (4) Women, Armed Conflict and Peace Building (5) Women in Power and Decision - Making (6) Institutional Mechanisms for the Advancement of Women (7) Women and the Media (8) Women and the Environment and (9) Law and Legal Policy Reform.

Several Policy and Action Plans have been formulated in recent years and are being implemented with implications/provisions for women.

(1) A Ten Year Horizontal Development Framework (2006-2016) incorporates the plans of 15 major sectors. It is a matter for regret that the Ministry of Women's Affairs could not include a summary of the National Plan of Action for Women in this national policy document. Nor is there an overall gender perspective but some sectors /Ministries have attempted to mainstream gender in their plans on their own initiative in the following areas: Water; Plantations; Social

protection Framework; Education, and Technical and Vocational Education; Health; Sports; Employment.

(2) National Action Plan for the Children of Sri Lanka (2004-2008), currently formulating the next phase: Education, Health

(3) SAARC Social Charter- Sri Lanka Action Plan (2008-2015)-Section 4-Women- Decision making, Gender based violence, Women's empowerment.

(4) National Action Plan of the National Framework Proposal for Re-integration of Ex-combatants into Civilian Life in Sri Lanka – Ministry of Disaster Management and Human Rights (2009): One of the guiding principles-gender equity and responsiveness and protection from gender based violence; Cross-cutting themes-(4) Gender and Youth.

### Gender related Laws and Regulations

The 1978 Constitution upholds the principle of gender equality but the constitutional provision on fundamental rights is limited to the public sector and excludes the private sector with adverse implications for private sector employees. The General Law of the country ensures the equal rights of women and men to property and to financial and commercial transactions and to protection against violence. The Personal Laws of the Sinhalese, Tamil and Muslim communities pertaining to family life contain provisions that discriminate against women in varying degrees. Sri Lanka has ratified international human rights instruments – the UN Declaration on Human Rights, the International Covenants on (i) Civil and Political Rights and (ii) Economic, Social and Cultural Rights, the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Optional Protocol for CEDAW but their provisions need to be incorporated in national legislation to be enforced. National laws and regulations pertaining to marriage and divorce, labour related legislation, social security, protection against violence and land rights promulgated during recent decades are presented in the Table.

Laws and regulations	Date	Content
The Citizenship Act of 1948	amended in 2003	to eliminate discrimination against foreign spouses of Sri Lankan citizens.
Amendments to the General Marriage Ordinance (1995), Kandyan Marriage and Divorce Act (1995), Age of Marriage Ordinance (1989)	1995	Raising the age of marriage for men and women, to 18 years, except in the Muslim community,.
Maintenance Act (1999)	1999	recognizing joint and shared responsibility for spousal and child support and strengthening enforcement procedures on maintenance claims
ILO Conventions (IC): Amendments to the Shop and Office Employees amended by Act No.44 of 1985; Maternity Benefits Ordinance amended by Act No. 43 of 1985; The Establishment Code- Public Administration Circular No.22 of 1989 amended by Circular no.13 of 1995;	1985 1993 1995	extending maternity leave and benefits from six weeks to twelve weeks (84 days) for the first two children.

IC 103 Maternity Protection Convention, 1993 spells out the obligations.		
IC 100 Equal Remuneration for Men and Women Workers for Work of Equal Value (1951), ratified by Sri Lanka in 1993.	1993	Equal Remuneration for Men and Women Workers for Work of Equal Value
IC 111 Discrimination in respect of Employment and Occupation (1958) ratified 1998	1998	Discrimination in respect of Employment and Occupation
IC 138 Minimum Age of Employment 14/15 years (1973) ratified 1999 -14 years	1999	Minimum Age of Employment 14/15 years
IC 182 Prohibition of Worst Forms of Child Labour –below 18 years (1999), ratified 2006	2006	Prohibition of Worst Forms of Child Labour –below 18 years
Sri Lanka Bureau of Foreign Employment established by Act no. 21 of 1985 to support migrant workers. The Act was amended in 2009	2009	to strengthen its powers and responsibilities.
Torture Act No. 72 of 1994		Incorporating standards of the UN Convention on Torture (1984) which Sri Lanka has ratified.
Amendments to the Penal Code in 1995, 1998 and 2006-	1995 1998 2006	Made sexual harassment, incest, grave sexual abuse and sexual exploitation criminal offences and increased penalties for rape.
Prevention of Domestic violence Act No. 34 of 2005.	2005	Provides for victims of domestic violence to apply to the Magistrate's Court for a Protection Order and remedies to prevent further violence
SAARC Convention on Trafficking of Women and Children for Prostitution (2002) was ratified by Sri Lanka.	2002	National legislation incorporating the provisions of the Convention were formulated in 2005 and brought into force.

It has to be noted that Sri Lanka has not ratified the three ICs 155, 166, 184 on Occupational Health and Safety. IC 177 Home Work (1996) has not been ratified. It applies to piece rate (subcontracted) workers but not to self employed workers in the informal sector in which the majority of workers are women.

Social Security: The widows and Orphans Pension Funds regulations have been amended to give equal rights to widows and widowers.

Land rights : Despite the efforts of women's organisations the schedules in the Land Development Ordinance (1935) which gives primacy in succession to males in ownership of land granted by the state has yet to be amended to remove discrimination against women.

A major problem in legislation is weak enforcement and long delays in court procedures.

## 2-3 National Machinery

The national machinery was introduced in 1978 as the Women's Bureau as an outcome of the participation of the Sri Lanka delegation in the first World Conference on women held in Mexico in 1975. The Women's Bureau was placed in the Ministry of Plan Implementation, directly under the purview of the Executive President and had a considerable degree of visibility. In response to requests the national machinery was elevated to Ministerial status in 1983, and the Bureau was located in the Ministry of Teaching Hospitals and Women's Affairs under a woman Cabinet Minister. This Ministry has been responsible also for another sector such as health, transport or social services, except for a short period in the mid 1990s when it a single Ministry. It is now a part of the Ministry of Child Development and Women's Empowerment. It is widely perceived that the shift of the national machinery from the Ministry of Plan Implementation with its direct link with the Head of State to another Ministry, and even briefly to a separate Ministry, has marginalised it at policy level.

The Women's Charter envisaged the creation of an independent National Commission on Women which would be responsible for advising the government on policy. The National Committee appointed in 1993 with 14 members representing different interests and a full time Chairperson and an executive Director, was and continues to be located as an unit in the Ministry and lacks the powers or the prestige to be an influential organ of the Government . The Women's Rights Bill that was expected to convert the Committee to an Independent Commission has yet to be introduced. The marginalisation of the national machinery at policy level was seen clearly in the exclusion of the Ministry as a participant along with other Ministries in the development of the Ten Year Plan in 2005, the failure since 1996 to give official status to the National Plan of Action for Women, and the negative official response to the request for a Gender Desks (parallel to the Children's Desk) in the post tsunami rehabilitation process despite the fact that women were victims, not only as key members of families but also as economic producers in the informal sector which collapsed in the affected areas in the aftermath of the tsunami.

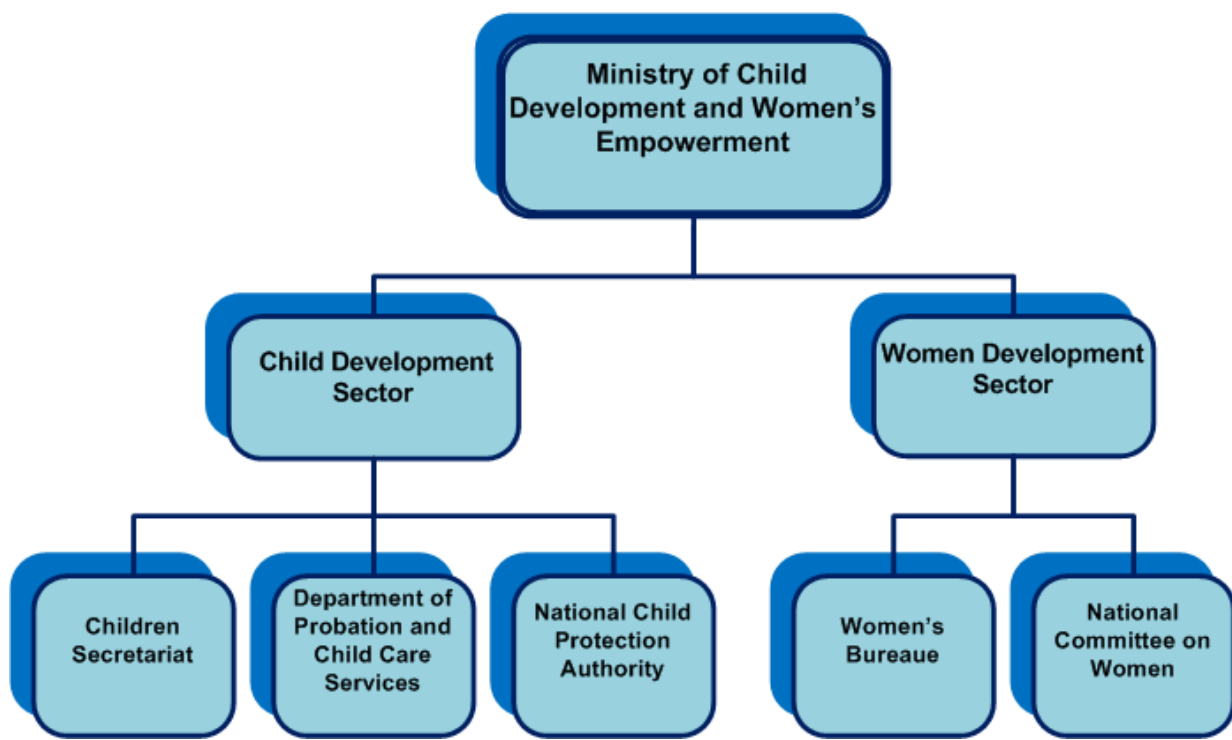
The national machinery is also affected adversely by other structural weaknesses. The Ministry works through senior administrators as Gender Focal points in other Ministries, an unstable mechanism in a transferable administrative service. The Thirteenth Amendment to the Constitution in 1987 created a Provincial administration that also has Ministries responsible for women's affairs (among other functions). Both the Ministry in the central government and the Women's Bureau, its implementation agency at local level, and the Provincial Ministries operate through Divisional Secretariats, tending to create some confusion at local level.

The functions of the constituent units of the national machinery are:

The Ministry of Child Development and Women's Empowerment is responsible for the implementation of policies, plans and programmes for the advancement of women. The Child Development and Women's Empowerment components have their separate staff functioning under the Secretary of the Ministry.

The National Committee on Women is responsible for promoting and protecting the rights of women, advising the government on policy and monitoring implementation. A useful unit is the Gender Complaints Centre which directs complaints of women victims of abuse and injustice to the relevant legal mechanisms.

The Women's Bureau is the implementation unit of the Ministry, particularly at Divisional (local) level.



**Source:** <http://www.childwomenmin.gov.lk/>

Other ministries are expected to mainstream gender issues in their policies and programmes but closer coordination between the Ministry, the Department of National Planning in the Ministry of Finance and other Ministries is necessary to ensure positive outcomes.

### **3. Current Situation of Women by Sector**

#### **3-1 Education**

##### **Government Policy and Plans**

Sri Lanka has accorded priority to equity in access to education with the introduction of free state primary, secondary and tertiary education in 1945. This policy initiative was the outcome of the recognition of policy makers of the right to education and to educational opportunities to reach the highest positions as well as the importance of the role of education in reducing socio-economic inequalities. Other incentives offered over the years to facilitate access to education have been a scheme of Grade 5 scholarships at the end of primary education; changing the medium of instruction to the national languages; subsidised transport, school meals, and subsequently free textbooks to Grade 11 and free materials for the school uniform and the Mahapola scholarships for university education.; and the development of an island wide network of primary and secondary schools, currently around 10,000 in number of which 96% are co-educational schools and around 98% are state schools. These policies have been the major factors that promoted gender equality in access to education as there was no gender differentiation in policies and programmes.

The 1978 Constitution guarantees fundamental rights but the only reference to education is in the Policy Directives: 'eradication of illiteracy and the assurance of equal access to education at all levels'(Art.27(2)). The implementation of structural adjustment programmes in the 1980s reducing social sector expenditure led to decline in public expenditure on education from around 5% of the GDP to just over 2% and from around 16% to around 8% of the budget - a situation that prevails even at present. The ratification of the UN Convention on the Rights of the Child and the endorsement of the UN Jomtein Declaration on 'Education for All' in 1990 revived the momentum to universalise education. In 1998 compulsory education regulations for the age group 5-14 were introduced on the recommendations of the National Education Commission (NEC) and School Attendance Committees have been appointed at local level to bring all children within the ambit of the school system, and where relevant, of non formal centres.

Since then a plethora of plans have been formulated and are in the process of implementation, some of them as components of National Plans- the NEC Education Reforms of 1997; the NEC Education Proposals of 2003; the Education Sector Development Framework Programme (ESDFP) implemented since 2006 that is the major on going programme; the National Action Plan for Children (2004-2008); the Ten Year Horizontal Development Framework Programme(2006-2016) which encompasses all sectors; and the SAARC Social Charter Action Plan (2008-2015). All these plans have a strong focus on equity in access to education including that of vulnerable groups such as children with disabilities and 'street children' and to allocation of resources. They envisage the extension of compulsory education to 16 years; reducing gender disparities in the provision of educational facilities and developing schools in the most disadvantaged areas; improving the quality of education through curriculum reforms focussing on the development of generic skills, creativity and higher order skills; promoting the use of Information and Communication Technology in education; and improving the management system in education and the delivery of services. There is no explicit reference to gender, for instance, in the ESDFP on the assumption that that gender equality has been achieved but other plans have referred to promoting gender equality, eliminating

gender role stereotypes of appropriate employment and reducing gender imbalances in vocational training. The reform agenda, however, has still a long way to go to achieve the expected objectives.

### **Gender parity in education**

As a consequence of the implementation of free education and the ancillary services referred to earlier, gender equality was achieved in the 5-14 age group by the 1960s, in the 15-19 age group in the 1970s and in universities by the end of the century, thereby achieving the third Millennium Development Goal of eliminating disparities in primary, secondary and university education. Nevertheless, the second Millennium Goal of universalising primary education has been only 'nearly achieved'. According to recent statistics, in the compulsory education age group of 5-14 years, net enrolment rates in 2002 were 95.6% for girls and 97.1% for boys in the 6-10 population group (primary education), and 96.4% and 93.5% respectively in the 11-14 age group (junior secondary education) (Dept. of Census and Statistics, (DCS) 2006). The Consumer Finances and Socio-economic Survey 2003/04 reported that participation rates were 92.5% for girls and 93.9% for boys in the 5-14 age group (Central Bank, 2005). The Household Income and Expenditure Survey, 2006/7 stated that the percentage of children in the 5-14 age attending schools in 2006 was 98.4%. No sex disaggregated data was provided but sector wise the percentages were 98.4% (urban), 98.8% (rural) and 93.7% in the historically disadvantaged estate sector, indicating that urban-rural disparities did not prevail. (DCS, 2007). In the 15-18 age group (senior secondary education), 70.5% girls and 66.6% boys and were in school in 2003/4 (Central Bank, 2005).

Retention rates for girls and boys were, according to the Planning Division of the Ministry of Education, 99.4 % and 98.7% at the end of primary education (grade 5) and 94.3% and 89.5% at the end of junior secondary education (Grade 9) and 90.3% and 84.1% in Grade 10. (Ministry of Education, 2007). The percentage of girls of the total enrolment in schools has been nearly 50% in primary and junior secondary education grades, 50% in secondary grades and 56% in the highest grades in the school system over the last three decades as more boys than girls drop out before the last two years of schooling. Performance rates were slightly higher for girls than for boys at public examinations at the Grade 5 Scholarship examination, and the G.C.E. O/L and A/L examinations. (Dept. of Examinations, 2006) and in achievement tests conducted in Grades 4, 8 and 10 in 2007 (NEREC, 2007). In the 15 Universities, 53.6% of the enrolment were women in 2006/7 but only 3-4% of the relevant age group are in universities as there is lack of space for all who qualify for admission.

Within this national data, however there are relatively wide disparities in the provision of education and participation and performance in education. Only 6.8% of schools with senior secondary grades have facilities for science education compounded by urban and rural disparities in provision and gender difference in participation. The incidence of poverty has resulted in a high rate of dropping out of school after Grade 11. Overall drop out rates have been less than 5% in recent years but were around 15 % in the most disadvantaged administrative divisions and in conflict affected areas where school closure and damage to infrastructure denied access to schools till the cessation of war in 2009. (DCS, 2006, NIE, 2003). Thirty percent of the schools are small schools with less than a hundred students and around half have less than 200 students (Annual School Census, MOE, 2007). These institutions are the under resourced and marginalised schools of the poor. Non schooling is concentrated in low

income urban locations, remote rural locations, the estate sector and conflict affected areas (Jayaweera and Gunawardena, 2009; Gunawardena, Kularatne and Lekamge, 2006). Vulnerable groups of children such as children with disabilities, 'street children' including child beggars and destitute children are invisible in school related data. The Non Formal Literacy Centres that were initiated in the 1980s to assist the non schooled and drop outs to enter or re-enter the school system have been under resourced and have met the needs of less than 5% of these children. More girls than boys are enrolled in these centres. In the universities too there are disparities in the socio-economic background of students enrolled in the prestigious and economically rewarding medical and engineering courses. Clearly socio-economic constraints and not gender are constraints to access to education.

### **Literacy**

The extension of educational opportunities has reduced the incidence of illiteracy and also the gender gap from 30 percentage points to 3 percentage points – from female and male literacy rates of 46.2% and 76.5% at the 1946 census to 89.7% and 92.7% respectively at the 2001 Census. The most recent statistics are female and male literacy rates of 90.5% and 92.8% in 2009 (DGS 1946, 2001, 2009). Gender differences are seen only in the population over 50 years and urban and rural differences hardly exist. The lowest district wise female literacy rates of around 80% are in the two plantation districts of Nuwara Eliya and Badulla and in Ampara with its concentration of rural Muslim families. Adult literacy programmes have received minimal attention in the context of the traditional reliance on extending educational opportunities through increasing enrolment in the formal school system

### **Technical and Vocational Education**

Technical and vocational education for school leavers has had a relatively a poor image and has been subject to ad hoc development over the years. There have been minimal linkages with the labour market except through the apprenticeship programme so that the employment related needs of school leavers have not been met. Gender imbalances in enrolment in technical-vocational programmes are still wide. In the island wide network of Technical Colleges, Centres of the Vocational Training Authority(VTA), programmes of the National Apprenticeship and Training Authority (NAITA), the Institute of Construction Training and Development (ICTAD), and the National Youth Services Centres (NYSC), around 25% students in Technician courses and less than 5% of those enrolled in training programmes in technical trades have been and are women trainees while they are concentrated in conventional 'feminine' areas such as secretarial courses, home economics, sewing including industrial sewing and beauty culture (Jayaweera, 2005, 2009). Consequently the narrow range of skills available to women both disadvantages them in access to remunerative employment and also reinforces the gender division in the labour market. The gender and urban-rural divide in access to Information Technology skills except in basic computer literacy excludes them from participation at high level in a rapidly expanding field of employment. Alternatives to university education are limited at tertiary level while women are concentrated in the services sector such as in education, health and social work, although accountancy and financial services have attracted women in recent years. Even in the Universities the participation of women in engineering and technology related courses has been limited through the years- 20% in 2007. However, since the late 1990s there has been dynamism in the Technical education and vocational training sector with the adoption of the seven tier National Vocational Qualification scheme, and the initiation of accreditation, career guidance and labour market information programmes. For the

first time the Ten Year Development Plan in Vocational education has as one of its objectives reduction in gender imbalances in enrolment, thus offering space for proactive policies.

### **Education and gendered socialisation**

Education is a powerful agent of socialisation and it is a matter for regret that minimal efforts have been made to counter the impact of negative gender social norms through the curriculum. On the contrary, the process of gendered socialisation has been reinforced by the perpetuation of gender role stereotypes in educational materials and the acceptance of assumptions such as gender appropriate training and occupations and behaviour in the 'hidden' curriculum from pre- school to tertiary education (Jayaweera, 1993, Gunawardena et al 2005, Abhayadeva, 2008, Abeyasekera, 2008). The internalisation by some girls and women of such norms tend to limit the aspirations of girls and women and their options for career advancement and to reinforce unequal gender roles and relations in the family, labour market and society. Education has not contributed adequately to empower women to challenge oppressive social practices that are barriers to the development of their personhood.

### 3-2 Health

#### Government Policy and Plans

Over the last seven decades Sri Lanka has developed an extensive system of free health services and institutions that have contributed to a relatively favourable health status of its population. Women have been major beneficiaries of the policy of equal access to the services that have been provided as well as from the Maternal and Child Health services developed since the 1940s, the family planning programmes initiated in the 1960s, the Primary Health Care Units island wide and the cadre of Family Health Workers/Public Midwives created in the late 1970s, the Child Growth and Development Programme of the 1980s and the recent initiative of establishing Well Women Clinics. The current policy direction is encapsulated in the Ten year Master Plan which is incorporated in the national plan, Ten Year Horizontal Development Framework Programme .ensuring easy access to quality and modern health care services for all with emphasis on the needs of the lower income groups and those most vulnerable in society will be the main focus of the health sector in the Medium Term 2007-2016'.In 2009 an integrated nutrition programmes was introduced in five vulnerable districts for pregnant women, children under 5 years, school children and adolescents (de Silva, Mahamithawa and Piyasena, 2009). In 2007, 1.2% of the GNP and 4.9% of public expenditure was allocated for health programmes (Ministry of Health,2007). The Family Health Bureau of the Ministry of Health established in 1968 is designated the centre for excellence for Maternal and Child Health to implement services through the Ministry of Health and the Provincial Health services 'to contribute to the attainment of highest possible levels of health of women, children and their families' The Bureau is responsible for four national programmes-(i)Maternal and Newborn Health,(ii)Family Planning,(iii) Child Health and (iv) Women's Health.

Currently the country has a network of Hospitals –National Hospital, Teaching Hospitals, Provincial, Base and District Hospitals, Peripheral Units and Rural Hospitals as well as island wide Primary Health Care Units. A high rate of utilisation of services is recorded- overall use of health services (90%), use of ante natal care services (98.7%), births attended by trained personnel (98.6%), institutional births (94.0%), immunisation of one-year olds-DPT. BCG. Polio (99.1%), Measles (94.5%). The majority of households are said to have access to safe water -89-) and satisfactory sanitation facilities-83%.(DHS,2006/7). The Well Women's Clinic (WWC) Programme, initiated in 1996 to screen women for reproductive organ malignancies and other conditions such as hypertension and diabetes, is located within the Primary HealthCare structure and is therefore equipped to meet the needs of women at 'grassroots level'. It is reported that there are at present 653 WWCs but that their services need to be strengthened while awareness programmes are necessary to motivate utilisation of services (UNFPA,2009). There are minimal socio-economic disparities in the provision and use of services at the level of the Primary Health Care Units, but there are wide disparities in the quality of the services provided by institutions in the major urban centres and the rural periphery and the estate sector, thus creating problems of overcrowding in large hospitals, while private hospitals also flourish in Colombo and other large towns. The escalation of the cost of drugs in the open market and the lack of some drugs in state institutions create further hardship for economically disadvantaged families.

## Health and Nutritional Status

Health indicators improved rapidly over the years and around the mid 1960s the spread of education and easy access to health services enabled women to overtake men in terms of positive indicators. The most recent data from the Demography and Health survey of 2006/2007 does not indicate significant changes from 2002.

2007 Mortality /1000 population	Total 5.8	Male 7.1	Female 4.4
Maternal Mortality/100,000 live births	39.3		
Infant Mortality/1000 live births	15.0	(Urban 10, Rural 19, Estate 29)	
< 5 years Mortality/1000 live births	21	Male 26	Female 19;
	( U – 19, R-23, E -33)		
Child mortality /1000 live births	5	Male 5	Female 4
	( U- 9, R- 3, E- 5)		
Life expectancy	74 yrs	Male 71.7 yrs	Female 77.2 yrs.
		( M of Health)	

There is a paucity of data on women's nutritional levels with the exception of the results of field studies. The statistics in the Demographic and Health Survey, which is also confined to children under five years, found that the girl child is slightly less disadvantaged than boys with respect to stunting ( 18.1% male and 16.5% female), wasting ( 16.1% and 13.2%), and under weight ( 21.8% and 20.4%). Nevertheless the prevalence of anaemia among pregnant and lactating women as well as its possible link with the high incidence of low birth weight babies has been a cause of concern over the years. The incidence of anaemia is reported to have declined from around 30% to 16.2% among pregnant women, 19.6% among lactating women and 21.7% among non pregnant women (MRI,2009).

Morbidity is a more complex issue. Negative features in the environment result in persistent diarrhoea and dysentery and in epidemics as in dengue fever while diabetes, cardio-vascular diseases and cancer endanger the health and lives of increasing numbers of men and women. At the same time, efficient campaigns have reduced the incidence of malaria and tuberculosis to very low levels. The prevalence of HIV/AIDS is said to be less than 0.1 with a male : female ratio of 1.4:1, and three deaths in 2009 (UNFPA, 2009). There are however risk factors such as the large number of commercial sex workers and migrant labour as well as unequal gender relations in the family that increase the vulnerability of women.

## Family Planning

Family planning programmes were introduced nearly five decades ago but they had low visibility till more recent decades. The crude birth rate has declined to 18/1000 but the Demographic and Health Survey, 2006/7, found that the Total Fertility Rate has increased from 1.9 in 2002 to 2.3. Contraceptive prevalence was found to be 68.4% with minimal differences in the different sectors- urban 59.9%, rural 69.9% and estate 64.7%. A major gender issue is that has surfaced is that unequal gender relations in families has led to a low rate of condom use of 6% of those who use contraceptives and a very low vasectomy rate of 0.7%.

### **Other issues**

The traditional 'mother and child syndrome' in the formulation of programmes tended to marginalise health issues that have surfaced in the current environment and call for pro-active measures to assist women to cope with them. The ageing population has increased with rising life expectancy and women appear to be more disadvantaged in the context of the absence of adequate geriatric care in medical services. ILO Conventions on the right to support to victims of occupational health and safety have not been ratified and the weak enforcement of the Workmen's Compensation Act deprive victims of adequate resources to seek medical assistance. Domestic violence has been a perennial problem in all societies but it only recently that the impact of horrendous levels of violence have been women's health has begun to receive attention. High levels of alcoholism and substance abuse affect women as members and care givers in the family while recent reports of suicide even among young girls and the trauma caused by armed conflict and natural disaster underscore the importance of mental health and sense of well being and the lacuna in counselling and other services.

### **3-3 Agriculture, Forestry and Fisheries**

#### **Agricultural Policy**

The agricultural sector is an important sector of the economy as over 70% of the population live in the rural sector and are largely dependent on agriculture for their livelihood. At the same time the lowest productivity level overall has been in this sector, its share of the GDP has declined to 12% and its share of employment to 31.7% in 2009. Nevertheless as a consequence of the impact of the recent global crisis on the industry and services sectors, the highest rate of growth in 2008 was in the agriculture sector (7.1%) and there has been a slight shift in employment since 2006 to the agriculture sector. The National Agricultural Policy formulated by the Ministry of Agricultural Development and Agrarian Services in 2007 has been developed to meet the challenge to improve the agriculture sector by enhancing productivity and accelerating growth in the domestic food production and export crop sectors for the benefit of the country and the farming community. Among its objectives are to adopt improved farming systems and agro-technologies that are environmentally friendly and not harmful to health and to promote agro-based industries and increase employment opportunities to enhance incomes and reduce poverty levels. The only reference to women is 'to promote women's participation in home gardening', reflecting the prevailing stereotypes pertaining to gender roles and gender appropriate occupations. It is likely that women are subsumed in the objective of promoting youth participation in agriculture.

#### **Ownership of farming land**

The Census of Agriculture (Dept. of Census and statistics, 2002) states that there were 3.2 million agricultural holdings, 1.8m holdings over 40 perches in extent or producing for the market and 1.5m of lesser extent producing mainly for home consumption. No sex disaggregated data is providing regarding ownership of land. The question of land rights of women has surfaced as an issue in state land grants in which succession is primarily for male heirs under the Land Development Ordinance of 1935 and in the allocation of land in the aftermath of the tsunami.

#### **Women's economic activities in the agricultural sector**

Women have engaged in agricultural activities along with men over the centuries. With changing patterns of economic development more men than women have been able to move to the industry and service sectors so that in 2009 35.5% of the female labour force and 29.7 % of the male labour force were engaged in economic activities in this sector (Labour Force Survey Q 3, 2009). It is also significant that 53.4% of the women in the labour force in the informal sector and only 39.2% of the male labour force in this sector were engaged in agriculture pursuits. Another wide gender difference is reflected in the fact that 22.6 % of the female labour force and only 3.9 % of the male labour force were unpaid family workers. The majority of women unpaid family workers were concentrated in the agriculture sector. Clearly women have been compelled by lack of other employment opportunities to be confined to largely unpaid work in this sector.

#### **Women and Agricultural Extension**

It is relevant too that vocational training programmes are also influenced by assumptions of gender appropriate tasks even within the agriculture sector. Women enrolled in agricultural courses in the limited opportunities in

formal institutions, in formal extension training programmes, and in programmes organised by non governmental agencies such as in the former district based Integrated Rural Development Programmes are mainly trained in home gardening activities. The Farm Women's Agricultural Extension Programme initiated with the support of FAO many decades ago has tended to focus on home gardening and nutrition. On the other hand, the percentage of women in the training programmes in the Farm Mechanisation Centre have been abysmally low. Even the Women's Development Centre organised with the Mahaweli Development Programme was the Home Development Centre, ignoring the demand for diverse skills in the scheme. The traditional agro-based industries were also demarcated on gender lines reflecting the gender division in the labour market.

### **Gender based activities in the rural sector**

Consequently rural women are concentrated in wage employment or unpaid family labour in the agriculture sector. Significantly studies have shown that low productivity and lack of adequate access to agricultural extension have perpetuated poverty in rural farming families. Women therefore have sought to move out from this sector, chiefly to the garment industry or to temporary migration as domestic labour overseas, for family survival and their own need for more economic resources. It was found that the poorest families in villages were those of small male farmers and unpaid women family labour while the families who had achieved some degree of at least temporary relative prosperity were chiefly those in which the women were employed in garment factories or were housemaids abroad and the men were in government service. While women faced tribulations as factory workers or housemaids abroad they were seen to have provided stable incomes for families during their employment. (Jayaweera and Amarasuriya, 2004). It is therefore disturbing to note that women who lost their jobs in the garment and other industries as a consequence of the global economic crisis have returned to their fall back activities in farming and to poverty.

Agro-based industries in which women have been engaged were stagnant for many decades particularly as a result of the bias in macro economic policy in the past towards large industries and the neglect of the small sector. In recent years more pro poor policies have led to support for micro enterprises. It is necessary however to equip rural women with technical skills as in food technology and light engineering to maximize their potential and enhance their income and status, particularly as many rural women have had a complete secondary education.

## **Forestry**

### **Government Policy**

Government policy has three main components- (i) management, maintenance of reforestation of forests partly through the Forest Resources Management Project, (ii) conservation of natural forests and (iii) encouraging community participation in environment protection by managing wood lots and developing home gardens. Sri Lanka has around 29% of forest cover, comprising dense forests (22%) and sparse forests (7%). Sparse forests are those that are used by people for seasonal (chena) cultivation and as a source of fuel wood and are increasingly encroached upon, thereby diminishing the forest cover which protects the soil and retains water (Vitarana, 2007).

### **Women and Forestry**

Women play an important role in this sector. As they are responsible for home gardens they contribute to the preservation of forests as in the hilly region through agro forestry and multi cropping. The forests are the source of fuel wood and supplementary foods that are essential inputs in poor households in the rural sector and from the sale of which women contribute to family income and to poverty alleviation (Vitarana, 2007). The Rio Declaration and Agenda 21 on Environment and Development(1992)and the Beijing Platform of Action for Women(1995) emphasised the need to involve women in environment management and in decision making in related activities. There is however little evidence of a gender perspective in forestry plans but projects supported by donor agencies have attempted to give women a role in forestry maintenance.

## **Fisheries**

### **Government Policy**

The Ten Year Development Policy Framework of the Fisheries and Aquatic Resources Sector (2007-2016) points out that Sri Lanka has a coastline of around 1,700 km, a coastal zone that contains a variety of coastal habitats that are important for the preservation of the environment and maintenance of bio diversity and extensive water resources for viable fishing activities. The sector has contributed 1.9%-2.5% to GDP. The importance of the sector for livelihoods was noted when the fishing industry collapsed in the coastal areas affected by the tsunami in 2004 while the fishing industry in the north and east has been adversely affected also by the impact of the armed conflict. The Policy has three components- Coastal fish production, Offshore fish production and fishing in the high seas. The policy aims to contribute to the nutritional status and food security of the population; improve the quality and safety of fish products; increase employment opportunities in fisheries and related activities; increase foreign exchange earnings; and to conserve the coastal and aquatic environment. In establishing income generating activities among coastal fishing communities it proposes strengthening women's groups in fishing communities and encouraging them to promote savings

### **Women in the Fisheries sector**

Fishing has been the means of subsistence and employment for thousands (655,000 in 2004) of coastal families for generations. Women have not been employed traditionally in fishing except in the lagoons in the north of Colombo and were engaged chiefly in domestic tasks. The role of women however was affected by the modernisation of the fishing industry in recent years. Women in the north of Colombo are engaged in vending and even in ownership of craft and gear and businesses. Factories manufacture nets, refrigeration reduces the need for fish processing and entrepreneurs and middlemen handle the sale of fish but women are still engaged in the repair of nets and domestic fish preservation. New activities have been working in shrimp factories and managing shrimp ponds. Women are mangers of household income and are engaged in self employment in other areas to meet family needs. (de Silva 1993, Leitan, 1995). There is therefore considerable potential for involving women at different levels in the fishing industry.

### 3-4 Economic Activities

#### Government Policy

Government policy on employment -'Towards a Flexible and Globally Employable Workforce'- is incorporated in the Ten Year Horizontal Development Framework Programme (2006 – 2016). The future directions of the Labour Sector Development Plan are intended to address four main issues- employment generation, skills development and labour productivity, increasing the flexibility of labour laws and regulations and increasing employer-employee relations. Within this framework the areas of proposed action are: increasing employment in the informal sector; reducing under employment; shifting the focus of employment to the private sector; promoting quality and productive employment for women; realising potential in micro, small and medium size enterprises; managing labour migration; matching labour demand and supply; increasing the competitiveness and productivity of the labour force in a global context; combating child labour; extending social protection to the informal sector; increasing employment flexibility; providing social security for the unemployed and promoting industrial relations. Two policy documents have been approved. The National Policy for Decent Work envisages ensuring rights at work, jobs of acceptable quality, social protection of the unemployed and participatory social dialogue. The National Policy on Migration is intended to address the issues of, inter alia, rights and working conditions of migrant workers and better employment opportunities.

#### Situation of Women Workers

Women have been income earners for centuries but the invisibility of their work in the informal sector including home based economic activities is reflected in their low labour force participation rates of around 30% to 35% in recent years and a rate of 33.2% in 2009 as compared with a male rate of 66.2%.. Their employment status in 2009 is presented in the following table.

**Employment Status - 2009**

Status	Male %	Female %	Total %
Employer	3.8	0.8	2.8
Employee- public sector	14.2	19.2	16.0
Employee - private sector	46.1	36.8	42.8
Own Account Worker	31.0	21.7	28.1
Unpaid family Worker	4.4	21.6	10.4
Total	100.0	100.0	100.0

Source: Labour Force Survey 3<sup>rd</sup> quarter 2009, Department of Census and Statistics

It will be seen from this table that women have less employment opportunities than men. Women employers are minuscule in proportion; more men than women are employed in the private sector and in self employment; and the proportion of unpaid women workers is unconscionably high. Similarly, the unemployment rates of women have been consistently double those of men for four decades. In 2009 5.9% of the labour force was unemployed, -4.4% of the male labour force and 8.6% of the female labour force. Likewise, youth unemployment rates were 26.9% among women and 18.1% among men in the 15- 24 age group and 16.9% and 6.5% in the 25-29 age group.

Educated women are disadvantaged in access to employment in comparison with men with the same educational attainment as 37.7% of women and 21.5% of men with G.C.E.A/L or higher level qualifications were unemployed. Sector wise, there were more men (45.5%) than women (39.%) in the burgeoning services sector while the same proportion of men and women were employed in the industry sector. Although 60% of those employed in professional or sub professional employment are women they are concentrated largely in teaching and nursing. As a recent study of senior level decision making level administrators indicated, women who reached this level and penetrated the 'glass ceiling' were less than 25% of the administrators or professionals and only 6% of members of Boards of Directors in the private sector were women ( Jayaweera, Gunawardena and Edirisinghe, 2008).

### **Women's economic activities**

The majority of women workers in the industrial sector are concentrated in assembly line jobs in the export oriented garment industry which has expanded to meet the 'comparative advantage' of the demand for low cost female labour in the international division of labour. These women have brought stable incomes to their families but as all studies point out, the instability of their employment as seen in the current global economic crisis, their depersonalising working conditions and lack of opportunities for upward occupational mobility confine them to the lower levels of the employment structure while many men are in managerial or technical jobs. While rapid globalisation of finance, trade and communication have opened new employment avenues their representation in these areas is still low as seen in the field of Information and Communication Technology where the gender divide particularly in jobs requiring advanced skills was seen to reinforce the disadvantage in the urban-rural divide in access to such employment ( Jayaweera and Wanasundara, 2006).

In the informal sector in which 60% of workers are said to be concentrated, a few women are successful entrepreneurs who have graduated to the status of employer and have competed in the international market. The majority however are engaged in low skill, low productivity economic activities with poor returns. Some are subcontracted piece rate workers who are at the mercy of intermediaries and have even less stability and incomes than workers in the formal sector. Some have moved from self employment to micro enterprises but only a minority have been able to proceed to develop small industries.

Micro finance, in the form of loans, are a pre requisite for such employment, but lack of access to skills, technology and market information have limited the productivity and perpetuated the poverty status of these women. Overall, micro finance has not ensured the economic advancement of the majority of the poor. A recent study has highlighted the fact that microfinance has ceased to focus on alleviating poverty, and that the increasing trend towards the commercialisation of micro finance has marginalised poor women and denied them access to loans and thereby to some measure of economic empowerment.. Programmes such as the Gemidiriya Project which has formed People's Companies and ensured that at least half the participants in micro enterprises are women have been hopefully a breakthrough. A major problem is that workers in the informal sector are not protected by labour legislation.

## **Migrant workers**

Among those who seek foreign employment at least half are women who have been driven by poverty to respond to the demand for domestic labour in countries in the Middle East (West Asia) and to a lesser extent in other countries in the East and West. Since the mid 1990s the percentage of women migrant workers has declined from 75% in 1993 to 67.2% in 2000 and 48.9% in 2008 – 43.1% as housemaids and 5.8% as other unskilled workers- as the state has taken steps to encourage more men to seek employment , particularly as skilled labour in countries where there is a shortage of labour. In 2008, the percentage of those who migrated for professional employment – 2.1% of the men and 0.1% of the women- and for middle level employment- 5.8% of the men and 1.3%- were minimal in number and 88.2% of migrant women workers were domestic workers. Of the total number who left in 2008, 64.3% were placed in employment by registered agencies; the rest had direct contacts or were sent by illegal agents. According to the information in the Foreign Employment Bureau, the destination of 90.9% of the migrant workers who left in 2008 were countries in the Middle East, chiefly Saudi Arabia, UAE, Kuwait and Qatar, and a few to Lebanon, Jordan, Oman and Bahrain; 7.1% went to South Korea, Cyprus, Maldives, Singapore, Malaysia, Hongkong, Mauritius and Seychelles; and the remaining 2% went to 15 countries in Asia, Africa and Europe (Sri Lanka Bureau of Foreign Employment, 2008) .

Studies have highlighted malpractices of the agents or sub agents in Sri Lanka and agents in receiving countries, the economic and sexual exploitation of women workers in their work places culminating in some cases in injury or death, the plight of the children left behind in families where fathers did not accept their responsibilities and there were no grand mothers or other members of extended families to look after their welfare and the problems women faced on their return (Gamburd,2001, Dias and Wanasundara, 2002,, Jayaweera, Dias and Wanasundara 2002; Wanasundara, 2001, 2009; Jayaweera and Dias 2008). The Foreign Employment Bureau was established in 1985 to assist migrant workers and many measures were introduced such as licensing agencies, organising compulsory short training programmes before departure, an insurance scheme on departure and access to credit on return, appointing Labour officers and Welfare officers in receiving countries, organising safe houses in three countries, and. providing assistance to children of migrant workers. Nevertheless abuses continue and a Ministry of Foreign Employment was created and the Bureau Act was strengthened in 2009. Sri Lanka has ratified the UN Convention on Migrant Workers and their Families but it is unlikely that working conditions will improve without bilateral agreements between Sri Lanka and labour receiving countries.

### 3.5 Conflict, Rehabilitation and Reconstruction

#### Impact of conflict

Nearly three decades of armed conflict in the north and east compounded by the unexpected experience of a tsunami in 2004 have devastated large areas of the country. Loss of lives, destruction of homes and social and economic infrastructure, displacement of population within and outside the country, loss of livelihoods and economic assets and resources, denial of access to education and health services, and an environment of insecurity have traumatized survivors. While the main theatre of war was the north and east, those affected extend also to the contiguous villages in the North Central and Uva Provinces, the displaced Muslim families in Puttalam and the widows of soldiers and caregivers of the disabled in different parts of the country. Needs assessment surveys have been conducted over the years but with the cessation of armed hostilities in 2009 and the need to settle thousand of displaced families and former combatants the task of rehabilitation and reconstruction has had a new momentum. In 2006, the Ten Year Horizontal Development Framework identified policies and programmes which need to be expedited.

#### Rehabilitation and Reconstruction

The enormous tasks of providing humanitarian assistance to displaced families in welfare centres in the north and resettling them in war torn areas are in progress and along with the programme of clearing land mines to ensure safety, have been seen to be priorities. Meanwhile programmes have been initiated by the government – the Ministry of Resettlement and Disaster Relief Services- and by international donors and NGOs. Areas identified for intervention and support are manifold:

- Humanitarian assistance to those awaiting resettlement and providing support for resettlement or relocation
- Clearing land mines and providing security and protection
- Restoration of infrastructure- water, sanitation, roads, communications, electricity, banks and administrative services, health services, schools and other educational institutions in affected areas
- Providing easy access to health services and to counselling and psycho-social programmes
- Organising 'Catch Up' Education programmes to enable students to rejoin their schools and pursue their studies and activating School Attendance Committees to ensure that all children are brought within the ambit of the education system
- providing access to relevant vocational training programmes in training institutions or in entrepreneurship training
- restoring livelihoods including in the informal sector in agriculture, fishing, industries, micro enterprises and services, or providing opportunities and support for alternative sustainable livelihood, with particular attention to widows who have become female heads of households.
- providing access to economic resources such as land and credit and to labour market information so that livelihoods enhance incomes
- offering programmes through educational institutions or other agencies to promote mutual understanding among the communities and respect for diversity that will assist in achieving national harmony in a united Sri Lanka.

## **Gender Issues**

While there is gender equality in access to education and health services it is necessary to ensure (i) that women are not confined to a narrow range of occupations that will prevent the development of their potential and individual aptitudes and

(ii) that they are provided space to participate in decision making , planning, implementing and monitoring programmes.

The Ministry of Resettlement and Disaster Relief Services has organized a livelihood project that includes vocational training programmes for women in sewing and men in driving, reinforcing existing stereotypes and overlooking the need for diversity in programmes . There is need for advocacy to ensure that a gender perspective is brought into the planning process in rehabilitation and reconstruction programmes.

4. Gender issues which should be further taken into consideration in future JICA and other donors / NGOs' intervention in the country

Sector	Gender Issues for Further Consideration
<b>National Gender Policy</b>	Sri Lanka does not have an accepted gender policy but CEDAW and the Women's Charter provide a framework and the unpublished National Plan of Action the structure from which national programmes can be developed. An immediate task would be to get the commitment of the relevant Ministries to the provisions of the Charter and the components of the Nation Plan of Action that pertain to their activities, and develop gender inputs that can be incorporated in the programme of each Ministry.
<b>Education</b>	<ol style="list-style-type: none"> <li>1. Expedite the extension of compulsory education to 16 years and activate the local School Attendance Committees to bring all children in this age group, including those in the most vulnerable groups into the school or non formal centres so that universal education can be achieved for the 5-16 age group by 2015.</li> <li>2. Provide all secondary schools with science laboratories, Computer Centres, and equipment for technology courses so that all children, irrespective of sex or socio economic background, can have access to knowledge and skills that will increase their options in tertiary and technical-vocational education institutions.</li> <li>3. Incorporate modules on gender issues in the core curriculum of schools, universities and teacher education and vocational education institutions to promote the concept of gender equality and to empower girls and women to challenge norms and practices that deny their personhood and rights.</li> <li>4. Organise gender sensitisation programmes for administrators, educators and employers in order that a rights based gender perspective will be adopted in planning ,administration and teaching, and also in the recruitment and promotion of women on the basis of ability and aptitude.</li> </ol>
<b>Health</b>	<ol style="list-style-type: none"> <li>1. Reduce disparities in the provision of health services in the periphery so that women who may have mobility constraints can have easy access to quality medical services and health care facilities</li> <li>2. Improve the provision of health services for the ageing population among whom are large numbers of women</li> <li>3. Assist the staff of hospital to take steps to identify victims of domestic violence who seek treatment for 'accidents' to save family prestige, and direct them to organisations that apply for Protection Orders under the Domestic Violence Act.</li> </ol>
<b>Agriculture/ Forestry/Fishery</b>	<ol style="list-style-type: none"> <li>1 Support advocacy programmes to ensure women their right to land and to succession to ownership of land in settlements.</li> <li>2. Organise extension programmes for women to equip them in a wide range of skills including in agro-technologies so that they can function as equal partners in agricultural activities.</li> <li>3. Support vocational training programmes so that women can be engaged in agro based industries that require a higher level of technical knowledge and skills.</li> <li>4. Ensure that all forestry projects supported provide opportunities for women to participate in the management and protection of forests.</li> </ol>

	5. Encourage women to participate in modern fish processing programmes and to become entrepreneurs who own fishing gear and manage business enterprises.
<b>Economic Activities</b>	<p>1. Equip women with vocational skills that will ensure that they are not confined to a few conventional areas of employment but have wide options in emerging areas in the labour market according to their aptitudes and interests.</p> <p>2. Empower women to seek to reach the highest levels in the employment structure without internalising norms of male leadership</p> <p>3. Sensitise administrators and employers to develop more positive attitudes to the promotion of women to managerial positions according to their capabilities.</p> <p>4. Promote programmes that monitor the working conditions of women workers in factories in consonance with international labour standards.</p> <p>5. Organise a 'package' of programmes comprising relevant technical skills, access to technology, management skills and access to labour market information to complement micro-finance/credit programmes so that women can make optimum use of credit facilities to enhance their incomes and to exit poverty.</p> <p>6. Assist migrant women workers to utilise their savings or loans made available by the Foreign Employment Bureau so that they can move up in the local labour market and provide adequate resources for the family without seeking re-migration.</p> <p>7 Support advocacy programmes to persuade labour receiving countries to enter into bilateral agreement with Sri Lanka that will protect women workers in these countries.</p> <p>8. Reduce the social costs of the migration of women for employment by working with Child Rights Officers at local level to ensure that the children of these workers attend schools and are protected from abuse.</p>
<b>Social Aspects</b>	<p>1. Support programmes through the media and ICT centres on gender issues including the need for equality in gender roles and relations in the family and society to sensitise both men and women regarding these issues.</p> <p>2. Support the implementation of social protection of employees in the informal sector and social security for the unemployed</p>
<b>Others- Gender based Violence</b>	<p>1. Organise programmes through the media or ICT to make women and men aware of the existing legislation pertaining to violence against women such as the amendments to the Penal Code regarding rape, sexual harassment and incest, and the Prevention of Domestic Violence Act.</p> <p>2. Support the development of a policy on sexual harassment in the workplace in collaboration with administrators/managers in the public and private sectors</p> <p>3. Support the establishment of crisis centres for women victims of violence.</p>
<b>Rehabilitation, Reconstruction and National Harmony</b>	Suggestions have been made in section 3.5

5. On-going Gender Projects in Ministries

Ministries	Programmes/Projects
Ministry of Health Care and Nutrition	Family Health Bureau Well Women Clinics National STD/AIDS control Programme
Ministry of Agricultural Development and Agrarian Services	Dry Zone Livelihood Support and Partnership Programme
Ministry of Resettlement and Disaster Relief Services	Livelihood project
Ministry of Child Development and Women's Empowerment	National Plan of Action for Women Publication: Kantha Saviya
Ministry of Mass media and Information	Seva Vanitha Association: Building a Better Society through Empowering Women
Ministry of Rural Industries and Self Employment	Gemidiriya Programme- minimum 50% participation of women

## 6. Gender Information Sources

### 6-1 List of Organizations related to Gender

International Organisations	Activity	Implementing organization
International Labour Organisation (ILO)	Gender mainstreaming and sexual harassment in the workplace	Ministry of Vocational and Technical Training Ministry of Labour Relations and Manpower Employers' Federation of Ceylon
	Development of a 'Trainers' handbook on Gender for Training in Technical Professions with WUSC	Tertiary and Vocational Education Commission
	Child Labour Survey	Dept. of Census and Statistics
	Youth Employment-Community based Training for Empowerment (ILO/Japan) Emergency-Livelihood recovery assistance Project	
	Promoting Fundamental Principles and Rights at Work Project Prevention of Trafficking/Migration Project	Ministry of Labour
	Prevention of HIV/AIDS in the Workplace	Ministry of Labour
United Nations Population Fund (UNFPA)	Addressing the Reproductive Health Needs of Young People	Ministry of Health care and Nutrition
	Technical assistance to engender the 2011 Census	Department of Census and Statistics
	National Action Plan for the Elderly	Ministry of Social Services and

	Protecting Women's Rights-Responding to Gender-based Violence-Establishment of women's centres at the village level to provide safe havens and support services for women	Social Welfare  Local NGOs
	Engendering Teacher Educ. & the school curriculum	Centre for Women's Research (CENWOR)
World Food Programme (WFP)	Support to Improve mother and Child Health and Nutrition- with UNICEF	Ministry of Health Care and Nutrition
World Health Programme (WHO)	National Report on Violence and Health in Sri Lanka	Ministry of Health Care and Nutrition
World Bank	Support for the Gemidiriya Programme-community development	Ministry of Rural Development and Self Employment

<b>Regional Agency</b> Asian Development Bank	Improving Connectivity to Support Livelihoods and Gender Equality  Country Gender Assessment	Ministry of Local Government and Provincial Councils
<b>Bilateral Agencies</b> Japan International Cooperation Agency (JICA)	Rural livelihood Improvement in the Hambantota District	Ministry of provincial councils and Local Government
Canadian International Agency (CIDA)	Women Defining Peace	NGOs
Norwegian Agency for Development (NORAD)	The Study on Empowering Women Through Microfinance: As Entrepreneurs or as Conduits of Credit?	Centre for Women's Research (CENWOR)
Swiss Cooperation	Palmyra Project, Jaffna- Income opportunities for women	Palmyra Development Board (PDB)

Friedrich Ebert Stiftung	Workshops for Empowering women; Developing Young Women Leaders; Gender equality; for women aspiring to run for local elections in the Central Province	NGOs
<b>International Non Governmental Organisations (INGOS)</b>  Cooperative for Assistance and Relief Everywhere, Inc Cooperative for Assistance and Relief Everywhere, Inc ( CARE)	Women Headed household survey, Ampara District Livelihood development for women headed households-Batticaloa Improve women's participation in decision making forum in Jaffna, and Nuwara Eliya Provide income generating activities for women in Jaffna and Polonnaruwa	NGOs
Oxford Committee for Famine Relief, (OXFAM (Gr. Britain) Sri Lanka)	Domestic Violence in Non- poor Households in Selected Areas in Sri Lanka Goddess of Wealth smiles on Sri Lankan goat farmers	Centre for Women's Research (CENWOR) Colombo  Social Welfare Organisation' Ampara District
International Organisation for Migration (IOM)	Gender Roles and Support Networks of Spouses of Migrant Workers	Centre for)
World University Services Canada (WUSC)	Gender Equity Through Vocational Training	NGOs

Non Governmental Organisations engaged in Gender Projects, Programmes	Addresses	Telephone/ Fax	Email	URL
Centre for Women's Research (CENWOR)	225/4, Kirula Road Colombo 5, Sri Lanka	94-11-2369530/ 94-11-2502153/ 94-11-2368965	cenwor@slt.lk	<a href="http://www.cenwor.lk">www.cenwor.lk</a>
Marga Institute	No. 941/1, Jayanthi Mawatha, Kotte Road, Ethul Kotte.	0094 011 2888790, 0094 011 2888791,	info@margasrilanka.org, egmarga@sltnet.lk	<a href="http://www.margasrilanka.org/">www.margasrilanka.org/</a>

		Fax: 0094 011 2888794		
Social Scientists' Association	No.12,Suleiman Terrace, Colombo 05.	94-11-2501339 /504623. / Fax:94-11-25864 00/	ssa@eureka.lk	<a href="http://www.ssalanka.org">www.ssalanka.org</a>
Sarvodaya Women's Movement	No 32, Rawatawatte Road Moratuwa, Sri Lanka.	94-11-2656909 94-11-2655843 Fax: 94-11-2656900	seelasarvodaya@sltnet.lk women@sltnet.lk	<a href="http://www.sarvodaya.org">www.sarvodaya.org</a>
Kantha Shakthi	No 23, Swarna Place, Nawala, Sri Lanka	Tel: 94-11-2805144 Fax: 94-11-2805144	kanthashakthi@gmail.com	
Voice of Women	21/25,Polhengoda Garden, Colombo 5 Sri Lanka	Tel: 94-11-4407879 94-11-2816585	voiceofwom@sltnet.lk	
Muslim Women's Research and Action Forum (MWRAF)	73/19E, Temple Lane, Off Kirulapona Avenue Colombo 5 Sri Lanka	94-11- 2512846 Fax: 94-11- 4405902	jjsmail@sltnet.lk mwraf@sltnet.lk	
Women in Need	122, Cotta Rd, Colombo 08, Sri Lanka	94-11- 2615549 94-11- 26714411 Fax: 94 -11- 2665870	win@eureka.lk	
Women's Development Centre, Kandy	No 61, Mulgampola Rd, Kandy.	Tel: 94-81-2234511 94-81-2228158	wdc@slt.lk	
Siyath Foundation	No : 42/9, Rosmead Place, Colombo 07 , Sri Lanka	94 11 2667176, 2697427 Fax: 94 11 2682272	info@siyath.org	
Women and Media Collective	174, Alwis Avenue, Castle Street, Colombo 08, Sri Lanka.	94-11-2690201 / 5632045 / 5635900 Fax: 94-11-2690192	womedia@sltnet.lk	<a href="http://www.womenandmedia.net">www.womenandmedia.net</a>
Women's Education and Research	No.58, Dharmarama Road, Colombo-06, Sri	94-11-2590985 Fax :	womedre@sltnet.lk	<a href="http://www.wercsl.org">www.wercsl.org</a>

centre	Lanka.	94-11-2596313		
Sri Lanka Federation of University Women(SLFUW)	Sri Lanka Federation of University Women 120/10, Wijerama MW, Colombo		dinalif@sltnet.lk	

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## 8. Definitions

### **Informal sector**

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

### **Reproductive health/rights**

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

### **National machinery**

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

### **Affirmative action**

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

### **<Indicators>**

#### **Inflation rate**

Instead, GDP deflator is used.

#### **Gini index**

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

#### **Percentage of Women's Income**

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

#### **Total fertility rate**

Average number of children whom a woman delivers in all her life

#### **Under-one mortality rate**

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

#### **Under-five mortality rate**

Annual number of infants who die 1,000 newborn babies within 5 years after birth

#### **Maternal mortality rate**

Annual number of mothers who die among 100,000 cases of delivery due to pregnancy

#### **Percentage of births attended by trained health personnel**

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

#### **Percentage of infants with low birth weight**

The rate of newborn children of which the birth weight is less than 2,500 grams

#### **Oral Rehydration Therapy (ORT) use rate**

The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea

#### **Enrolment ratio of primary and secondary school**

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.