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GENDER EQUALITY AND SOCIAL INCLUSION

SRI LANKA



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OUTLINE

Human Development & Women Status in South Asia

Present Status

Challenges

LGBTIQ+ Community in Sri Lanka

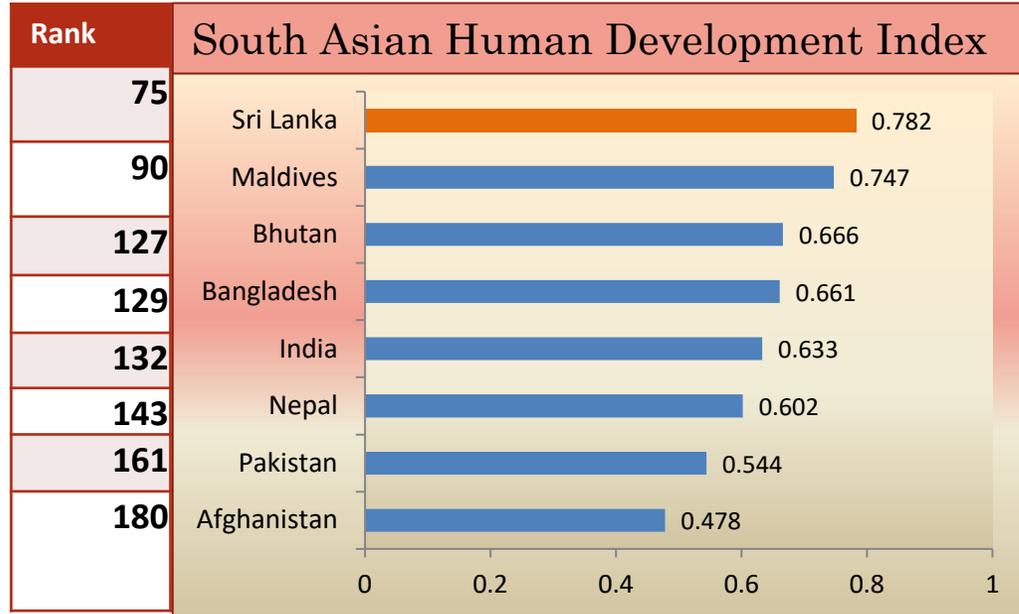
SDG-5 Gender Equality

Ongoing Initiatives

**Strategic drive for increase Women Labor Force
Participation**

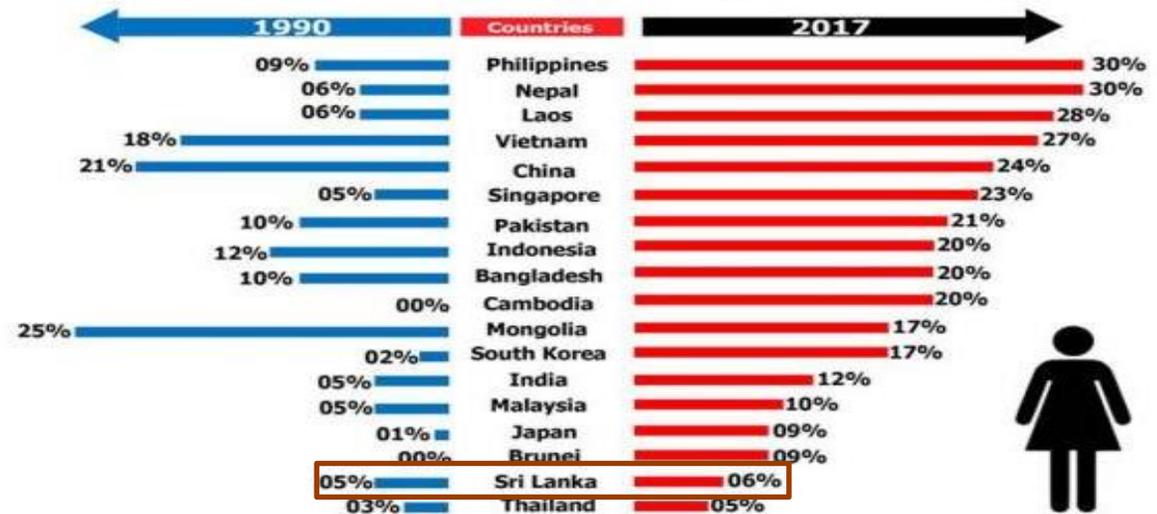
Way forward

HUMAN DEVELOPMENT & WOMEN STATUS IN SOUTH ASIA - 2021



Women Representation in Parliaments in Asia

Philippines and Nepal has the highest proportion of parliament seats held by women



Compiled by ANN/DataLEADS

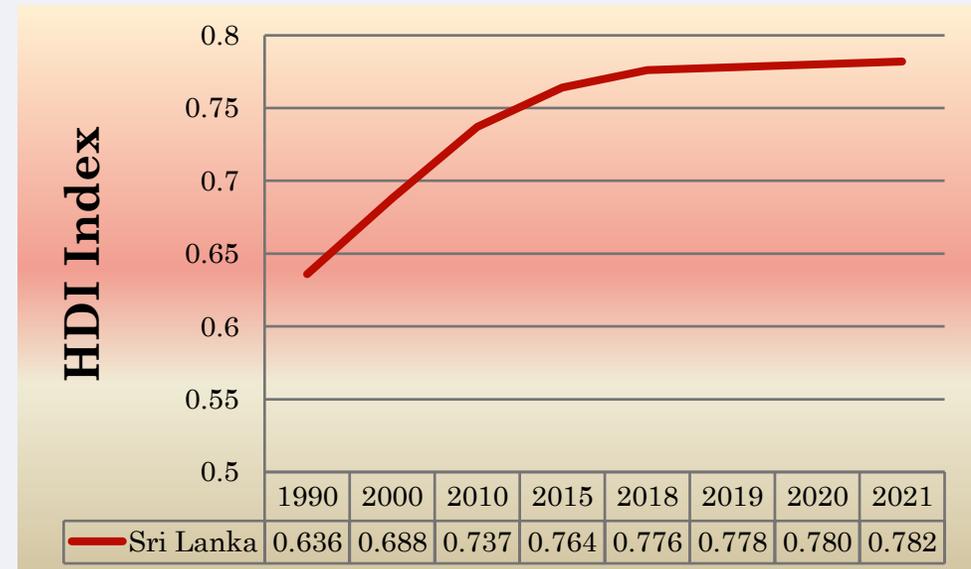
Source: World Bank, 2017

PRESENT STATUS

Human Development Index (HDI)

- ❑ Sri Lanka takes pride in having good **Human Development and Gender Equality** compared with women in other South Asian countries.
- ❑ According to the United Nations Development Programme (UNDP) Human Development Report 2021-22.
 - ❑ Sri Lanka ranked 75th of 191 countries in Human Development Index (HDI), with an HDI of 0.782 and an inequality-adjusted HDI of 0.676.
 - ❑ Sri Lanka 73th in gender inequality index (GII) with a GII of 0.383

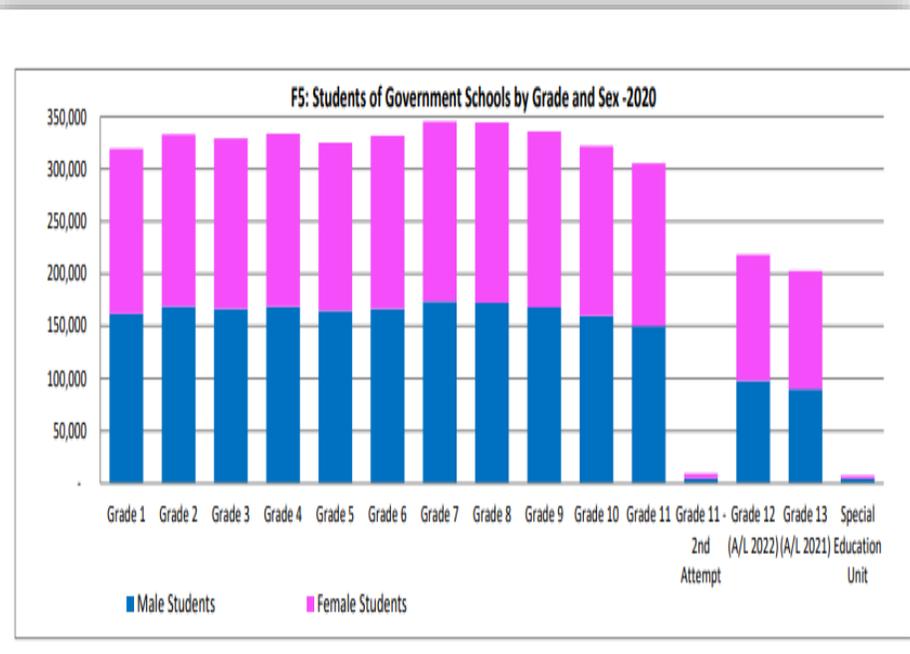
HDI Trends (1990-2021)



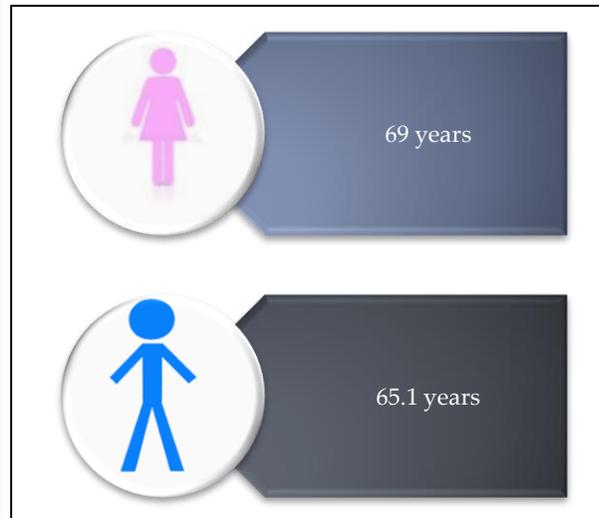
GII measures inequality between women and men in three dimensions: **reproductive health, empowerment (political participation and education), and labor market participation**. Which shows that gender inequality along these three dimensions is low in Sri Lanka.

PRESENT STATUS **Human Capital**

- ❑ Currently, the adult literacy rate has reached 91.7 percent and literacy levels between men and women are quite similar (about 92% for women and 93% for men)
- ❑ At the 2020 national census, enrollment rates of the 5–14 age group were 99.11% overall, 98.9% for girls and 99.3% for boys.
- ❑ Life expectancy at birth about 77 years overall and Women and men share a life expectancy of about 80 years and 74 years respectively.

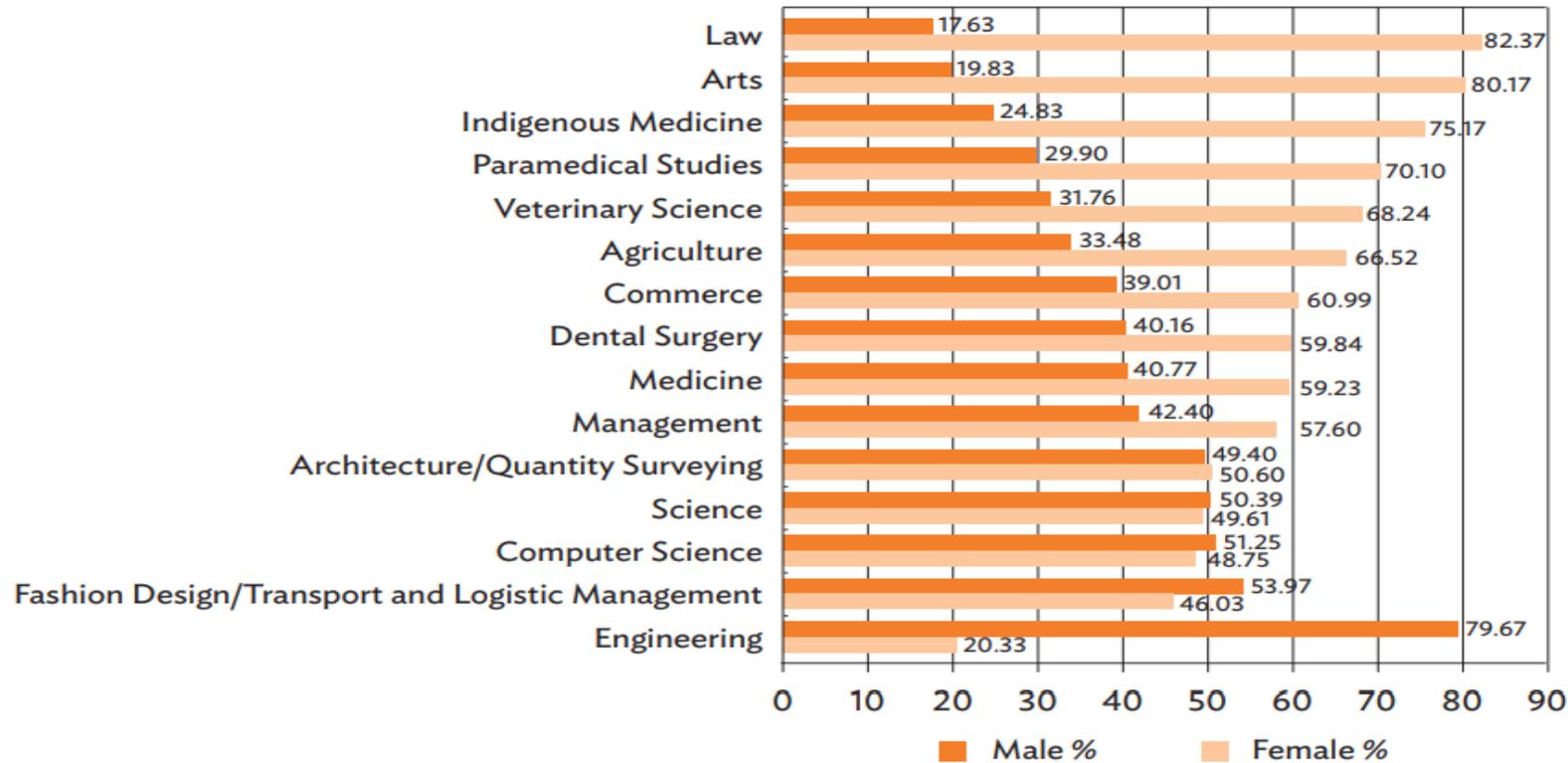


Healthy Life Expectancy 2019



❑ In 2019/2020, out total qualified students for universities, 26% students enrolled in the state universities of them 64% were female students.

Undergraduate Admissions by Academic Stream and Sex



Source: Statistics Division, University Grant Commission. Colombo.



PRESENT STATUS

- ❑ Universal access to free state health services, and the availability of a network of hospitals including peripheral units, maternity homes, maternity and child health care clinics have had a positive impact on the health status of women.
- ❑ Mortality rates per thousand population declined sharply and as per the FHB data, **Infant mortality rate was 9.5 per 1,000 live births in 2021, under-5 mortality rate was 11.1 per 1,000 live births, and maternal mortality ratio was 30.2 per 100,000 live births.**
- ❑ The prevalence of anemia was 16.7% among pregnant women, 20.5% among lactating women, and 22.2% among none pregnant women, while 18.4% of pregnant women and 18.2% of none pregnant women were undernourished.
- ❑ Women and men have equal access to state health services. Utilization rate of services such as antenatal and postnatal care are high, as reflected in over **99% institutional births and immunization rates.**



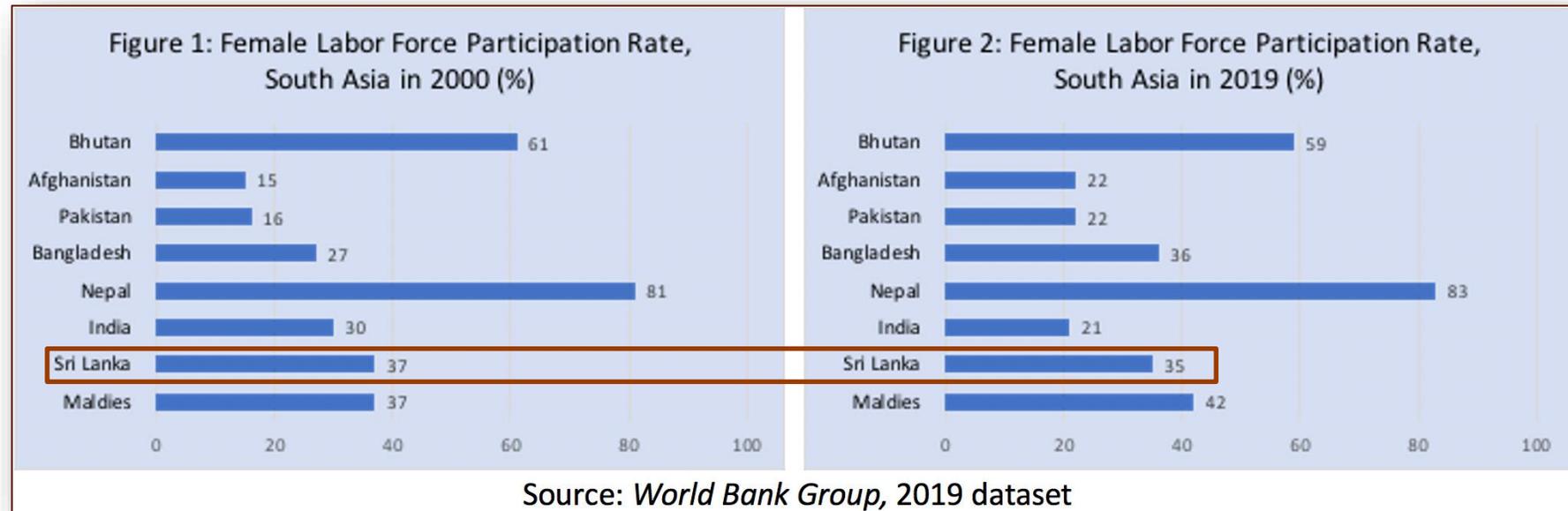
PRESENT STATUS **Political Participation**

- ❑ Women have participated fully in exercising their voting rights since **universal franchise was introduced in 1931** and the world's first woman prime minister being elected in Sri Lanka in 1960
- ❑ Furthermore, the country had an elected woman president from 1994 to 2004. The percentages of women representatives in Parliament was **5.8% at general elections 2019** (as compared with about 4% in 1931), and women had 4.1% representation in provincial councils and 2.03% representation in Pradeshiya Sabhas—elected local government institution in rural and suburban areas.



PRESENT STATUS

Female Labor Force Participation (FLFP)

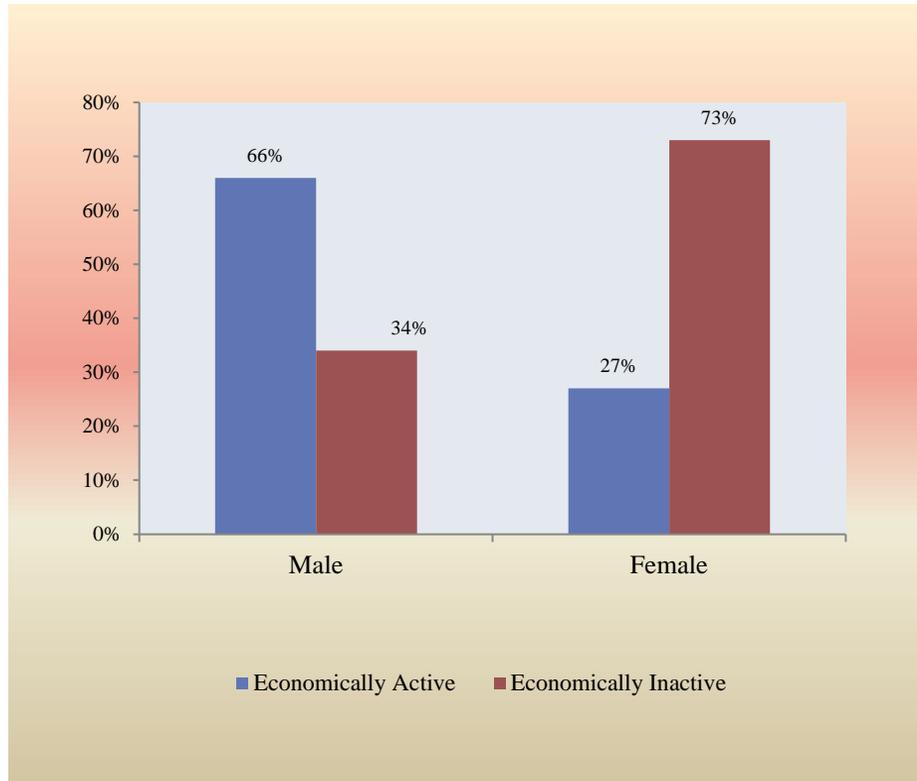


- ❑ In Sri Lanka, the FLFP rate is low and remained at a low rate despite the country's high levels of educational attainments and other social indicators.
- ❑ In 2020, the economically active population - around 8.5 million,
 - 34 percent were females amounting to 2.9 million.
 - The FLFP rate has remained at a low rate, **around 35 percent**, and in 2020 only **32% of females** were in the labor market compared to males.

PRESENT STATUS

Female Labor Force Participation (FLFP)

Economically Active / Inactive Population by Gender 2020



Participation in Economic Activities by Gender-2020

Major Industry Group	Sri Lanka	Gender	
		Male	Female
Sri Lanka	100.0	100.0	100.0
Agriculture	29.0	27.5	32.2
Industry	26.2	28.2	22.1
Services	44.8	44.4	45.7

CHALLENGES LOW FEMALE LABOUR FORCE PARTICIPATION

Social development levels is high in Sri Lanka but female labor force participation is low when compared to its regional peers. **The unemployment rate is highest among women with the highest educational qualifications (about 13%; compared to about a 4% unemployment rate, overall)**

- ❑ *Occupational Segregation*- Employed mainly in education and health services. Low rate of enrolment in senior level occupation
- ❑ *Wage Inequality between Men and Women* - Undervaluation of women's work, and occupational segregation guiding women into low value-added jobs.
- ❑ *Vulnerable women in the labour market*- there are some women; poorest and least educated, estate women, ect. are particularly vulnerable to be economically inactive or unemployed.
- ❑ Availability of standard care facilities for child, elder and disabled are limited.
- ❑ Labor laws are not updated and difficult to match with the labor market demand in the current market
- ❑ Unskilled female labour migration

CHALLENGES – FACED BY WOMEN



Social and Cultural barriers



Low participation in decision making at policy level. Women make up just about 5% of the parliament members in Sri Lanka.



Low level of enrolment in STEM education



Incidence rate in Gender Based Violence



Nutrition issues among pregnant mothers



The formal procedures, collateral requirements and even gender norms play a role in discouraging women from borrowing from the formal banking system for economic activity.



Increasing the female elder population and lack of social security schemes and care facilities

LGBTIQ+ COMMUNITY IN SRI LANKA

- ❑ The number of LGBTIQ+ people – less than (6.7%) 7% of the total population whereas 12% between the age 18-65. Present trend LGBTIQ+ numbers are increasing.
- ❑ The strong cultural and religious norms create a challenging environment to mainstream them into society.
- ❑ Discrimination on obtaining the services; education, healthcare, workplace etc.
- ❑ Lack of equal opportunities for LGBTIQ+ community creates difficulties in providing social welfare and security

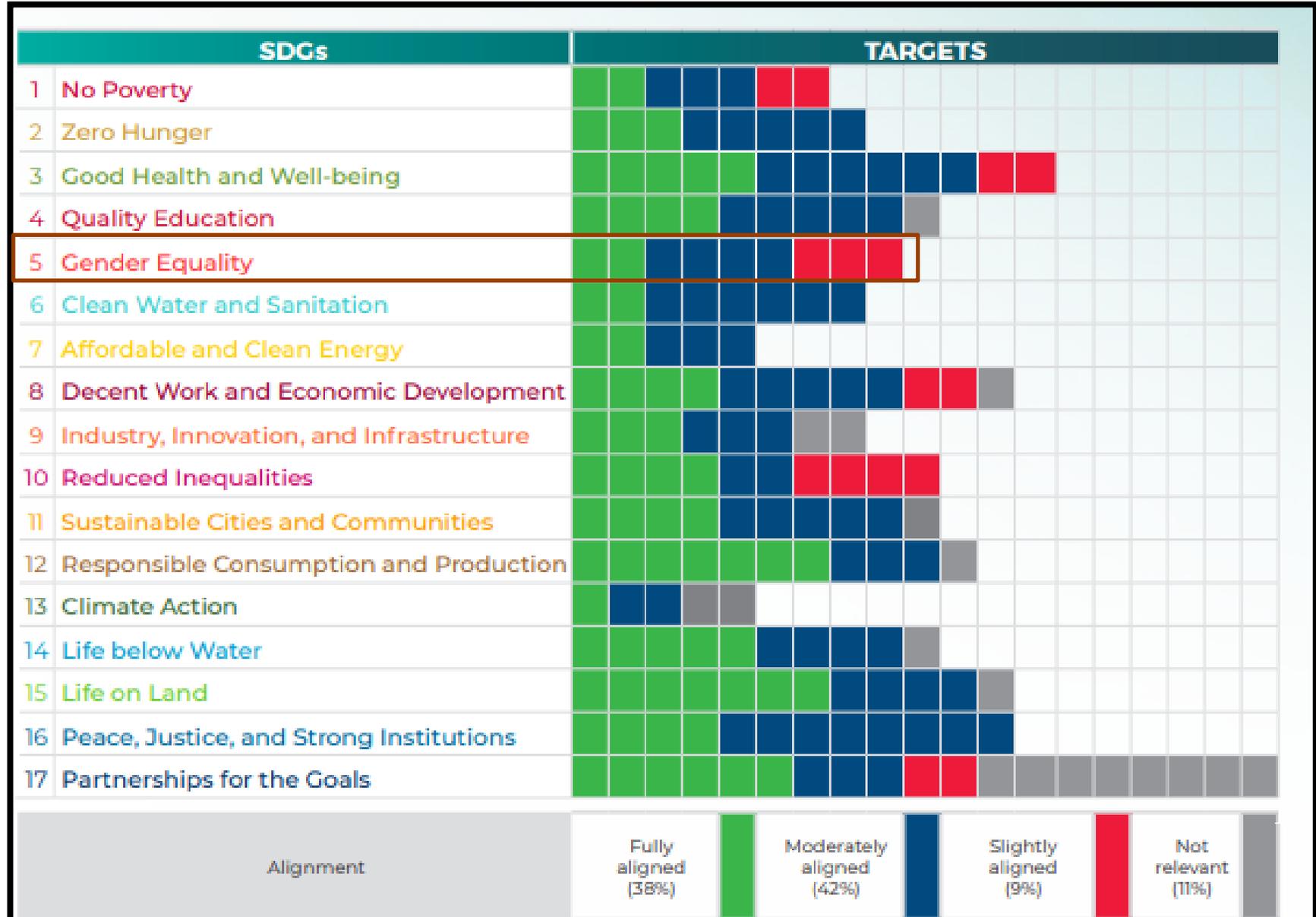


The measures have been taken to repeal relevant sections of the penal code relevant to the LGBTIQ+ community and Private Bill submitted by MP to the Parliament to criminalization of same sex relations and address discrimination towards LGBT persons.

SDG- 5 – GENDER EQUITY

Level of Integration of SDGs into National Development Agenda of Gender Equity

- Increased the alignment of the National Development Framework with SDG-5 targets from the first VNR in 2018 to 2nd VNR in 2022



ONGOING INITIATIVES

Several Initiatives have been obtained by the Government focusing on the empowerment of women by minimizing gender Imbalances.

- ❑ Finalizing the draft National Policies and Action Plans – *Ex; Second National Action Plan on Prevention or Sexual and Gender Based Violence, National Policy on Gender Equality and Women's empowerment etc.,*
- ❑ The operation of emergency **Helpline 1938 to cater to women's complaints**
- ❑ Conducting counseling services by states hospitals “Miturupiyasa” and NGOs
- ❑ Strengthening the Child and Women's Bureaus in police stations
- ❑ Implementing the welfare, social security and nutrition support programmes for vulnerable
- ❑ Implementation of **programs to fulfill nutritional requirements or pregnant and lactating mothers. Currently, provide Rs, 4500 allowance per mother per month**

STRATEGIC DRIVES FOR INCREASE WOMEN LABOR FORCE PARTICIPATION

- ❑ Establishing care industry for children and adults with required facilities and formulate legal framework / guidelines with monitoring mechanism.
- ❑ Amend / introduce legal framework which creates favorable environment for women to participate in the labor force.
- ❑ Introduce flexible working hours for female workers who have other commitments or are not able to work in the regular time periods.
- ❑ Introduce “return-ships” without any financial benefits for high skilled female employees who want to step out of the workforce to handle the caregiving and other family obligations.
- ❑ Encourage girls to engage in higher education and gain vocational training before entering into labor force.

WAY FORWARD



Implement gender-balanced funding and gender-balanced budgeting with clear guidelines



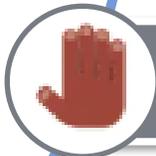
Provide quota or law for promoting political representation



Introduce mechanisms to protect unskilled migrant women



Vertical and horizontal expansion of existing welfare programme



Ensure non-discrimination on the basis of gender and sexual identities, orientations and preferences.



Ensure equal access of all women to housing and land,

THANK YOU