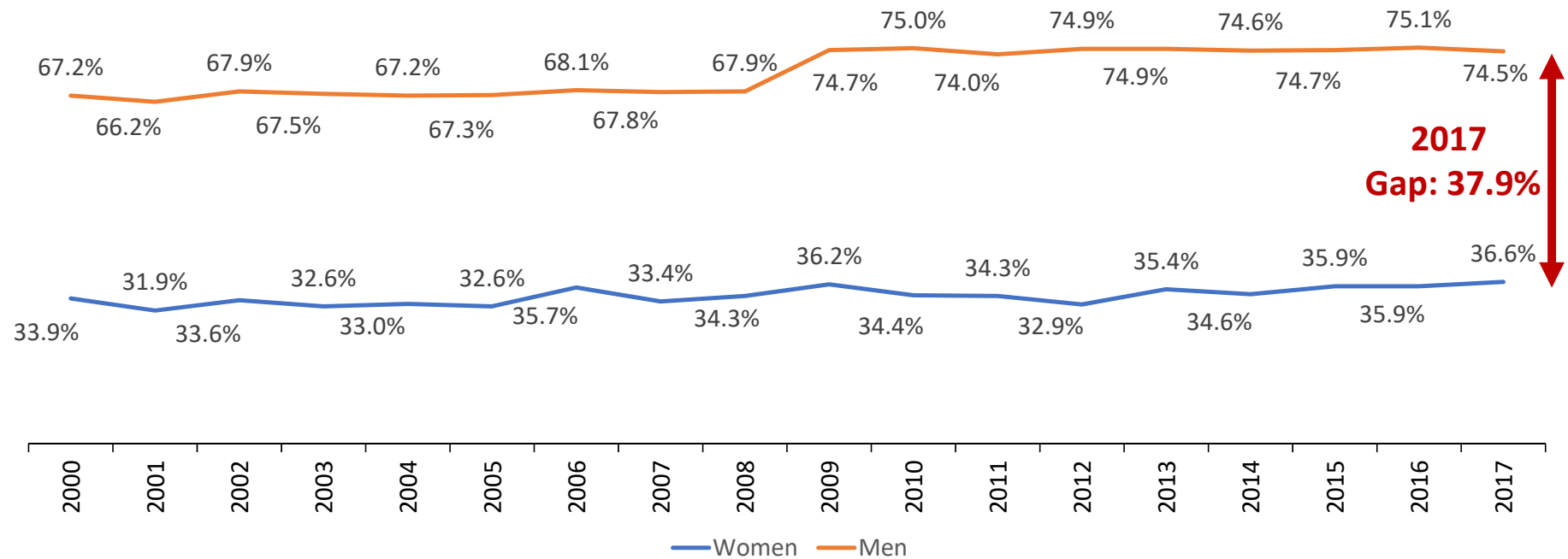


Economic transformation of Sri Lanka: a gender perspective

21 March 2019

Women's labour force participation has remained stagnant

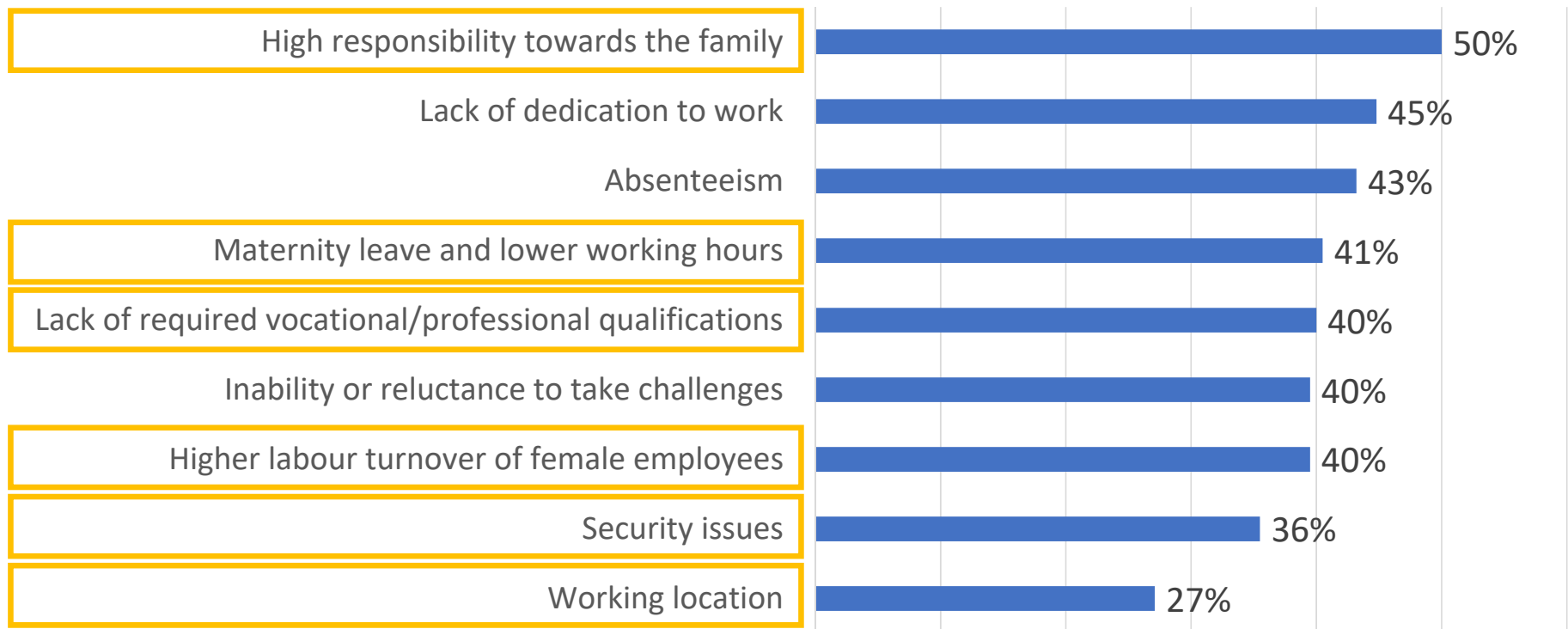


**2017
Gap: 37.9%**

Source: Labour Force Annual Survey 2000 – 2017.

Note: Data from 2000 – 2008 excludes the Northern and Eastern Provinces. Data from 2009 – 2010 excludes the Northern Province.

Why? (1/2)



Source: Table 3.6 Percentage distribution of reasons given by employers on deciding the recruitment of female employees. Labour Demand Survey (2017). Department of Census and Statistics

Why? (2/2)

- Three reasons:
 1. **Household roles and responsibilities:** child care, elder care, housework
 2. **Human capital mismatch:** women do not acquire the necessary skills for the workforce
 3. **Gender discrimination at the work place:** job search, hiring and promotion processes
- Disproportionately impact poorer and less educated women

Ministry of Finance 2019 budget initiatives

Primary and secondary education

Improve sanitation facilities at schools

Tertiary education and job seeking

Loans for education at non-state education institutions
Private sector led apprenticeship programmes and internship programmes

Maternity

Fund 50% of maternity leave benefits by govt for women in private sector
Incentives to extend maternity leave to 4 months

Child-care

Establish after-school and vacation centers at schools
Encourage employers to provide childcare facilities

Glass ceiling

Sequenced mandatory quotas for women on corporate boards