



Improving labour force participation of low skilled women

*Nisha Arunatilake
September 2019*

Why Improve FLFP?

1

- Gender empowerment

2

- Improving equality

3

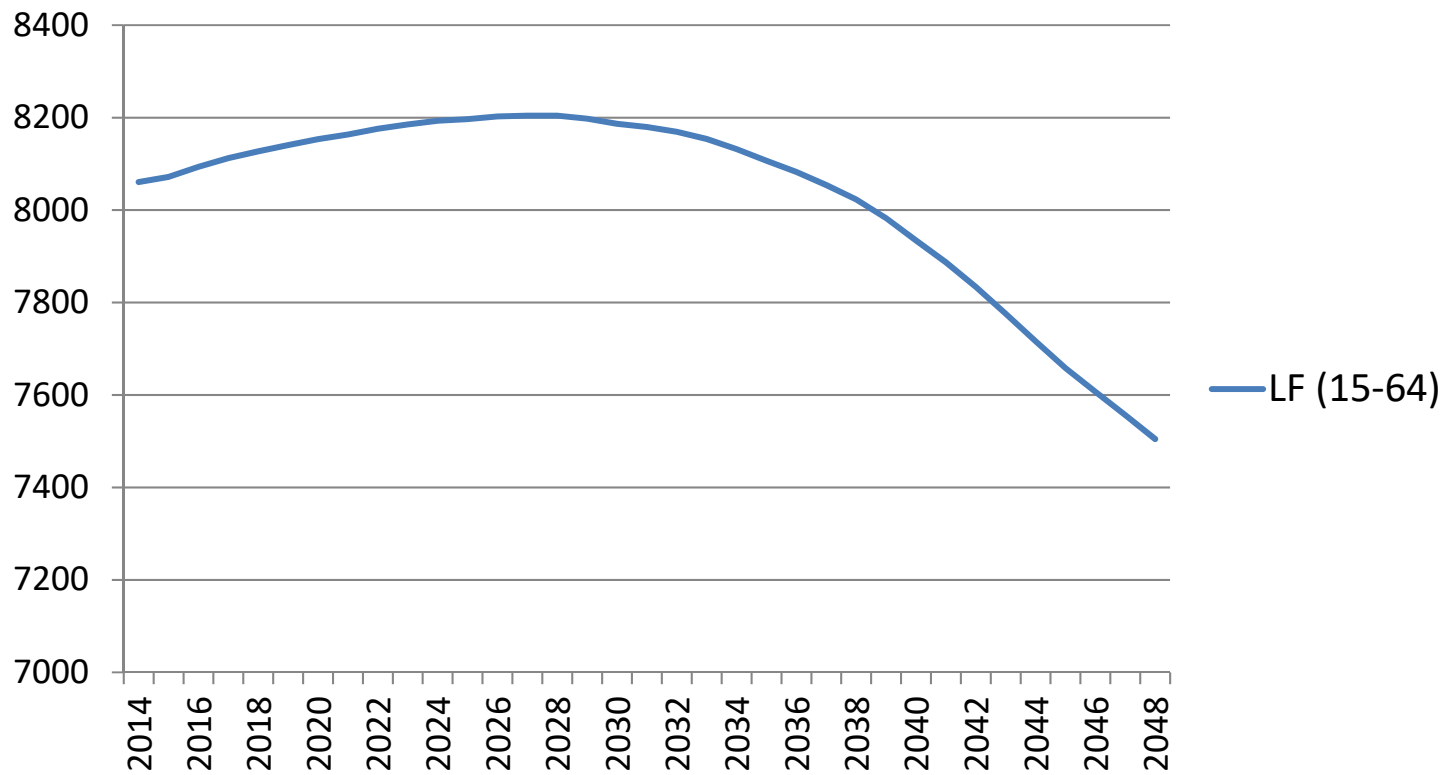
- Labour shortages

4

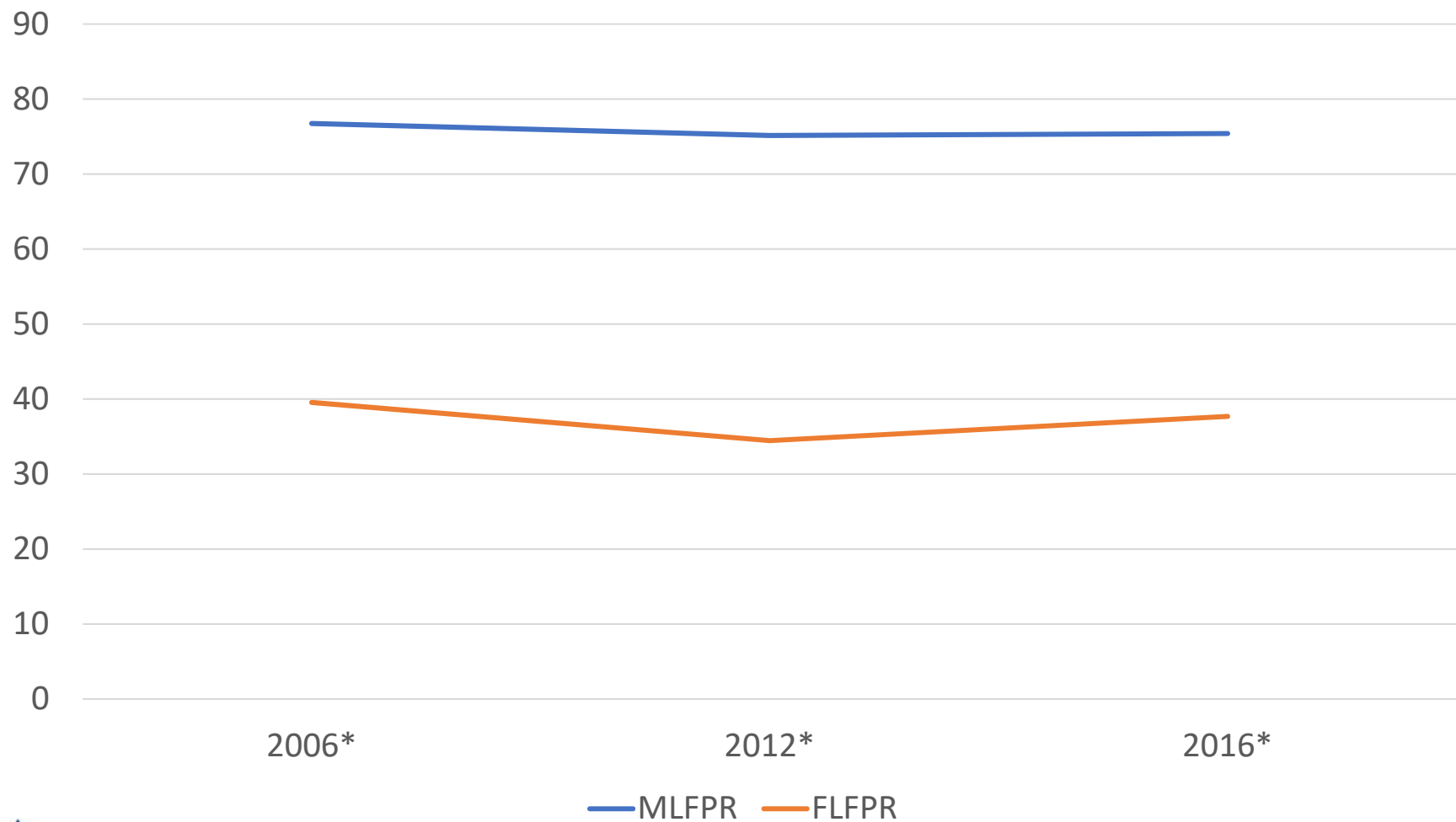
- Slowing labour force



Labour Force Trends



Labour Force Participation Rates, by Sex

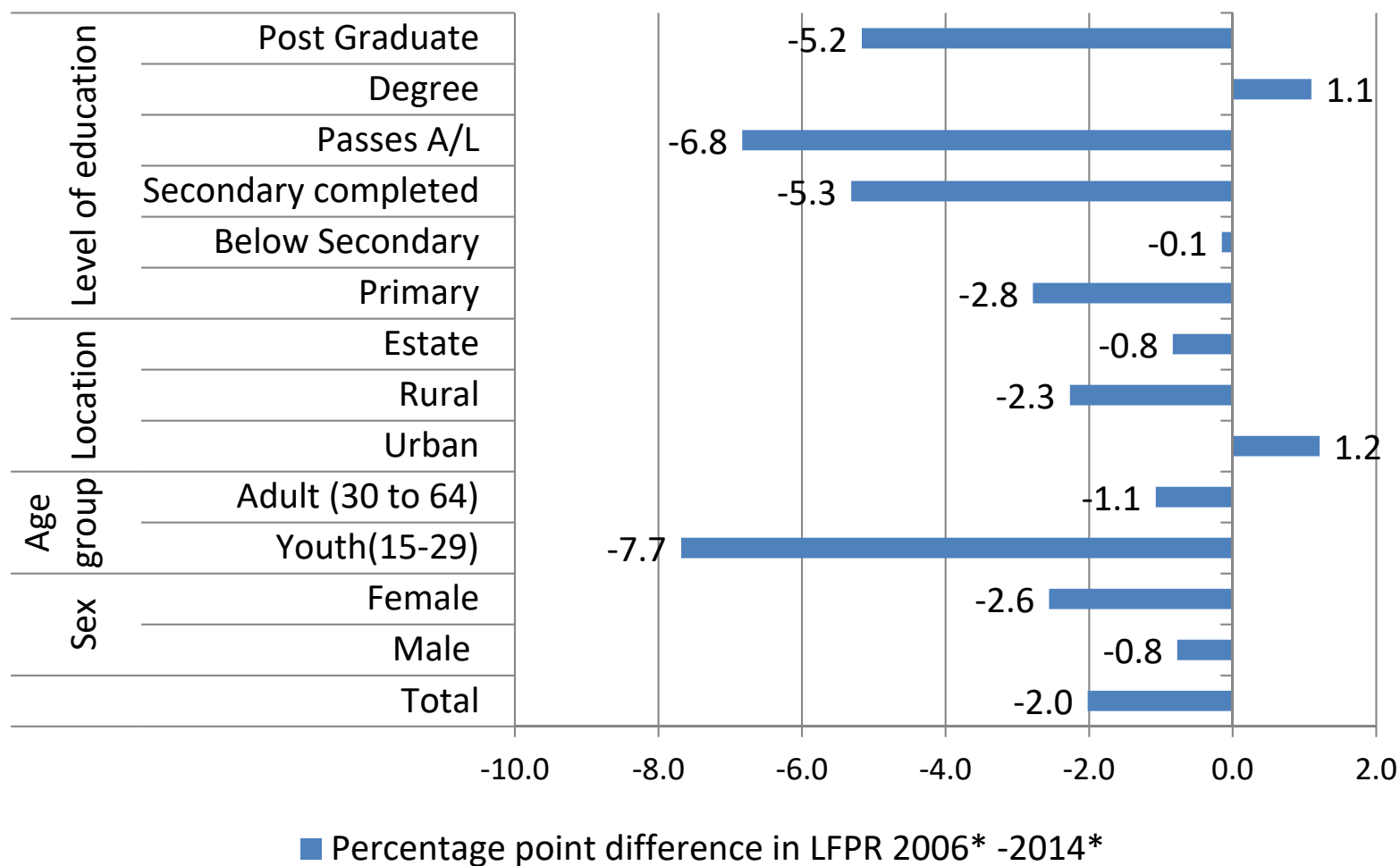


INSTITUTE OF POLICY STUDIES OF SRI LANKA

Source: Own calculations using LFS data;
Note: * - Northern and Eastern provinces excluded



Percentage Point Difference in LFPR 2006-2014



Factors affecting FLFP in Sri Lanka

Supply side

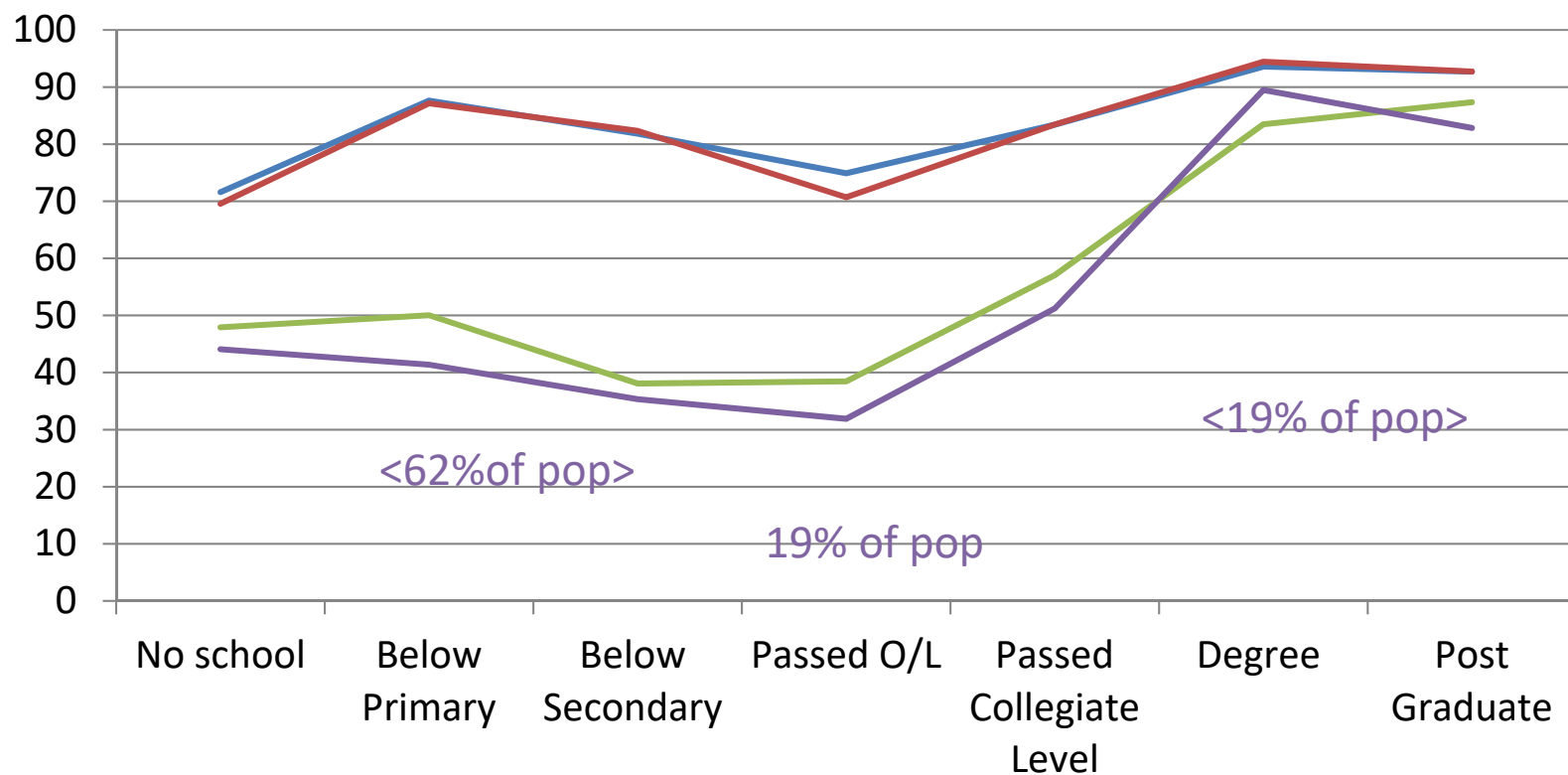
- Age
- Education
- Family wealth
- Local labour market conditions
- Local unemployment
- Ethnicity and religion
- Children and age of children
- Work-life balance

Demand side

- Labour market institution and labour legislation
- Social norms
- Infrastructure
- Access to finance



LFPR, by Level of Education



— Male 2006* — Male 2016*** — Female 2006* — Female 2016***



INSTITUTE OF POLICY STUDIES OF SRI LANKA

Source: Nisha Arunatilake, using 2016 data.

Note: * - Does not include Northern and Eastern provinces, *** - All provinces are included.



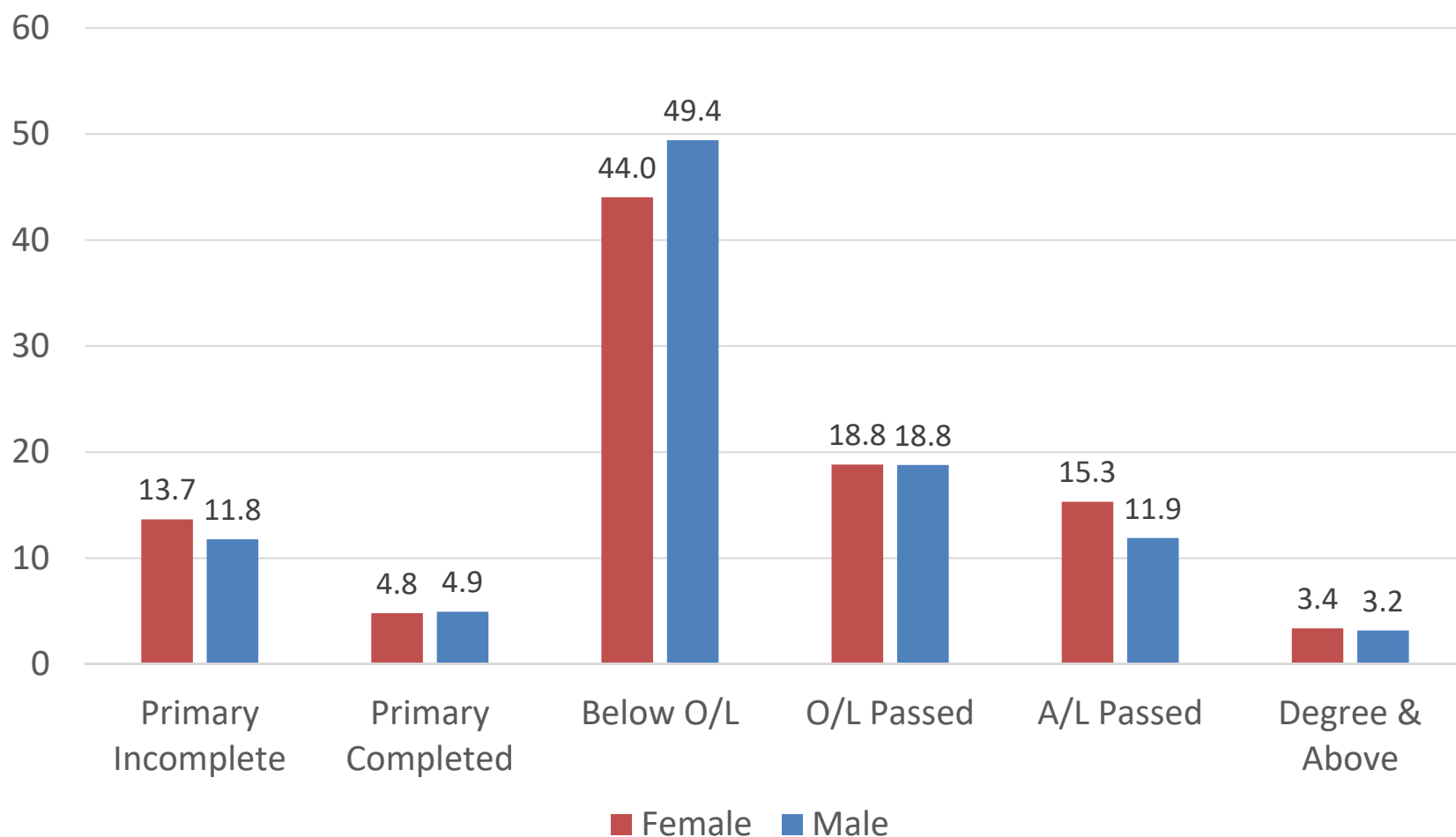
Lack of Tertiary and Vocational Education



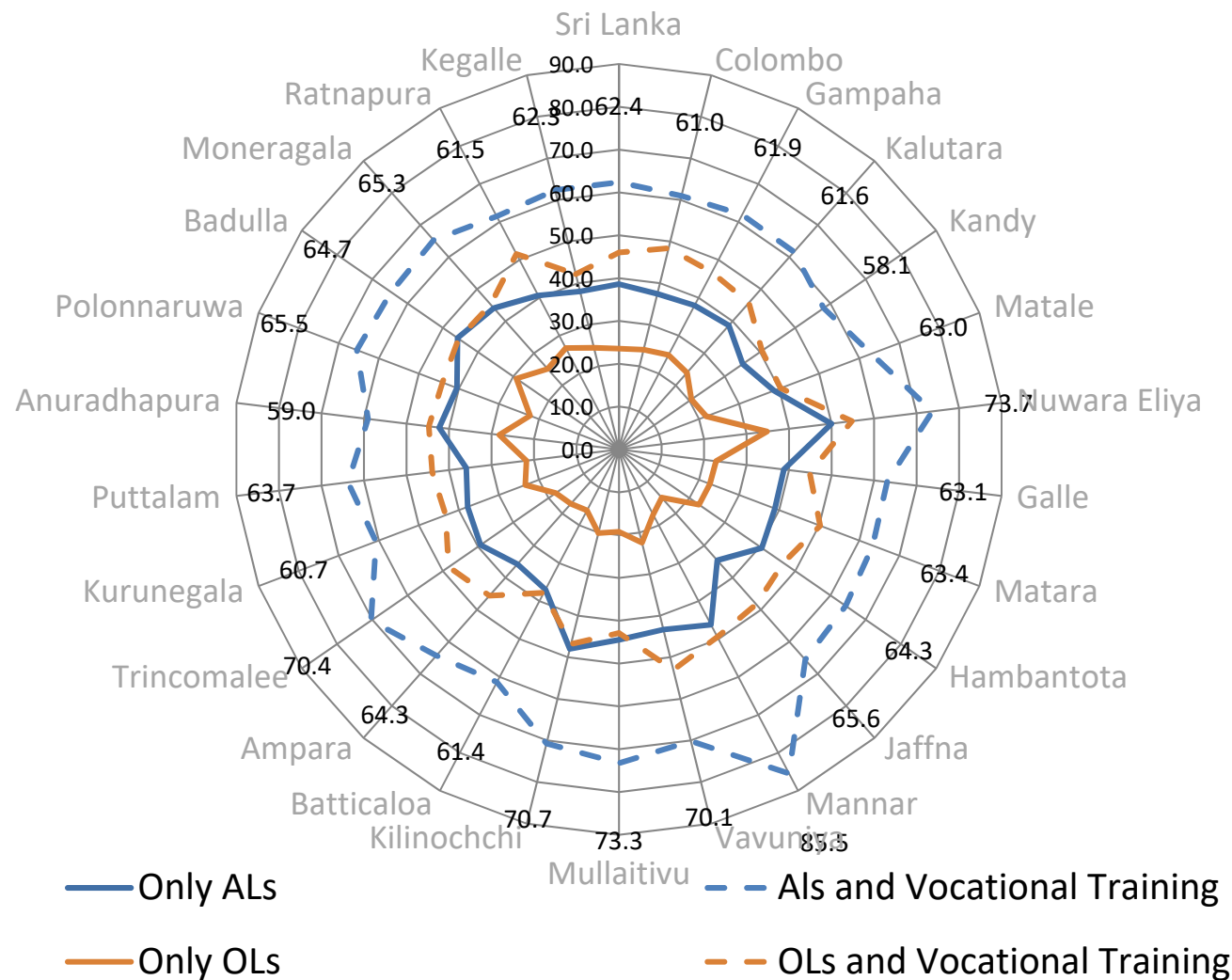
INSTITUTE OF POLICY STUDIES OF SRI LANKA



Distribution of 15+ Population by Level Education and Gender (2016)



Female Labour Force Participation, by District and Level of Education



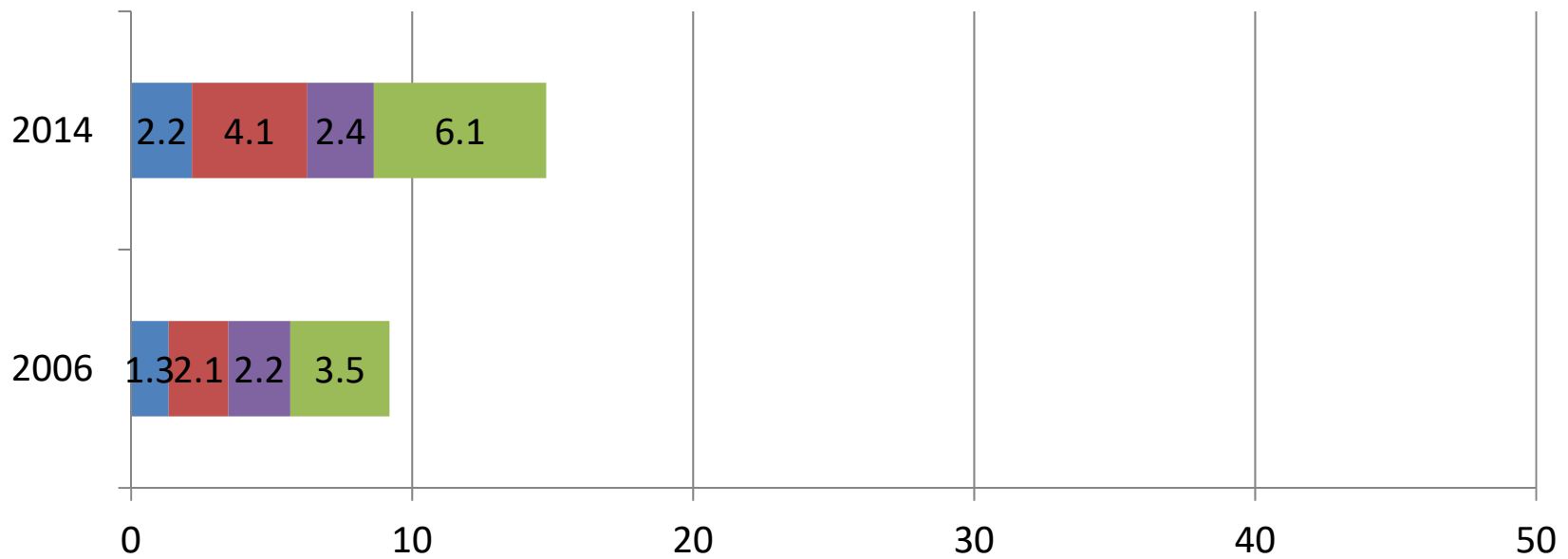
Source: IPS calculations, using Census 2012



INSTITUTE OF POLICY STUDIES OF SRI LANKA



Education Participation of Youth (20-24)



■ School ■ University ■ Vocational/ Technical Institution ■ Other Edu Institution



INSTITUTE OF POLICY STUDIES OF SRI LANKA

Source: IPS calculations, using LFS data



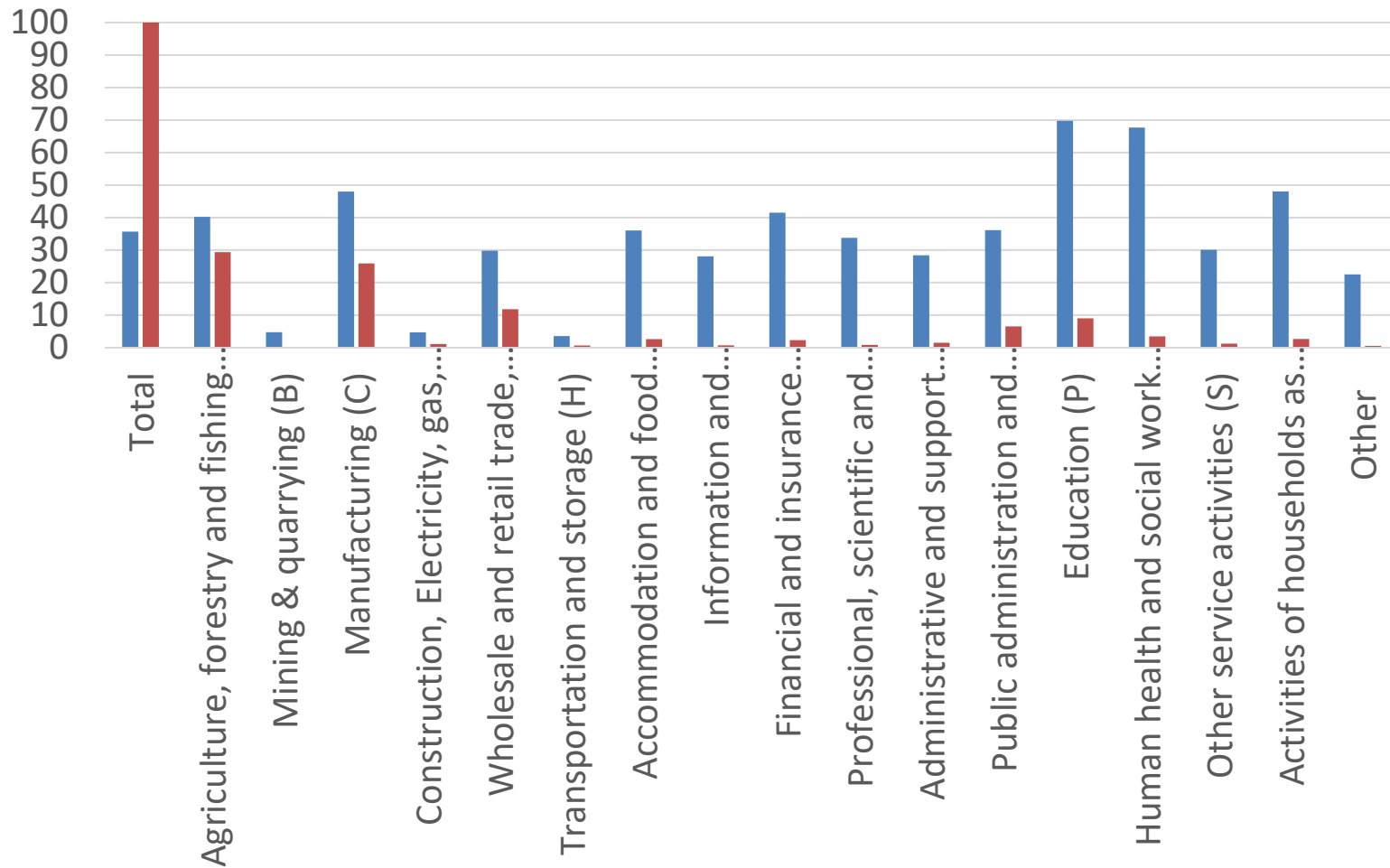
Lack of Quality of Employment



INSTITUTE OF POLICY STUDIES OF SRI LANKA



Female Employment



■ Female share in industry (%)

■ Distribution of female workers (%)

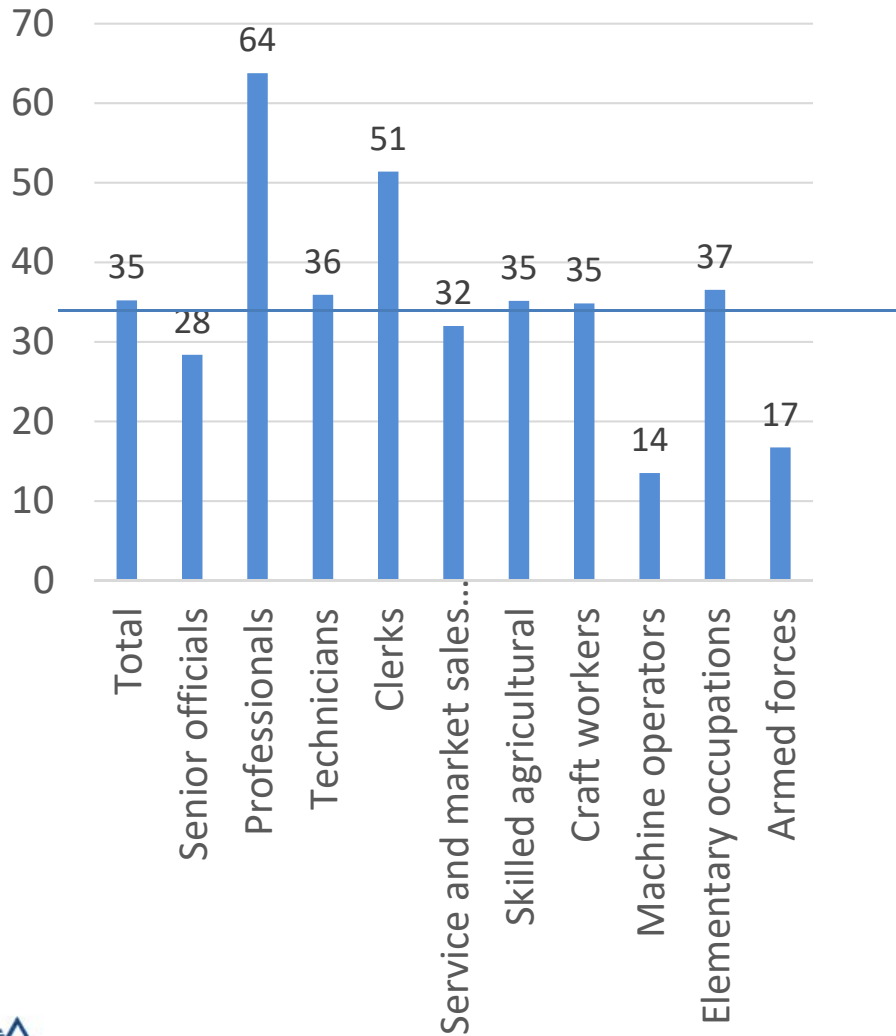


INSTITUTE OF POLICY STUDIES OF SRI LANKA

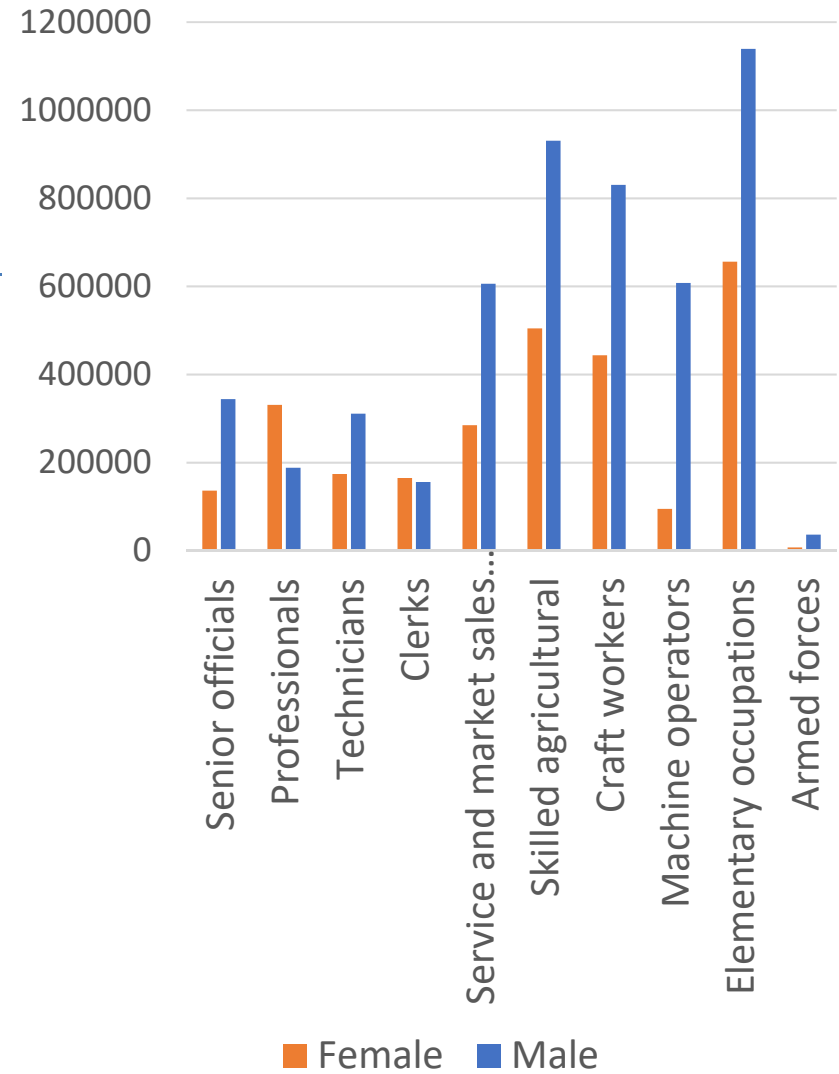
Source: Own calculations using LFS data



Share of Female Workers, by Occupation Group (%)



Employment, by Occupation and Gender



Gender Discrimination/ Gaps/ Social norms

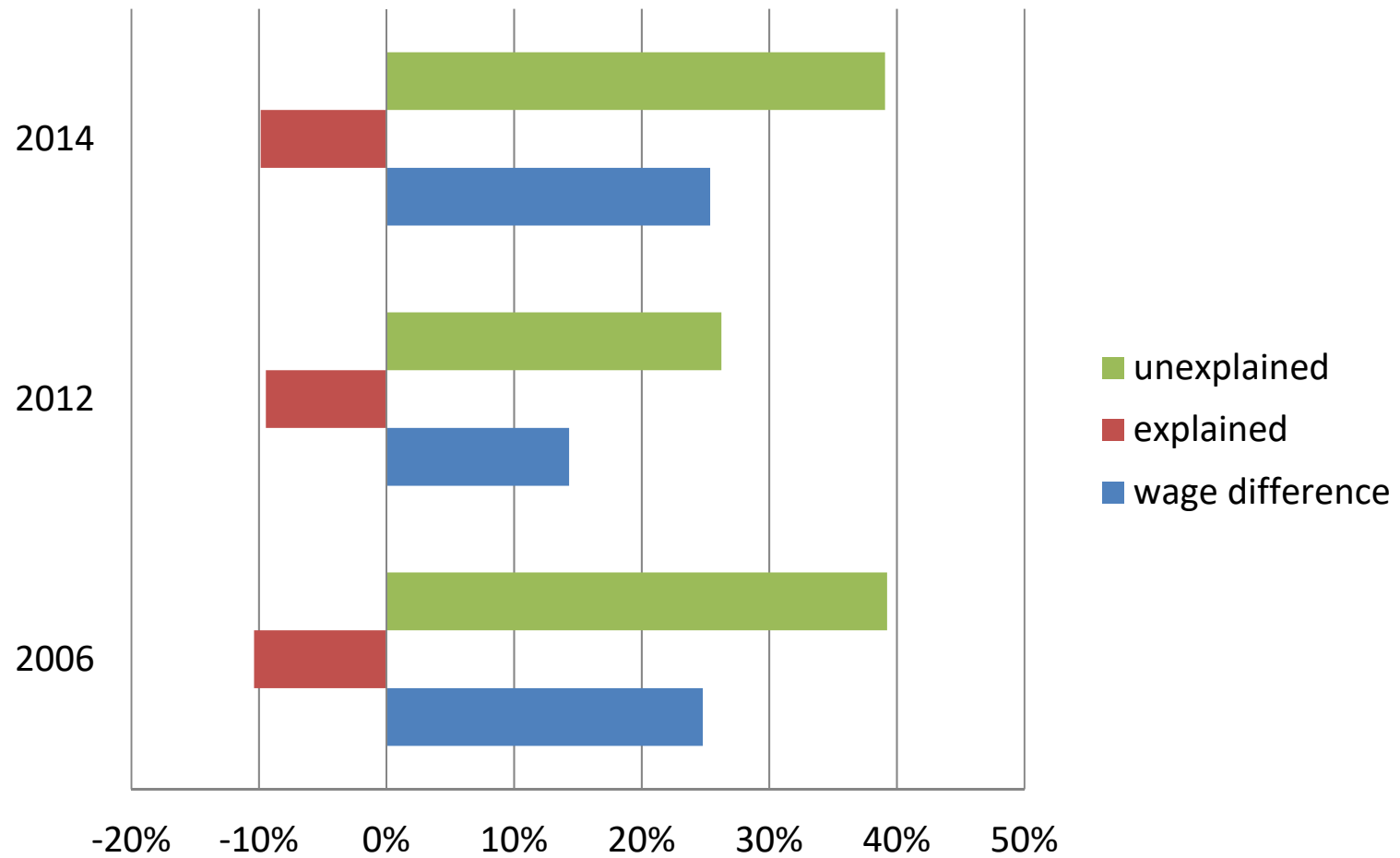


INSTITUTE OF POLICY STUDIES OF SRI LANKA



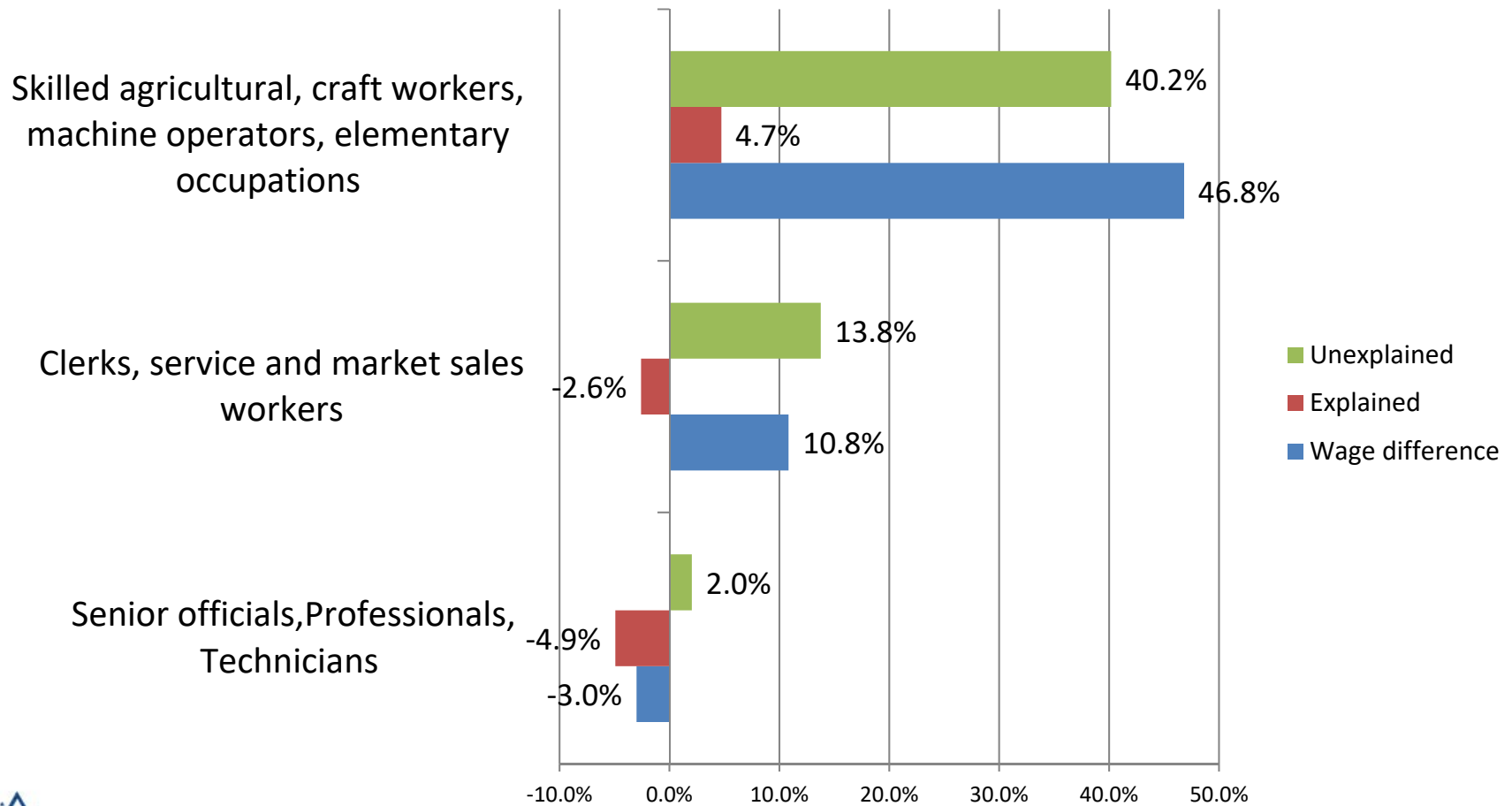
Gender Wage Gap

Hourly Wage Differences: Male vs Female (%)



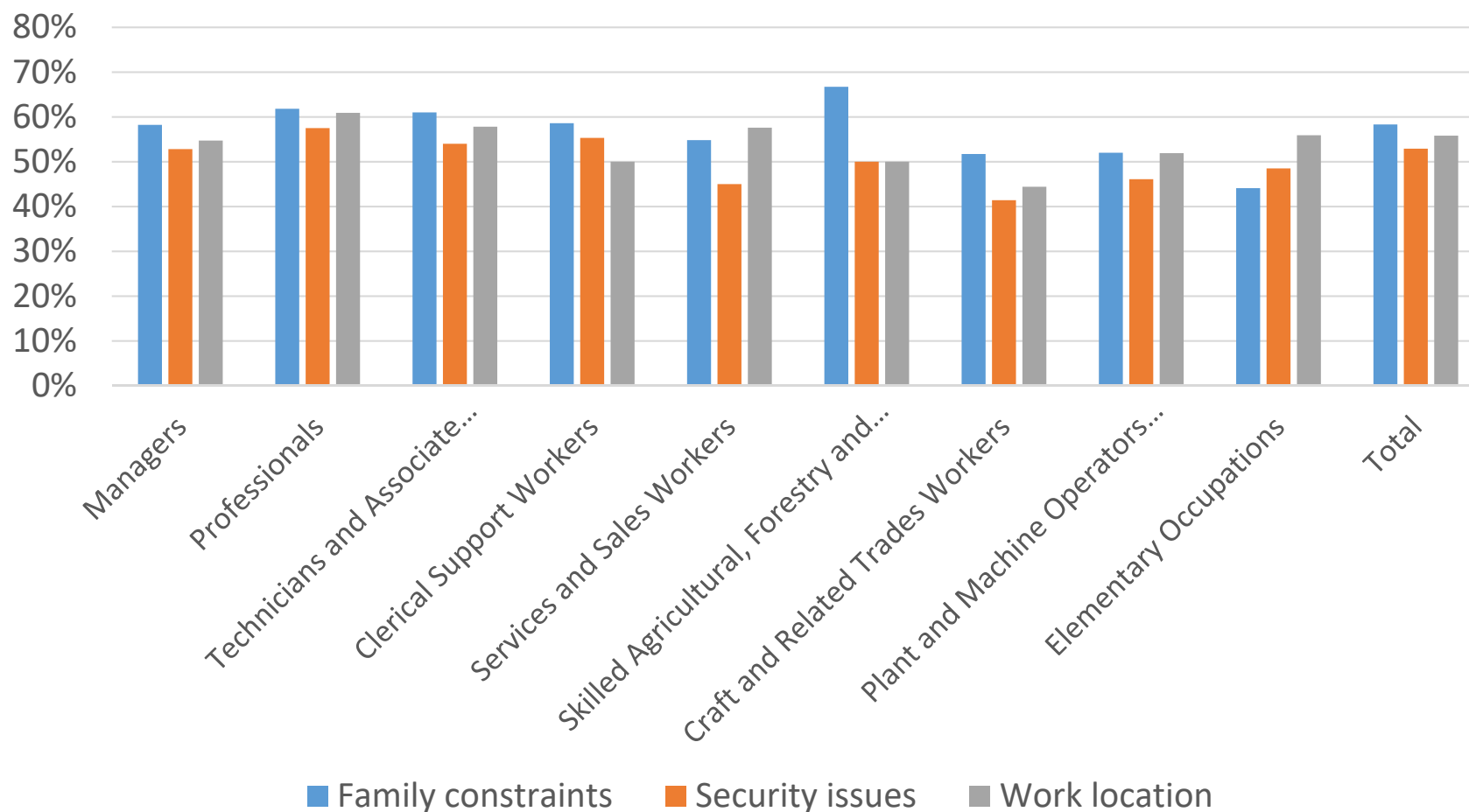
Gender Wage Gap

Hourly Wage Difference, Males vs Females



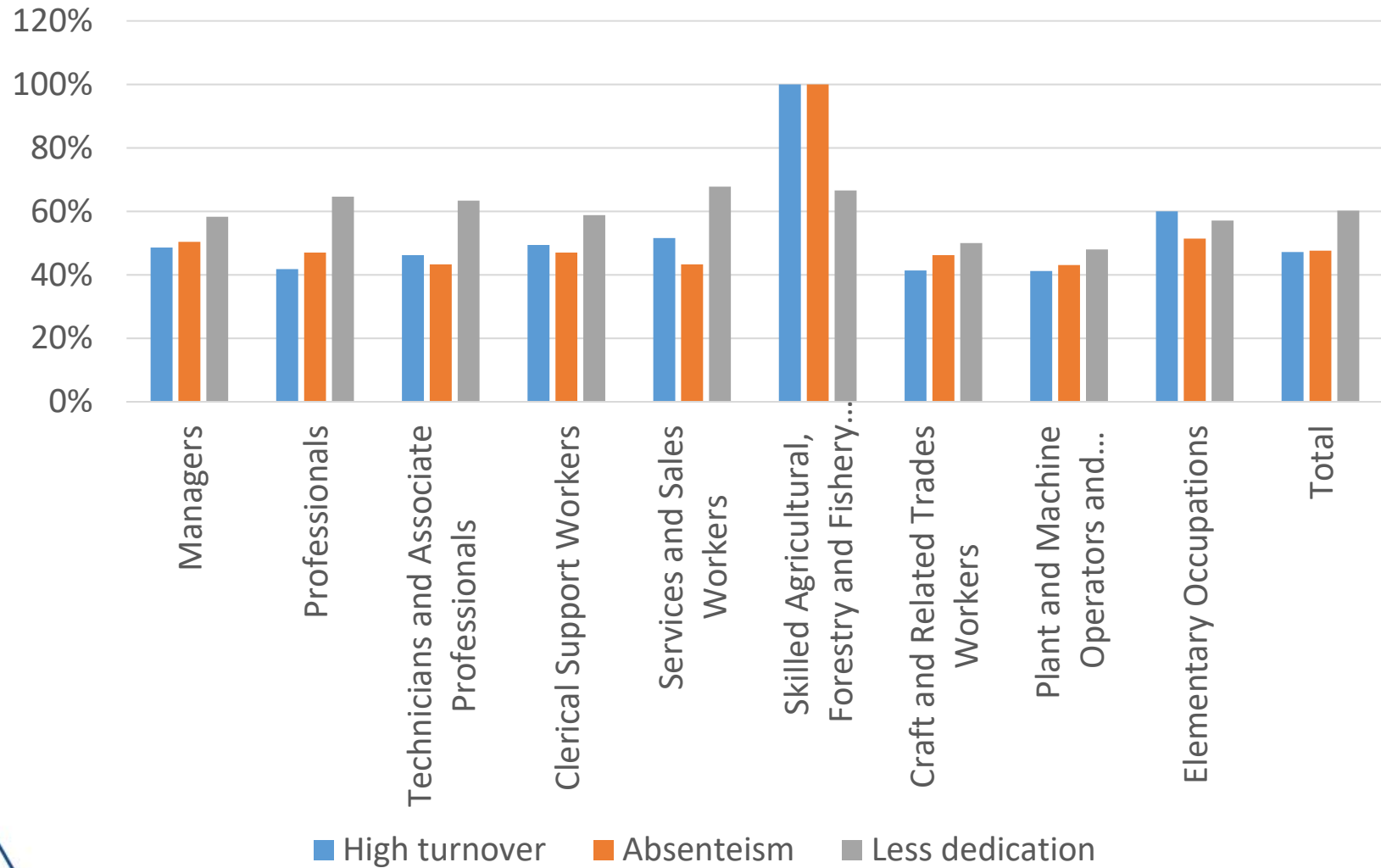
Factors Affecting Recruitment of Females

(Share of employers expressing that they 'very frequently' or 'always' consider the following when recruiting:)



Factors Affecting Recruitment of Females

(Share of employers expressing that they 'very frequently' or 'always' consider the following when recruiting:)



How labour legislation affect recruitment of females

Maternity Benefits

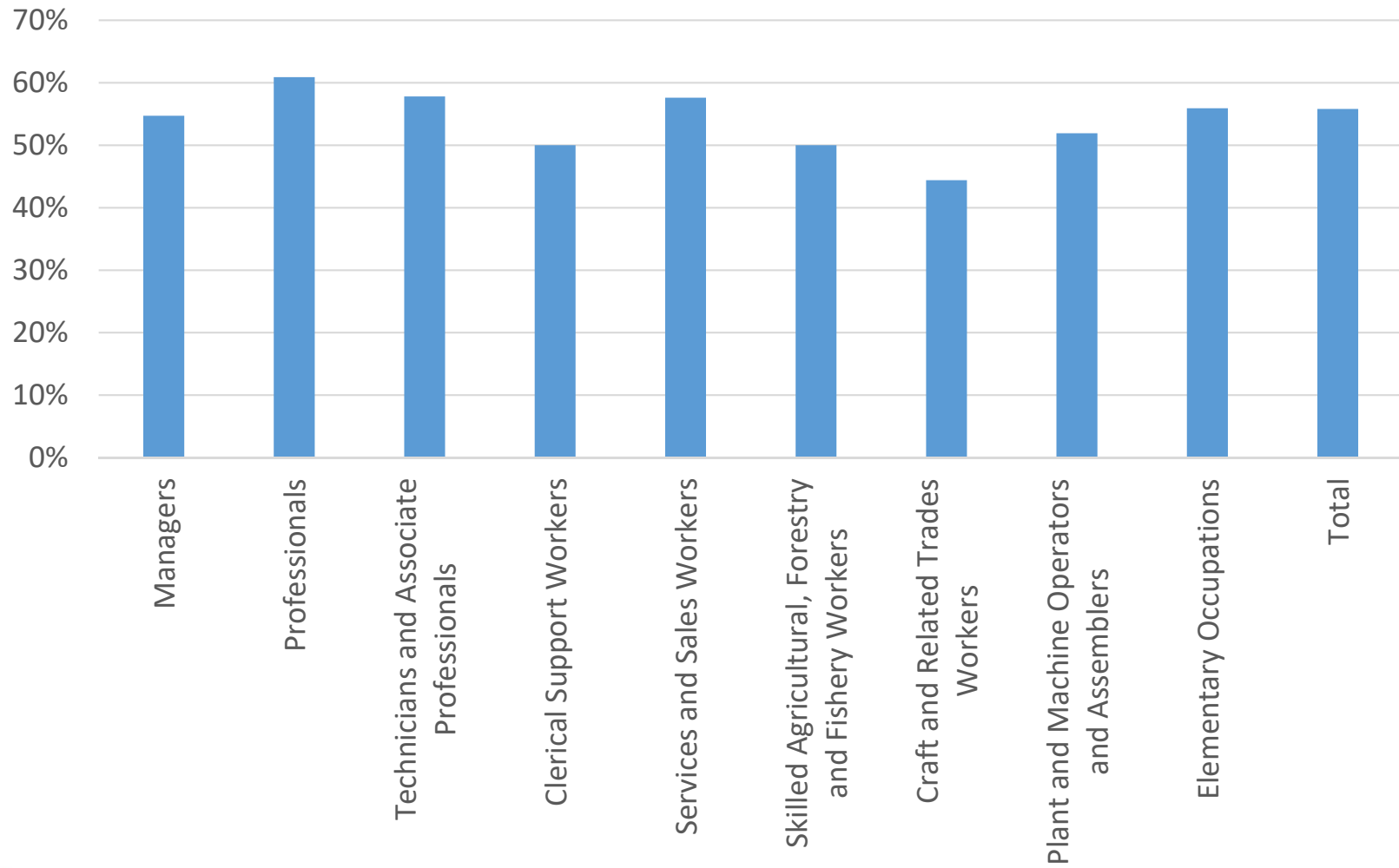
- Maternity Benefits Ordinance of 1941 (MBO)
- Shop and Office Employees Act 1954 (SAO)

Restrictions on night work

- Shop and Office Employees (SAO)
- Employment of Women, Young Persons and Children Act of 1956



Share of Employers Finding Maternity Benefits an Issue When Recruiting (%)



Night Work

- Recent IPS study shows that problem is really not working in the night
- But,
 - Adhering to social norms
 - One problem is very long work shifts, and unplanned work shifts
 - Lack of flexibility in taking leave
 - Poor remuneration
 - Practical issues in travelling to and from work



Recommendations

1

Modify and modernize labour legislation

2

Improve efficiency and quality of education

3

Improve creation of good jobs

4

Awareness building to change social norms



Nisha Arunatilake

Affiliations:

- Director of Research, IPS
- Research Fellow, PEP

Contacts:

E-mail: Nisha@ips.lk

T: @ArunatilakeN



Institute of Policy Studies of Sri Lanka
100/2 Independence Avenue,
Colombo 7, Sri Lanka
T: +94 11 2143100

www.ips.lk

 www.ips.lk/talkingeconomics

 [/instituteofpolicystudies](https://www.facebook.com/instituteofpolicystudies)

 [@TalkEconomicsSL](https://twitter.com/TalkEconomicsSL)

