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“Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific”

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GENDER EQUALITY IN PUBLIC INSTITUTIONS

Subhashini Kahatapitiya

Ministry of Women, Child Affairs and Social Empowerment

Sri Lanka

Institutional and policy commitments have to Achieve at the national and subnational levels.

- Government should ensure a mechanism for the effective implementation of laws and policies guaranteeing equal opportunities for women at all levels.
- Essential to have strong enabling practical strategies, plans, vision and broader agreements within the government, and political authorities.
- Maintenance and dissemination of duly updated gender disaggregated data to better understand of intersectional issues related to gender.
- Female leadership should be developed through active involvement of women in development discourse, transitional justice mechanisms, and addressing other social political and economic issues.
- There should be a policy framework and guiding principles to ensure women's representation in a diverse range of Government committees, commissions, boards of directors and other decision-making governing bodies.
- Transformation of discriminatory social norms should be done through innovative programs, arts and culture activities and public discourse.

Institutional and policy commitments at the national and subnational levels.

- These said frameworks extend to civil servants at both the **national and subnational levels**.
- Given commitments aligned with the **Sustainable Development Goals**.

SDG number 5 gender equality.

The target number 5.5- need to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.5.2 sub target measure the proportion of women in managerial positions.

Proposed Women Empowerment Act need to be enacted and implement shortly, which includes establishment of a National Women's Commission as an independent body. This commission have significant effect towards to achieve this SDG.

All other said measures if implemented as planned, will definitely be aligned with this SDG 5, and its targets.

SDG 16- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Women, Peace and Security cabinet approved Five Year Action Plan 2023-2027 is being in the process of implementation.

All other gender equality measures are aligned with the SDG 16 and its targets.

Specific factors have played a consequential role and impacted the outcome-

1. Law Amendments, and policy level initiatives-

Proposed laws to remove barriers that hinder women's promotions to the higher echelons in Tri forces and Police, have already positively impacted up to some extent.

GEWE Policy, WPS action Plan, SGBV action plan have facilitated to overcome many difficulties, and positive points to uplift the women's situation at work place.

2. Women Development Initiatives-

Many of the barriers to women's progression exist at a societal and organizational level. However, there are several actions that organizations can take to address the personal barriers. Accordingly, plenty of Women Development Programs, men only programs conducted throughout the country as a powerful way of creating the environment that allows women to develop and manage their leadership identity transition.

Parliamentary oversight committee on women, and Gender represent mainly by women, they do involve in many instances. Similarly, suggested seven members to the National Women Commission of whom minimum five members shall be women.

Most structural barriers will be demolished due to this empowerment and sensitization initiatives in the country.

Lessons learned on promoting gender equality in public institution leadership

1. The need for law reforms and other practical issues that discourage females from playing their role in the country's workforce were extensively discussed in year 2022, and taken initiatives to improve and update prevailing labour laws.

[Identifies the lack of reference to part time and flexible employment in the existing labour laws, time restrictions on employing females for duties at night, the dearth of legal provisions to prevent and address sexual harassment in employment, and restrictions on overtime (OT) work for females, as legal obstacles that discourage females from joining and actively participating in the workforce.]

2. Day Care Guideline is available in the country, Day Care Supervision is also available, Day Care Act is under preparation, however, no trust about the functioning day care System of the country.

The Ministry has taken very many initiatives to provide proper day care facilities within the country, establishment of day cares, renovation, day care assistants training facility improvements etc. However, at the moment working mothers do not have expected protection for their children during day time through these day care facilities. As we know, continuous and committed service delivery from working woman is must to her to succeed in her carrier. However, we observed left the job after marriage and child birth in many consequences due to gender social norms.

Challenge and Recommendation

Significant challenge have encountered in promoting gender equality in public institution leadership.

Gender and Age disaggregated data collection for gap identification to be streamline and effectuate, in order to do so cabinet approval has taken and issued a circular from the Ministry of Women, Child Affairs and Social Empowerment, however, the task was not well succeed due to lack of commitment by the relevant agencies/ officials.

After years of hard working the Ministry has taken initiatives again with the Prime Minister's Office and the SDC, and the Department of Census and Statistics.

Similar efforts by other countries

Some countries use the recommendations of doner/ funding agencies and feed data based on the Gendered Statistics. There are some data bases with comprehensive sources for sex-disaggregated data and gender statistics covering demography, health, education, economic opportunities, public life, and decision making.



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THANK YOU