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மகளிர் மற்றும் சிறுவர் விவகார அமைச்சு  
Ministry of Women and Child Affairs



**Policy Framework and  
National Plan of Action to address  
Sexual and Gender-based Violence (SGBV)  
in Sri Lanka  
2016 - 2020**

Child Affairs

Disaster  
Management

Economic  
Development  
and Employment

Education

Empowerment  
and Prevention

Foreign  
Employment

Health

Justice and  
Law Reform

Media

The Policy Framework and National Plan of Action (NPoA) to address Sexual and Gender-based Violence was submitted to the Cabinet by Hon. Chandrani Bandara, Minister of Women and Child Affairs on 23<sup>rd</sup> May 2016 (Cabinet Paper 16/0964/740/006). The NPoA to address SGBV was approved by the Cabinet on 7<sup>th</sup> June 2016 without any reservations and the Cabinet directed the Secretary, Ministry of Women and Child Affairs to take action to implement the NPoA under the medium term budgetary framework 2017 – 2019 as indicated in the observation by the Hon. Ravi Karunanayake, Minister of Finance. The Cabinet also directed the Secretary to inform the Secretaries to relevant Ministries and other authorities on the action to be taken by them pertaining to the matters falling under their purview.

The following are the positive observations made by the responding Ministries on the NPoA:

*Ministry of Finance:*

The Hon. Ravi Karunanayake, Minister of Finance agreed with the Policy Framework and National Plan of Action to address SGBV and recommended to implement the Plan under the medium term budgetary framework 2017 – 2019.

*Ministry of Justice:*

The Hon. Dr. Wijeyadasa Rajapakse, Minister of Justice agreed with the Plan without any objections.

*Ministry of Disaster Management:*

Hon. Anura Priyadarshana Yapa, Minister of Disaster Management agreed with the Plan submitted by the Ministry of Women and Child Affairs and noted that the Plan has been developed with multi-sectoral contribution that included the disaster management sector. The Minister acknowledges that the Plan is a timely intervention and agrees that the strategies, key activities, indicators and the budgetary allocations is comprehensive.

*Ministry of Foreign Employment:*

Hon. Thalatha Athukorale, Minister of Foreign Employment stated that she does not have any objections to the Plan.

## Acknowledgements

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The Ministry of Women and Child Affairs embarked on this significant and timely national initiative last year, given the nature and extent of incidents of sexual and gender-based violence reported on a daily basis in Sri Lanka. The State has an obligation and commitment to address SGBV through the ratification of CEDAW, and by being signatory to other international treaties. Sri Lanka has strived to achieve gender parity in many fields such as education and health and is looking to go a step further in achieving SDG Goal: 5 “achieving gender equality and empower all women and girls” which requires prevention and response to SGBV as a priority.

The initial phase of the formulation of the Policy Framework and National Plan of Action to address Sexual and Gender-based Violence (SGBV) commenced under two former Secretaries Mr. Eric Illayapparachchi and Mrs. Sudharma Karunaratne who provided the necessary guidance and leadership to whom I am thankful. The Ministry acknowledges with gratitude the support and guidance of all Secretaries of all sectoral Ministries namely Ministry of Disaster Management, Ministry of Education, Ministry of National Policies and Economic Affairs, Ministry of Foreign Employment, Ministry of Health, Nutrition and Indigenous Medicine, Ministry of Justice, Ministry of Parliamentary Reforms and Mass Media, Ministry of Skills Development and Vocational Training, Ministry of Labour and Trade Union Relations, Ministry of Plantations, the University Grants Commission and the Department of Divineguma. We are indebted to the Technical leads and members of the technical committees in each sector for their commitment and long hours of deliberations which enabled the compilation of high quality sector plans to address SGBV. We value the input provided by all State agencies, NGOs/ CSOs, INGOs, UN agencies and other individuals who participated and contributed immensely to this process through the technical committees and the National Consultation that was held in December 2015.

I thank all members of my staff who actively contributed towards the completion of this plan; especially the dedication of Mrs. Ashoka Alawatte, Additional Secretary (Development) who worked closely with the team and gave direction/ technical input to this process, to Mrs. Swarna Sumanasekara for her technical input; and the valued support and contribution of Mr. J. P. S. Jayasinghe - Director Planning and Mrs. R. A. Chulananda – Director Women’s Bureau. I am also very grateful to all MWCA staff who participated in technical committees linked with other ministries and special appreciation to Ms. Sunimali Gunathilaka, Development Assistant who coordinated the work required from the Ministry of Women and Child Affairs and linked with the other ministries.

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We hope this national endeavor which has put in place a holistic plan to address SGBV in Sri Lanka will help reduce all forms of sexual and gender-based violence against women, men, girls and boys that take place in the public and private spheres, and help create a violence-free, safer place where human dignity and equal rights are ensured for all.

Chandrani Senaratna  
Secretary, Ministry of Women and Child Affairs,  
June 2016

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## List of Abbreviations and Acronyms

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AG	Attorney General
ALFEA	Association of Licensed Foreign Employment Agencies
APVCW	Authority for the Protection of Victims of Crime and Witnesses
ASEAN	Association of South East Asian Nations
BOI	Board of Investments
CDO	Community Development Officer
CEDAW	UN Convention on the Elimination of All Forms of Discrimination against Women
CERD	Committee on the Elimination of all Forms of Racial Discrimination
CERT	Computer Emergency Response Team (National Center for Cyber Safety)
CRC	UN Convention on the Rights of the Child
CRPO	Child Rights Protection Officer
CSHR	Centre for the Study of Human Rights
CSOs	Civil Society Organizations
CSR	Corporate Social Responsibility
CWDU	Child and Women Development Units
CYPO	Children and Young Persons Ordinance
DCDC	District/ Divisional Child Development Committee
DEVAW	UN Declaration on the Elimination of Violence Against Women

DPCCS	Department of Probation and Child Care Services
DDG/ET &R	Deputy Director General Examination, Training and Research
DMC	Disaster Management Committee
D/MH	Director, Mental Health
DOs	Development Officers
DOM	Department of Meteorology
DMC	Disaster Management Center
DPCCS	Department of Probation and Child Care Services
DRR	Disaster Risk Reduction
DV	Domestic Violence
DCRC	Divisional Child Rights Committee
EFC	Employer's Federation of Ceylon
EMA	Estate Medical Assistant
EPZ	Export Processing Zone
ESDFP	Education Sector Development Frame work and Programme
FHB	Family Health Bureau
FPA	Family Planning Association
FTZ	Free Trade Zone
GS	Grama Seva

GSN	Grama Seva Niladhari
HEB	Health Education Bureau
HRC	Human Rights Commission
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
IDP	Internally Displaced Person
IEC	Information Education and Communication
ILO	International Labour organization
IASC	<i>Inter-Agency Standing Committee</i>
INGO	<i>International non-governmental organization</i>
JMO	Judicial Medical Officer
JSC	Judicial Services Commission
LAC	Legal Aid Commission
LCSL	Law Commission of Sri Lanka
LDD	Legal Draftsman's Department
LFPR	Labour Force Participation Rate
MCH	Maternity and Child Health
MISP	Minimum Initial Service Package
MIS	Management Information System



MoDM	Ministry of Disaster Management
MoDSIT	Ministry of Development Strategies and International Trade
MoE	Ministry of Education
MoFA	Ministry of Foreign Affairs
MoFE	Ministry of Foreign Employment
MoH	Ministry of Health and Indigenous Medicine
MOH	Medical Officer of Health
MoHA	Ministry of Home Affairs
MoHCNVICD	Ministry of Hill Country New Villages, Infrastructure and Community Development
MoHE	Ministry of Higher Education
MoIC	Ministry of Industry and Commerce
MoJ	Ministry of Justice
MoLO	Ministry of Law and Order
MoLTUR	Ministry of Labour and Trade Union Relations
MO-MCH	Medical Officer Maternity and Child Health
MoNCDOL	Ministry of National Co-existence, Dialogue and Official Languages
MoNPEA	Ministry of National Policies and Economic Affairs
MoPI	Ministry of Plantation Industries
MoPRMM	Ministry of Parliamentary Reforms and Mass Media

MoSDVT	Ministry of Skills Development and Vocational Training
MoSEW	Ministry of Social Empowerment and Welfare
MoT	Ministry of Transport
MP	<i>“Mithuru Piyasa”</i> service point
MWCA	Ministry of Women and Child Affairs
NACLM	National Advisory Committee on Labour Migration
NAP	National Action Plan
NBRO	National Building Research Organization
NCPA	National Child Protection Authority
NDMCC	National Disaster Management Coordination Committee
NDRSC	National Disaster Relief Service Center
NGO	Non-Governmental Organization
NHSL	National Hospital of Sri Lanka
NIE	National Institute of Education
NISD	National Institute of Social Development
NSFHH	National Secretariat for Female Headed Households
NYSC	National Youth Services Council
ONUR	Office for National Unity and Reconciliation
PDVA	Prevention of Domestic Violence Act

PH staff	Preventive Health Staff
PHDT	Plantation Human Development Trust
PHNS	Public Health Nursing Sister
PHM	Public Health Midwife
PHI	Public Health Inspector
PHMW	Public Health Mid Wife
Police W & C Bureaus	Police Women and Child Bureaus
RH	Reproductive Health
RPC	Regional Plantation Companies
SAARC	South Asian Association for Regional Cooperation
SDC	School Development Committees
SGBV	Sexual and Gender-based Violence
SLBFE	Sri Lanka bureau of Foreign Employment
SLFEA	Sri Lanka Foreign Employment Agency
SLMTI	Sri Lanka Media Training Institute
SLRC	Sri Lanka Rupavahini Corporation
SLCDMP	Sri Lanka Comprehensive Disaster Management Programme
SMoYA	State Ministry of Youth Affairs
SOPs	Standard Operating Procedures

SSO	Social Service Officer
SAWM	South Asian Women in Media
TOR	Terms of Reference
TRC	Telecommunication Regulatory Commission
UGC	University Grants Commission
UN	United Nations
UNDP	United Nations Development Programme
UNDAC	United Nations Disaster Assessment and Coordination
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UN SCR 1820	UN Security Council Resolution 1820
VCDC	Village Child Development Committees
VT	Vocational Training
WB	World Bank
WDO	Women Development Officer
WHO	World Health Organization
WUSC	World University Service of Canada

# **Introduction: Policy Framework and National Plan of Action to address Sexual and Gender-based Violence (SGBV) in Sri Lanka**

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## **Background**

The Ministry of Women and Child Affairs (MWCA) has taken a strategic lead in the significant and timely national endeavor of developing a Policy Framework and National Plan of Action to address Sexual and Gender-based Violence (SGBV) in Sri Lanka. The vision that led to this policy formulation and development of a National Plan of Action is “a violence free life for women and children” and the underlying principle was “zero tolerance of sexual and gender-based violence in Sri Lanka”. The entire process that led to the development of the policy framework and the action plan is “rights based” in approach, and SGBV is accepted as a violation of human rights. The process of the formulation of the policy framework and action plan was participatory and consultative and nine key ministries were an integral part of the entire process. The process was also complimented by the active engagement of civil society groups, NGOs, INGOs, trade unions, private sector, UN agencies, researchers and experts.

## **National Laws and Policy Frameworks**

At national level, the **Constitution of Sri Lanka** specifically prohibits sex based discrimination: article 12 (2) and 12 (3) and has laid the foundation for a policy framework on addressing SGBV through its commitment on equality before the law and equal protection of the law.

The **Women’s Charter** adopted by the Government in 1993 guarantees equality and equal protection of the law, and has specified prohibition of sex based discrimination. The Women’s Charter also imposes obligations on the state to address violence against women, procedurally and substantively in preventing and in responding to violence. The **National Plan of Action on Women** (2014) which was formulated and submitted to Parliament detailed out redress strategies on violence against women.

The **Population and Reproductive Health Policy** was formulated in 1998 and contains several provisions related to addressing violence against women. **The National Health Policy, National Policy on Youth, National Family Policy, Prevention of Domestic Violence Act 2005** and the **Plan of Action supporting the Prevention of Domestic Violence Act**, the **National Mental Health Policy, Policy on Anti-trafficking, National Action Plan for the Protection and Promotion of Human Rights** and **Guidelines for a Code on Sexual Harassment** are a few national commitments that incorporates redress strategies on SGBV.

The **Penal Code** gives provision to take legal action against the perpetrators of SGBV and the penal code was amended in 1995. The definition of rape was broadened, the phrase ‘against her will’ was repealed and the term ‘without her consent’ was brought in, in keeping with international developments in this area. In addition, mandatory sentencing for rape of girls below 16 years and enhanced sentences for graver forms of rape were introduced into the criminal law. Through the adoption of these policy changes the State addressed to a certain degree key areas of SGBV which sought to provide relief to the survivors of SGBV and fulfil the commitment of the State to international policy frameworks. **The Prevention of Domestic Violence Act No. 34 of 2005** enacted by the Parliament is gender neutral and provides a procedure to obtain a restraining order from the magistrate either directly or through the Police and is essentially a preventive measure. Despite the adoption of these policies and laws, implementation of them as well as follow-up has been lacking. Furthermore coordination of the different processors to bring about significant change has not been visible.

The recent **Report of the Leader of the Opposition’s Commission on the Prevention of Violence Against Women and the Girl Child** (2014) has made a number of specific recommendations which were discussed and incorporated in this National Plan of Action to address SGBV.

### **International and Regional Instruments and Policy Frameworks**

Internationally, a number of conventions have addressed the issue of SGBV and Sri Lanka has ratified them, often without any reservations. The prohibition on sex discrimination in the **UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979** principally encompasses SGBV and GBV has been identified by the UN CEDAW Review Committee as “*a form of discrimination that seriously inhibits women’s ability to enjoy rights and freedoms on a basis of equality with men*”. **The UN Convention on the Rights of the Child (CRC) 1989** requires State Parties to protect children from all forms of violence, maltreatment or exploitation, including sexual abuse. **The UN Declaration on the Elimination of Violence Against Women (DEVAW) 1993** affirms that “*violence against women constitutes a violation of the rights and fundamental freedoms of women*”.

**The World Conference on Human Rights (1993)** has set the background of rights for policies on elimination of SGBV. The **Beijing Declaration and Platform for Action** calls on governments to enact or reinforce legislation to punish and redress violence against women and girls in homes, the workplace, the community and society. **UN SCR 1820** of 2008 is a resolution which is specifically on combating SGBV during and in post conflict situations. **Under the UN Convention on Torture** violence committed by state officials is considered a violation of human rights. Sexual and physical violence by public officials against women can amount to a violation of the provisions of this Convention. Similarly, the Committee on Racial Discrimination set up under the **Convention on Racial Discrimination** has also dealt with the issue of race and its links with violence committed against women. The **ICCPR 1966** and the **ICESCR 1966** also deal with violence and the treaty bodies set up under these treaties have considered different forms of violence during their deliberations. **The World Congress Against Commercial Sexual Exploitation of Children (1996)** and the **Women 2000: Gender, Equality, Development and Peace for the Twenty First century (Beijing +5)** and more recently the **20 year Review**

**of the Beijing Declaration and Platform for Action (Beijing +20)** in March 2015 are a few key international events where Sri Lanka participated and SGBV against women and children was deliberated and demanded strongly.

A number of international human rights bodies have regularly called upon the state parties to formulate national action plans to address SGBV. The Committee on Elimination of Discrimination against Women, the Committee on Economic, Social and Cultural Rights, the Committee on Child Rights, the Committee against Torture, and the Committee on the Elimination of all Forms of Racial Discrimination are few of the international bodies that have recommended the member states to take up measures to develop the national action plans and ensure effective implementation, coordination and monitoring. UN Women also has developed a set of guidelines for the formulation of the National Action Plans to Address SGBV.

A large number of countries around the world have either developed a National Strategy or a National Action Plan to address S/GBV. Algeria, Australia, Belgium, Brazil, Colombia, Fiji, Mauritius, Finland, Yugoslavia, France, Guatemala, Japan, Jordan, Nepal, Liberia, Senegal, Kiribath are a few countries that have developed National Strategies and /or plans to address S/GBV.

Regionally, the African Region adopted the African **Charter on Human and People's Rights** which included Rights of Women in Africa. This charter adopted by the African Union countries in 2003 provides a framework for the national policies on GBV. The **2006 African Youth Charter** calls upon States to 'develop programmes of action that provide legal, physical and psychological support to girls and young women who have been subjected to violence and abuse. In the **ASEAN region a declaration on Elimination of Violence Against Women** through policies and programmes was adopted in 2004. However, in the South Asian region there is no specific regional policy framework or agreement on addressing SGBV. **The South Asian countries** including Sri Lanka considers the relevant international conventions and treaties as the legal and policy framework that can be adopted for the formulation of the national policies and plans.

### **Policy Framework for Addressing SGBV – A Three Pronged Approach**

The National Plan of Action on SGBV is based on a Policy Framework that encompass a set of principles that uphold human rights and gender equity and equality and adopt a comprehensive and holistic three-pronged approach of: prevention of SGBV, intervention in situations of SGBV and advocate for policies and laws to combat and address SGBV.

The key principles on which the policy framework is grounded are:

- Sexual and Gender Based Violence is a violation of human rights;

- SGBV is directly related to unequal power relations between women and men. SGBV is an expression of power over women in many instances and has to be considered as a gendered issue.
- Discriminatory social and cultural norms and practices are providing a base for the unequal power relations among women and men.
- Addressing SGBV is dependent on promoting gender equality between women and men.
- Recognize and address the multiple and intersecting forms of violence.
- SGBV is defined in the wider scope to include boys and men. SGBV is primarily leading to suffering of women and girls though not limited to them. Engaging men and boys in challenging gender stereotyping and discrimination, and promoting equitable, non-violent masculinities is an important component in addressing SGBV.
- Recognition and acceptance of women as a non-homogenous group with different needs and interests.
- SGBV can happen in both private and public spheres and at any given moment irrespective of age, sexual identity, class, race, education, and religion.
- SGBV takes different forms and can impact on the physical, sexual, psychological, emotional, social and economic wellbeing of women and men.
- Adhere to international standards, definitions and norms in the formulation of the national plan and respond to the state obligation.
- Elimination of SGBV has to be a coordinated effort with multi sectoral participation. No single sector can achieve the national vision of violence free life for women, men, girls and boys. A National Plan of Action to address SGBV needs to take stock of the relevant existing policies, national plans and efforts of different sectors to build on them.

The following three pronged policy framework is proposed to address all forms of SGBV and it is based on the assumption that addressing SGBV requires prevention (Primary prevention against SGBV), intervention (responding to those affected by SGBV) and advocacy (which facilitate the formulation of policies and laws to address SGBV and support the previous two). .

**Prevention:** Prevention is aimed at taking measures before SGBV occurs and addressing the underlying causes of SGBV as well as eliminating or modifying factors that support or condone SGBV at individual, family, community, and societal levels. The SGBV prevention efforts also include intervention with groups who are at risk of perpetrating or being subjected to violence (because of their circumstances, personal experience, environment, etc). Preventive measures will incorporate awareness raising on SGBV, attitudinal changes, legal awareness, and putting structures and taking measures to prevent SGBV. In the National Plan of Action to address SGBV there are a number of strategies that comes under this approach. In almost all sectors the preventive work includes systematic awareness raising on gender and SGBV at all levels. The awareness raising encompasses all categories of population irrespective of the sexual identity and geographical dimension. Campaigns for attitudinal changes, promote positive gender relations, and challenge gender stereotyping are proposed as preventive strategies. Special programmes are included to engage men in denouncing SGBV and promoting their collaboration to combat SGBV. Knowledge building on the existing laws and



regulations to combat SGBV is also a mandatory component in this plan. The plan also focuses on youth and young girls to educate and empower them to harness skills on “saying no to violence”. The involvement of journalists and media personnel in awareness raising and promoting dialogue against SGBV and stop glorifying masculinities are considered essential in this plan. The empowerment of community groups, women societies and vigilant groups are strategies under social mobilization against SGBV. The social media and new techniques of communication such as twitter, facebook, are proposed for educating the masses, especially the youth. Capacity building of the stakeholders to prevent SGBV is also part of prevention. Capacity building include enhancing awareness on gender and SGBV, strengthening the law enforcement structures and personnel, strengthen regulatory frameworks, include prevention of SGBV in local government plans, and strengthening the structures at all levels are strategic interventions under prevention.

**Intervention:** Intervention includes responses to issues of survivors of SGBV. These incorporate establishing service points and temporary shelters to provide services and protection for the survivors and their children; hold the perpetrator to account; and provide psycho social and other support to the survivors and others affected. Effective intervention strategies can prevent a recurrence of the violent situation and may contribute to broader prevention efforts. In the plan, the strategies for intervention include appropriate and standardized service delivery to the survivors such as health care, psycho social support, protection in shelters, counseling, legal aid depending on the urgency and long term needs. Service points are to be strengthened with human and other resources, and made effective by linking with hotlines, and referral systems. The strategies for economic redress of survivors are to be connected to the existing systems for economic advancement, self-employment, skill building, access to credit facilities and financial services.

**Policy Advocacy:** This involves bringing about policies, laws, regulations, establishing practices and establishing standards to address the issues of SGBV. The Prevention of Domestic Violence bill, rape laws, victim protection laws are such laws that were advocated and enacted. The effective implementation of the laws and policies is key to this approach. The lack of a proper system to manage information and data on SGBV is recognized and strategies are proposed to strengthen MIS and information sharing. It is also proposed to strengthen the research on intersections between SGBV and other issues. It is made essential to review the current policies and laws to explore the gaps and areas that need strengthening and harmonize jurisdictions.

## Definitions of SGBV:

1. The Committee set up by the Convention on the Elimination of All Forms of Discrimination Against Women has observed that:” *Gender based violence is violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty.*<sup>1</sup> “
2. The Declaration on the Elimination of Violence Against Women 1993 (DEVAW) defines violence against women to mean:  
“*Article one: For the purpose of this declaration the term “violence against women” means any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivation of liberty whether occurring in public or private life.*”

*Article two: Violence against women shall be understood to encompass, but not be limited to, the following:*

1. *Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.*
  2. *Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions, and elsewhere, trafficking in women and forced prostitution.*
  3. *Physical, sexual and psychological violence perpetrated or condoned by the state, wherever it occurs.*
3. UNHCR document<sup>2</sup> states that: “UNHCR consciously uses the term SGBV to emphasize the urgency of protection interventions that address the criminal character and disruptive consequences of sexual violence for victims/ survivors and their families.”

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<sup>1</sup> General Recommendation 19 of the Committee set up by the Convention on the Elimination of All Forms of Discrimination Against Women, para 6.

<sup>2</sup> Action Against Sexual and Gender-based Violence: An Updated Strategy, UNHCR, 2011 <http://www.unhcr.org/4e1d5aba9.pdf>

The IASC Guideline<sup>3</sup> provides a definition that is commonly used in humanitarian settings: “Gender-based violence is an umbrella term for any harmful act that is perpetrated against a person’s will that is based on socially ascribed (gender) differences between males and females”. The Guideline emphasises that women and girls are the primary victims of GBV and the Guideline focuses on strategies for addressing violence against women and girls. However the Guideline acknowledges that men and boys may also be victims of Gender-based Violence, especially of sexual violence. This reflects a broader conceptualisation of the term than was articulated in the UN Declaration on Violence Against Women (DEVAW). This is a shift from the usage of GBV to be synonymous with violence against women to a slightly broader definition.

### **Process that led to the Development of the National Plan of Action to address SGBV**

The MWCA adopted a comprehensive, coordinated and sustained multi-sectoral approach to the formulation of this plan. MWCA ensured active and meaningful engagement of relevant key ministries representing nine sectors and this led not only to effective participation and consultation among different sectors but also to wider ownership of the plan. The key ministries/ institutions that have been part of developing detailed plans to address SGBV in the respective sectors are:

- a. Child Affairs - Ministry of Women and Child Affairs (previously under State Ministry of Child Affairs)
- b. Disaster Management - Ministry of Disaster Management
- c. Economic Development and Employment - Ministry of National Policies and Economic Affairs with support from Ministry of Labour and Trade Union Relations, Ministry of Plantation Industries and Department of Divineguma
- d. Education - Ministry of Education, University Grants Commission and Ministry of Skills Development and Vocational Training
- e. Empowerment and Prevention - Ministry of Women and Child Affairs
- f. Foreign Employment - Ministry of Foreign Employment
- g. Health - Ministry of Health, Nutrition and Indigenous Medicine, Family Health Bureau
- h. Justice - Ministry of Justice
- i. Mass Media - Ministry of Parliamentary Affairs and Mass Media

These ministries were coordinated and provided technical assistance as facilitated by MWCA /UNDP to develop their own detailed plan to address SGBV. Each ministry has taken into consideration the sectoral priorities, the on – going programmes and best practices to address SGBV, the mechanisms and structure available to implement the planned activities and has built on these to develop their proposed plans. The budget and other resources needed for each of the plans are based

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<sup>3</sup> Guidelines for Gender-based Violence Interventions in Humanitarian Settings, Focusing on Prevention of and Response to Sexual Violence in Emergencies IASC <https://www.interaction.org/sites/default/files/GBVGuidelines2005.pdf>

on each ministry estimations, projections and capacity to allocate for SGBV prevention, intervention and advocacy. This has helped MWCA as the coordinating and lead ministry to ensure the plan to be realistic and sustainable.

**Stepwise process:**

1. At the outset the Ministry of Women and Child Affairs (MWCA) informed the key sectoral ministries of the need for a NAP to address SGBV, and secured their commitment through a consultation with the Secretaries of these ministries. Thereafter, the key ministries formed Sectoral Technical Committees, inclusive of representation from other relevant ministries/ State agencies/ UN/ INGOs and CSOs.
2. The sectoral technical committees were given the task of developing sector specific plans to address SGBV and a detailed TOR was developed by MWCA for these technical committees to follow through. The process of developing the plans was facilitated by two consultants. Each Sectoral Technical Committee conducted a minimum of four meetings and developed their draft plans. Initially, they investigated into the key issues and concerns of SGBV that needs to be addressed through the respective sector. Thereafter they collected and analysed the existing policies, plans, procedures, programmes and identified best practices, by way of a situation analysis. Based on the information gathered and considering the expert views of the sectoral committee members, the strategies and key activities were identified with performance indicators relevant to the sector. After a series of exhaustive discussions on the draft action plan for each of the sector was formulated.
3. The two consultants reviewed a number of policies and national action plans such as the Report of the Leader of the Opposition Committee on addressing violence against women and girl child. National Action Plan for Protection of Human Rights, National Plan of Action for Women and suggested ways of aligning the NAP on SGBV with the other plans.
4. A national consultation was held with the participation of high level state officials, experts in the related fields, INGOs, NGOs/ CSOs, UN Agencies, and other relevant stake holders to deliberate on the draft National Plan of Action to address SGBV and build consensus. After intense deliberations, recommendations were gathered and tabled at the national consultation. Later these recommendations were incorporated to the final document.
5. The revised sectoral plans were submitted back to the key ministries for ratification. The ratified sectoral plans were then compiled into one plan to be submitted for the approval of the cabinet.

**SECTOR: CHILD AFFAIRS**

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## Background: Child Affairs Sector

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The state response to issues of children had been delivered jointly with that of women through a single Ministry throughout its history, although a separate Ministry of Child Affairs was established for a brief period in 2014. Presently, Ministry of Women and Child Affairs (MWCA) established as per the Gazette Extraordinary No. 1933 of 9<sup>th</sup> September 2015 is responsible for the issues of the Child such as the Implementation of the Children's Charter, ensuring early childhood care and development aimed at bringing up a physically and mentally healthy child and Implementation of the *Sevana Sarana Foster-Parent Scheme*.<sup>4</sup>

The key Departments and Statutory Institutions responsible for child affairs operating under the Ministry are National Child Protection Authority (NCPA), Department of Probation and Child Care Services (DPCCS) and the Children's Secretariat.

Department of Probation and Child Care Services (DPCCS) operates under two sectors; Probation sector and Child Care Services sector. The role of the probation sector is rehabilitating children who are convicted or subjected to any other punishment by the judiciary at home or within institutions which have been established under the Provincial Department of Probation and Child Care Services, Certified schools, Detention homes, Approved Schools, Counseling Centers and Voluntary Children Homes that are established as Child Care Centers. Centers mentioned earlier are public institutes except Voluntary Children's Homes and other Homes established by Voluntary Organization which are Children's Homes. The child care services ensure child care as a community focused social responsibility by creating a conducive and child friendly environmental by ensuring the protection of child rights.<sup>5</sup>

The National Child Protection Authority (NCPA) was established by the Parliament of Sri Lanka (by the Act No.50 of 1998) for the purpose of prevention of child abuse and the protection and treatment of children who are victims of such abuse. It is also mandatory for the Authority to co-ordinate and monitor action against all forms of child abuse<sup>6</sup>. The Authority, while supporting policy formulation and advocacy entertains complaints about child abuse and investigates and initiates legal proceedings.

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<sup>4</sup> Overview, Ministry of Women website <http://www.childwomenmin.gov.lk/English/about/overview>

<sup>5</sup> Department of Probation and Child Care Services website <http://www.childwomenmin.gov.lk/English/institutes/dpccs> and National Child Protection Authority <http://www.childprotection.gov.lk/>

<sup>6</sup> National Child Protection Authority <http://www.childprotection.gov.lk/>

The institutional structures that assist in implementing programs to address SGBV by reaching the grass roots level and working with the MWCA and NCPA:

**Table 1 Institutional structures that assist in implementing programs on addressing SGBV**

Operational level	Institution	
<b>National</b>	Child Rights Monitoring Committee	Commissioner/ Probation and Child Care Services
<b>District</b>	District Child Development Committee (DCDC),	District Child Protection Officer (from NCPA) District Child Rights Promotions Officer (from DPCCS)
<b>Divisional</b>	Divisional Child Rights Committee	Divisional Child Protection Officer (from NCPA) Child Rights Promotion Officer (from DPCCS)
<b>Village</b>	Village level Child Development Committees	
	Village level Child Rights Monitoring Committees (VCRMC)	
	Children’s Clubs	
	Angel Network	

NCPA has a separate Police unit which investigates in to all complaints including that of cyber violence against children. NCPA received a total of 10,315 complaints on alleged child abuse in 2014, out of which 1777 were clearly SGBV related issues. Details of these are given in Table 2. The constraints and challenges faced by the authorities and the victims can be surmised from the fact that of the total complaints of over 10,000 only 2080 complaints were concluded by the end of the year.

**Table 1.2 SGBV Complaints received by NCPA in the year 2014<sup>7</sup>**

Type of Complaint	Number
Rape	508
Sexual harassment	572
Gross indecency	411
Trafficking	163
Domestic Violence	101
<b>Soliciting a child</b>	22
<b>Total</b>	<b>1,777</b>

<sup>7</sup> NCPA Database

Although national level data are not available there are research findings that identifies useful factors associated with SGBV in children. A study of 353 children presented for medico legal examination after alleged SGBV found that in 339 (96%) instances the perpetrator was a person known to the survivor and majority of survivors i.e. 261 (74%) were brought to the medico legal examination 72 hours after the alleged incident.<sup>8</sup> These findings show that much needs to be done by way of awareness raising among the public in order to respond to SGBV.

Report of the Leader of the Opposition's Commission on the Prevention of Violence against Women and the Girl Child refers to the finding that out of a total of 2,150 instances of rape/or incest that were perpetrated in 2012, 1,808 (89%) violations had been on children below 16 (statutory rape).<sup>9</sup> A study among 2,389 late adolescent school children in Sri Lanka, 14% of female students reported having been subjected to some form of 'child sexual abuse.'<sup>10</sup>

Another study by judicial medical officers in Anuradhapura, Colombo South and Ratnapura conducted among children presented with a history of child abuse, found that in 60% of affected families, both parents were residing with the child. In the balance 40% only one parent was living with the child. Of these "single parent" families in the 40%, father or mother had left the family. In 21% of that one parent families mostly the, mother was employed abroad<sup>11</sup>

SGBV in children need to be effectively and aggressively addressed because it has a very negative impact on the child's health, social development and perpetuate power inequalities in interpersonal relations and within society.

Sri Lanka was signatory to the Child Rights Convention (CRC) in the year 1990 .CRC addresses Non-discrimination (Art.1), best interest of the child: *.....All adults should do what is best for children (Art.2) Parental guidance consistent with evolving capacity (Art.5), Freedom of expression: right to get and share information, as long as the information is not damaging to them or others (Art.13) Children have a right to privacy (Art.16) Protection from all forms of violence: Children have the right to be protected from being hurt and mistreated, physically or mentally (Art.19) Protection from abduction, sale and trafficking in children (Art.35) Sexual exploitation: Governments should protect children from all forms of sexual exploitation and abuse ( Art.34).* This provision in the Convention is augmented by the Optional Protocol.

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<sup>8</sup> D,G,Kituwatthe et al. Forensic Medical Examination in Female Children Alleged to have Sexually Abused; Journal of Current Forensic Science Research, 2015, 1, 00-00 <http://repository.kln.ac.lk/bitstream/handle/123456789/11204/Kitulwatte-MS.pdf?sequence=3&isAllowed=y>

<sup>9</sup> Report of the Leader of Opposition's Commission on the prevention of violence against women and the girl child. 2014

<sup>10</sup> Perera B1, Østbye T Int J Adolesc Med Health. 2009 Apr-Jun;21(2):203-11

<sup>11</sup> Colombege, Dissanayake, Waidyaratna, An analysis of Census, Published by UNICEF 2005



Ratification of CRC in 1990 was followed by the preparation of a Sri Lanka Charter on the Rights of the Child<sup>12</sup> in the same format as the CRC with the exception of Art.1 that defined the term Child. The Charter was approved by the Cabinet of Ministers, and ensured the establishment of a National Monitoring Committee for CRC charged with the responsibility to monitor the CRC and also report to the International CRC committee when required. National Child Protection Policy<sup>13</sup> was drafted by the NCPA and Ministry of Child Development and Women's Affairs in 2013 with the guiding principle "Giving our children a childhood they can be proud of" and describes guiding principles, rights and obligations and has many crucial recommendations.

The major legislative changes made in the recent past had been the amendments to the Penal Code in 1995, 1998 & 2006, the Ragging Act 1998 and the Prevention of Domestic violence Act 2005. A new offence of grave sexual abuse was added on in 1995 defined as serious sexual assaults that do not amount to rape or incest<sup>14</sup>

A National Guideline for "The Management of Child Abuse and Neglect" has been developed and disseminated<sup>15</sup> which gives directions in caring for abused children. Guidelines and Standards for Childcare Institutions in Sri Lanka<sup>16</sup> had been published in 2013 by NCPA and describes the establishment of the child care institutions, quality of care providers, quality of care the children should receive, and the quality of physical environment and security that needs to be instituted. Other guidelines such as Case Management Guide Lines have been developed and distributed.

Many innovative programmes such as "*Thatu Savimath Samanala Viyak*," the Angel Network that had been developed and instituted to empower children to protect themselves from and respond to SGBV. Behavioural Change Communication (BCC) materials have been developed and disseminated targeting a wide public audience at national level such as "*Dayawen sinawak*," "*Lama lokaya lamaintamai*," "*Lama Shramikatwaya Pitudakimu*," "Stop Child Labour," "Good Touch – Bad Touch," "Child Rights and Responsibilities (Simple Version of CRC)" and "Online Safety."

In terms of protecting children's rights, Sri Lanka was one of the first countries in the world to sign the UN Convention on the Rights of the Child. However, mechanisms to ensure justice for children, prevention of child sexual abuse (and violence against children); along with building a systemic approach to

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<sup>12</sup> The Charter on the Rights of the Child Sri Lanka <http://www.hrsl.lk/PFF/The%20Charter%20on%20the%20Rights%20of%20the%20Child.pdf>

<sup>13</sup> National Child Protection Policy National Child Protection Authority Ministry of Child Development and Women's Affairs 2013  
<http://www.childprotection.gov.lk/documents/National%20Child%20Protection%20Policy%20-%20final%20-%202013.10.4.pdf>

<sup>14</sup> S. Gunasekera, L. Senanayake and de Silva. H, Using Human Rights to Advance Sexual and Reproductive Health of Youth and Adolescents Report of the Sri Lankan Pilot. WHO/MoH, Sri Lanka

<sup>15</sup> National Guideline for The Management of Child Abuse and Neglect A Multi-Sectoral Approach 2014 Sri Lanka College of Paediatricians and Plan Sri Lanka ISBN 978-955-1214-28-9 [http://www.kln.ac.lk/medicine/depts/forensic/doc/National\\_Guideline\\_on\\_Child\\_Abuse\\_and\\_Neglect.pdf](http://www.kln.ac.lk/medicine/depts/forensic/doc/National_Guideline_on_Child_Abuse_and_Neglect.pdf)

<sup>16</sup> Guidelines and Standards for Childcare Institutions in Sri Lanka NCPA, 2013  
<http://www.childprotection.gov.lk/documents/guidelines%20and%20standards%20for%20childcare%20institutions%20in%20sri%20lanka.pdf>

child protection, need to be strengthened. For instance, the low age (8 years) of criminal responsibility means that children are often caught in a justice system that has limited diversion programmes for minor offences and makes them wait (on average six years) before their cases are heard.<sup>17</sup> Many more challenges remain, and to address those, empowering children and mobilizing community support along with the development of a “child friendly” legal system with a productive rehabilitation methodology is essential.

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<sup>17</sup> The Situation of Children and Women, Overview UNICEF <http://www.unicef.org/srilanka/overview.html>

**Sector Plan:** Child Affairs

**Lead Ministry:** Ministry of Women and Child Affairs (MWCA) including NCPA, DPCCS and Children’s Secretariat

**Other Ministries/ Agencies:** MoE, FHB, MoSEW, NGOs/CSOs, INGOs, UN Agencies, Donor Agencies

**Time Frame:** 2016-2020

**Sector Budget:** Rs. Mn. 61.035

<b>Child Affairs Sector Plan</b>	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Empowerment of children and mobilizing community support for combating SGBV against children.</li> <li>2. Strengthen the child protection mechanisms in addressing SGBV</li> <li>3. Setting standards and monitoring mechanisms to prevent SGBV in institutions</li> <li>4. Advocate for child friendly legal system and a productive rehabilitation process</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Prevention of early marriages, teenage pregnancies and promote positive values in	1.1 Prevention of early marriages and teenage pregnancies through community awareness raising	1.1-1.4 Children and youth are empowered to say no to early marriages and demonstrate	1.1.1 Develop and standardize IEC materials for different target groups on the prevention of early marriages and teen age pregnancies	Committee set up to standardize and endorse materials.  # of IEC materials developed  Finalized plan for awareness raising	Reports of awareness programmes  Monitoring reports	MWCA (NCPA, DPCCS)  FHB  CSOs / UN/ INGOs  MWCA	2016 - 2019	2.0

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
teenage relationships	1.2 Integrate reproductive health information in school education.	healthy relationships among them.	1.1.2 Design and implement a plan for awareness raising among communities with multi stakeholders / networks/ structures on early marriage and teenage pregnancies	# of awareness programs	Meeting minutes	(NCPA, DPCCS)	2016 - 2017 design 2017 – 2020 implement plan	5.0
				# of boys and girls, men and women in awareness programmes		FHB		
				# of meetings with MOE		CSOs		
				# information included in Curricula by MOE		MoE, NIE		
	1.2.1 Advocate for incorporation of Reproductive Health information in curriculum in collaboration with MoE	Revised curricular		National Education Commission	2016 - 2019	0.5		
	1.3 Initiate a social dialogue on early marriages and related laws		1.3.1 Capacity building of the officers working on child rights on redressing issues of early marriages and the consequences	# of capacity building programmes	Reports of training conducted			
			1.3.2 Awareness and engagement of media in the social dialogue on these issues at different levels.	# of officers trained (male , female) # of programmes held engaging media	Number of programme and reports		2016 - 2017	3.0
				# of media institutions involved		MoPRMM, other media institutions	2016-2020	4.0
				# of media programmes initiated	Reports/ Minutes			

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			1.3.3 Implement the social dialogue through the outreach structures of MWCA, NCPA, Youth services/probation, social services, CSOs.	# of social dialogue initiatives # of girls, boys, women, men, in social dialogues	Reports/ Minutes Progress reports	MWCA, NCPA, DPCCS, Youth services, lawyers/ Bar Association	2016 - 2020	5.0
			1.3.4 Strengthen the interaction with law enforcement officials on the issue of early marriages and teen pregnancies	# of institutions involved in social dialogue # of discussions held # officers sensitized	Reports, minutes,	MWCA, Sri Lanka Police UN/ CSOs	2017-2020	2.0
			1.3.5 Revisit the laws on age of marriage, age of consent and advocate for the issue of birth certificates for children of underage marriages	# of institutions/ministries engaged Revised laws/services # of religious institutions engaged	Documents/ evidence of the innovative initiatives by children		2017-2020	1.0
	1.4 Promote positive values in relationships through value education and imparting life skills		1.4.1 Engage with Mo Education, Ministries of different Religious Affairs and religious institutions, mass media to promote positive values.	# of programmes held # of participants - boys, girls, men women # of meetings of the forums, programs,		Different religious ministries/ institutions & media	2017-2020	2.0

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			<p>1.4.2 Facilitate the CSOs, government officials working at village and divisional levels with children, to engage parents, children, youth, to discuss positive values in relationships.</p> <p>1.4.3 Peer education targeting change of behavior to “Say no to Drugs”</p>	<p>Divisional Child Rights Committee (DCRC).</p> <p># of initiatives on behavioural change</p> <p># of boys/ girls participated</p> <p># of innovative initiatives by children</p>		<p>MWCA, NCPA, DPCCS, MoSEW, MoHA, NYSC,</p> <p>MWCA, MoE, Dangerous Drugs Control Board, NYSC, CSOs</p>	2017-2020	3.0
<b>Focus Area 2:</b> Prevent sexual violence against children in households, communities and educational institutions	2.1. Create a safe environment for children within the educational establishments	2.1 & 2.2 Children enjoy a violence free and safe environment within educational institutions and communities	2.1.1 Develop and institutionalize a code of conduct for staff of educational establishments and a code of conduct for disciplining children	<p>Code of conduct developed for education establishments.</p> <p># of education establishments that have adopted the Code of Conduct</p>	Developed code of conduct in three languages	Ministry of Education, NIE, Training Colleges,	2016-2018	0.2
	2.2 Vigilant mechanism to be established and strengthened to prevent child abuse in		2.2.2 Review existing mechanisms of vigilance on violence against children/ child abuse	<p># of existing vigilance mechanisms identified and review undertaken</p> <p># of gaps identified</p>	Review report			

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	collaboration with relevant state officials and communities/ CSOs and link to services		2.2.3 Strengthen and capacitate the vigilance mechanisms according to gaps identified and include discussions on other social issues such as alcoholism  2.2.4 Expand the vigilant mechanisms  2.2.5 Link the vigilant committees/ mechanisms to the referrals/ services/ institutions/ CRPOs/ GS/ DPCCS	# of discussions held on identified address gaps  # of new vigilant mechanisms established  # of existing mechanisms strengthened	Review report  Minutes/ workshop reports  Guidelines in three languages	MWCD, NCPA, DPCCS, Children's Secretariat, CSOs, Police W&C desks, civil protection committees  MCWA  MWCA	2016-2017  2016-2017  2017-2018	  2.0  0.01
	2.3. Initiate a social dialogue on parenting and to empower children to face the challenges of changing social environment	2.3 Parent-child relationship is strengthened and children are empowered to counter social challenges	2.3.1 MWCA to make a policy document (or integrate to any existing policy) on positive parenting  2.3.2 Explore and reach out to parents to disseminate the message of positive parenting	Policy document developed in all three languages  # of material developed on positive parenting # of programmes with parents  # of parents involved	Policy documents  IEC materials, workshop reports, pre & post reports	MWCA, FHB, MoE	2017 – 2019  2016-2019	4.0

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Focus Area 3:</b> Prevent Commercial sexual exploitation and trafficking of children	3.1. Community led campaigns and awareness raising against sexual exploitation and trafficking of children	3.1 – 3.3 Social response against trafficking and sexual exploitation of children is heightened and mechanisms established for prevention.	3.1.1 Awareness raising for hoteliers, and other stake holders of tourist industry, law enforcement authorities on laws against exploitation of children.	# of awareness raising programmes held # of participants – male /female	Workshop reports,  Comments on materials developed	NCPA, DPCCS, Police W & C desks, Tourists Board, Ceylon Hoteliers Association	2016-2019	3.0
			3.1.2 Develop & /or reprint existing IEC materials	# Number of materials developed and disseminated				
	3.2 Strengthen the existing mechanism of detection and responding to complaints /action against perpetrators		3.2.1 Training of specialized cadre on surveillance, detection and investigation techniques as well as technology to detect and monitor cyber offences	# of officers trained # of detections annually # of convictions done annually	Reports of training programmes,  detection & monitoring reports,  court cases			
	3.3 Promote a media culture that condemns sexual exploitation of children		3.3.1 Social Media Campaign against sexual exploitation of children conducted through media institutions	# of visitors/ comments on social media # of media intuitions linked to the campaign	Social media page, List of groups, media institutions websites	NCPA, MWCA, MoPRMM, Media Institutions	2017-2020	0.1



Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Focus Area 4:</b> Prevent abuse of electronic media, cyber space, social networks and cellular devices.	4.1 Empower the children & parents on safe and productive use of electronic media	4.1 Children are empowered to use cyber space productively.	4.1.1. Educate children on cyber safety through IT sessions in collaboration with MoE	# of Meetings/ discussions on module development with MoE	Progress reports of pilot projects	MoE, CERT, NIE and MWCA	2016-2018	1.0
			4.1.2 Initiate a dialogue among parents through social media on positive use of cyber space and cyber safety	# of focus group meetings with parents	Reports of the meeting	MoE, CERT, TRC, NIE and MWCA	2016-2018	1.5
			4.1.3 Engage Microsoft companies/ IT faculty/ IT industry stakeholders/ TRC to promote productive use of cyber spaces among children	# of meetings # of celebrities engaged in the campaign	Messages, YouTube views, Facebook shares, print media articles, Police statistics,	MoE MoPRMM MWCA and DPCCS	2016-2018	0.2
			4.1.4 Promote Cyber safe champions	User-friendly Guidelines developed	Monthly progress reports on investigations Judgments	MoJ, NCPA, Police Department, Legal Draftsmen Department, Law Commission of Sri Lanka, AG and MWCA	2016-2017	0.5
	4.2 Strengthen the existing mechanism on law enforcement of cyber violence on children	4.2 Legal framework on cyber violence is in place and enforced	4.2.1 Review and strengthen the laws to combat abuse of cyber space	# of Media involved (print and electronic media ) # of Radio and TV shows,	Workshop reports Research papers	Police Department MoJ NCPA	2016-2017	0.1

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			4.2.2 Effective implementation and streamline the work on 'on-line safety' and include all women and children desks in police	Laws introduced /amended  Detections and investigations made	Minutes of national forum	Dep. of Police  MWCA, MOHE, UGC,  Dep. Of Census and Statistics	2016-2020	0.2
			4.2.3 Institutionalize the work on 'on-line safety' through incorporation into police training curricular	Court cases and convictions # of meetings with DIG training # of courses and officers trained		UN Agencies  CERT  CSOs	2016-2020	0.2
			4.2.4 Research and follow up work on use of cyber spaces	Revised curriculum # of already available researches on online safety National/ SAARC Forum to identify gaps in online safety			2016-2020	0.3
<b>Intervention</b>								
<b>Focus Area 5:</b> Prevent child abuse in institutionalized care	5.1 Prevent and intervene in child abuse and exploitation of children in institutions such as	5.1 Children in institutions enjoy better standards and an abuse free environment	5.1.1 Collaborate between agencies to finalize and operationalize the Minimum Standards for Children's Homes	SOP in three languages  # of comments obtained from DPCCS officials in the Provinces/ SSO,	Translated document  Records and minutes of meetings,	MWCA NCPA  DPCC central with Provincial DPCCS	2016-2017	1.5 (Each Province will be given 100,000 to gather compile and submit

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	hostels, religious institutions, children homes, detention homes, day care centres with special attention to children with disabilities		5.1.2 Effective supervision of children's homes using the Childcare institution guideline and follow up by NCPA and HRC	<p>Institutional management and children residing in children's homes</p> <p>Finalised draft to be submitted to cabinet for approval Gazette notification</p> <p>Quarterly monitoring visits by the Probation officer using guidelines for childcare institutions</p> <p>Bi- annual visits with a team of persons (both gender) comprising NCPA officials, DPCCS/ SSO, PHI, Voluntary Child Protection committee members</p> <p>Common database on children and institutions</p>	<p>workshop and forums</p> <p>Cabinet approved document Gazette</p> <p>Quarterly report to be sent to Provincial Commissioner of DPCCS.</p> <p>Bi-annual Monitoring reports to the NCPA and HRC</p>	DPCCS NCPA and HRC	2016-2020	<p>comments through workshop)</p> <p>1.0 (100,000 per province for four years) 0.5 (DPCCS to be consulted)</p>

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Focus Area 6:</b> Children in special situations such as disabilities, disasters, street children.	6.1 Establishment of protection mechanism for children with disabilities	6.1 Children with disabilities are ensured of protection and safety from abuse	6.1.1 Develop a joint cabinet paper to include children with disabilities to the purview of the MWCA from the MoSEW	# of consultative meetings between the two ministries	Cabinet approval	MoSEW	2016-2017	0.025
			6.1.2 Apply guidelines/ minimum standards for Children's Homes and to institutions for disabled children	Quarterly monitoring visits by the Probation officer and SSO using guidelines for childcare institutions	Circular developed by the joint ministries Quarterly report to be sent to Provincial Commissioner of DPCCS	MWCA DPCCS NCPA	2016-2020	Use same budget in 5.1.2.
			6.1.3 Incorporate the task of monitoring and strengthening the referral system for SGBV and care of disabled children in the duty list of SDO, CRPO, Probation officers and provincial staff etc.	Bi-annual visits by a team of persons (both gender) comprising NCPA officials, DPCCS/ SSO, PHI, Voluntary Child Protection committee members	Bi Annual reports to the NCPA and HRC			
			6.1.4 Incorporate disability as a special area of vulnerability in the development of Care Plans and a follow up of vulnerability mapping	Care plan for individual at risk child under 6.3.1	Revised duty lists of SDO, CRPO, Probation officers and Provincial staff			
				# of meetings			2016-2017	No Cost

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	6.2 Advocate for changes in laws and legal procedures to accommodate the special needs of children in disasters  6.3 Design and implement a special programme to address the issues of street children with the involvement of relevant agencies	6.2 - 6.3 Laws and mechanisms established to cater to the special needs of children in at risk situations	6.2.1 Coordinate and establish a dialogue with MoDM on protection procedures of children during disasters and ensure measures for security and protection  6.3.1 Update the vulnerability mapping done with at risk groups of children  6.3.2 Development of a status report on the street children in Sri Lanka	Protection Procedures developed  Updated vulnerability mapping  Status report developed	Minutes  Progress Reports  Updated vulnerability mapping report	MWCA  NCPA  DPCCS  MoDM	2016-2020  2016 - 2020	
<b>Policy Advocacy</b>								
<b>Focus Area 7:</b> Strengthen the implementation of laws and policies on child labor	7.1 Coordinated mechanism established to combat child labour and	7.1 Child labour is prevented through law enforcement	7.1.1. Implement media campaign against child domestic labour in collaboration with MoPRMM and NCPA	# of identified child labour cases through the VCDC  # of cases followed up by CRPO	Campaign Reports  Progress Reports  Case reports	NCPA  MoPRMM  DPCCS  MoLTUR	2016 - 2020	Funds allocated

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
and child domestic work	child domestic workers		<p>7.1.2 Continue effective operation of VDCD, DMCCRC, DCDC, voluntary child protection committees in all districts</p> <p>7.1.3 CRPO assist in the follow up work on the child domestic workers and prevent further abuse in coordination with MoLTUR</p> <p>7.1.4 Conduct judicial education to state officials engaged in child rights work/ programmes</p>	<p># of children assisted/ cases prevented</p> <p># of follow-up visits by CRPO</p> <p># of workshops with state officials</p>	<p>Visit reports</p> <p>Workshop reports</p>			
<b>Focus Area 8:</b> Protection and justice for children in contact with law.	8.1. Strengthen the state led mechanisms for protection of rights of child offenders and survivors	8.1-8.3 Child friendly legal mechanism is set up and in operation.	8.1.1. Collaborate with MoPRMM to develop policy guidelines in reporting child abuse to ensure justice and dignity to child survivors and offenders	<p># of collaborative meetings</p> <p>Media guidelines on reporting offences</p> <p># of reported cases securing confidentiality</p>	<p>Reports of law commission</p> <p>Progress Reports</p>	<p>CERT</p> <p>LCSL</p> <p>MoPRMM</p> <p>MWCA</p> <p>NCPA</p>	2016 - 2018	0.2

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			8.1.2 Explore the possibilities of regulating Social media to minimize the ill effects on child offenders and survivors	# of complaints on inappropriate reporting  # actions taken against media on inappropriate reporting	Reports on action taken by the appropriate authority	MoJ and APVCW  NCPA  MWCA  DPCCS	2016-2020	0.4
			8.1.3. NCPA to exercise authority to monitor the injustice to child survivors and offenders through media and take appropriate action	# of cases heard in child  New Unit in Dept. of Police	Monitoring Reports	JSC	2016-2020	No cost
			8.1.4 Advocate to introduce a special unit on crimes against children within the Dept. of Police	APVCW children unit established  # of Child friendly legal methods	# Recording units in operation and # of recordings	DPCCS, Department of Police, NCPA MoLO	2016-2020	1.5 per unit
			8.2.1. Advocate for establishment of a Children Unit at the National Authority for Protection of Victims of Crimes and Witnesses [APVCW] (child friendly legal process)		Hazard reports  Gazette  Circulars  Minutes	MOJ, MWCA, NCPA, Dept. of Police MoLO  INGOs, AG Dept. LDD	2016-2020	2.5

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	8.2. Ensure a child friendly legal mechanism in cases of SGBV and avoid Secondary Victimization		8.2.2. Review the proposed bill for Judicial protection of children and Children and Yong Persons Ordinance (CYPO) and revise same	Bill debated in parliament Laws enacted # of laws enforced	New law/ amendments	MoJ NCPA JSC LCSL	2016-2017	No cost
			8.2.3 Identify a mechanism to expedite the cases on children, preferably within 3 years of case filing and implement the same	Revised bills Developed or reviewed guidelines Case expediting system		UN Agencies CSOs	2016-2020	
			8.2.4. Advocate for legal recognition of case conferencing at institutional and community level	Training action plan	Case records	MoJ NCPA	2016-2020	
			8.2.5 Standardize and implement case conferencing procedure	# of officers trained (focal points related to case conference)	Reports of training programmes	JSC LCSL LDD	2016-2020	2.0
			8.2.6 Set up a system to ensure privacy of child survivors	Law catering to children under 18 Years	Progress Reports	UN Agencies CSOs/ INGOs		



Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			8.2.7 Advocate for the legal protection of children between the ages of 16- 18 years of age under CYPO	# of advocacy meetings held	Meeting / workshop Minutes	MWCA Dep. of Police	2016-2020	0.1
			8.2.8. Video recording of evidence to avoid re-victimization established with trained staff	# of Video recording for evidence units setup at provincial level and # operational # of staff trained to use video recording	Reports	DPCCS NCPA UN Agencies CSOs/ INGOs	2017-2020	5.0
	8.3. Evidence building on the existing rehabilitation process for child offenders/ survivors of SGBV for policy and advocacy		8.3.1 Call for research findings on the effectiveness of the present rehabilitation process and advocate for improvement	# of research findings gathered Research findings Consolidated and evaluated findings	Progress Report	MOE UGC and MoHE MoSEW	2017-2020	0.5
			8.3.2 Consolidate and evaluate the findings	# of advocacy meeting held with MOE, UGC, MoHE, MoSEW		Research Institutions		
			8.3.3 Advocate for improvements in rehabilitation of child offenders/ survivors	# of training academic programs made available	Curricular for academic training	Relevant academics and professional Universities		
			8.3.4 Advocate for introducing academic training on	# of counsellors trained		Think Tanks NCPA		

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	8.4 Strengthen state reporting unit with MWCA to prepare & report on UN Conventions signed	8.4 State reporting on international conventions on children is regular and standardized.	child counseling for staff  8.4.1 Capacitate the staff responsible for reporting on conventions signed	# of staff trained for reporting status	Minutes of advocacy meetings  Training reports  Progress Reports  Reports to International Committees	MWCA	2017-2020	1.0 for training

## **SECTOR: DISASTER MANAGEMENT**

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## Background: Disaster Management Sector

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Although many natural disasters, were known to Sri Lankans, it was the devastating Tsunami of 2004 that prompted the government to make a formal policy response by way of appointing a “Parliamentary Select Committee on Natural Disasters” to identify ways to improve Disaster Management in the country. Based on the recommendations made by the committee, the Disaster Management Act No.13 of May 2005 was passed by the Parliament. National Council for Disaster Management and Disaster Management Centre were established as the state apparatus responsible for responding to disasters and to implement provisions of the Act No. 13 of 2005<sup>18</sup>. The mission of the Ministry is to “*facilitate harmony and prosperity and dignity of human life through effective prevention and mitigation of natural and man-made disasters in Sri Lanka.*” Department of Meteorology (DOM), Disaster Management Center (DMC), National Building Research Organization (NBRO) and National Disaster Relief Service Center (NDRSC) operate under the purview of the Ministry of Disaster Management<sup>2</sup>. The Ministry ensures its presence at grassroots level through its provincial and district level field officers.

Policy response by the Sri Lankan government to fulfil state obligation towards management of disasters is strong. Sri Lanka Disaster Management Act No.13 of 2005 provides for the coordination at the highest executive level, establishment of the institutional framework for disaster management including the National Council for Disaster Management (NCDM), Disaster Management Centre (DMC) and elaborate powers and functions of the institution. The Act also recognizes the cross-cutting nature of disaster management. The Act empowers H.E. the President to declare a ‘state of disaster’. The National Council for Disaster Management (NCDM) is chaired by H.E. the President. It is a powerful institution with ministers from key sectors and chief ministers of the Provinces as members.<sup>19</sup> National Disaster Management Coordinating Committee representing Government Agencies, I/NGOs, Universities, Private Sector, UN Agencies and the Donor Community function as the national platform for coordinating activities of all stakeholder agencies.

Due to the biological and physiological reasons combined with the existing power imbalance pertaining to women and girls, Sexual and Gender Based Violence (SGBV) is especially problematic in the context of complex emergencies and disasters where they are often targeted for abuse, and are the most vulnerable for exploitation, violence and abuse.<sup>20</sup> Many forms of SGBV may occur when communities are first disrupted, populations are moving and when systems are not yet in place, in other words, throughout the humanitarian disaster cycle.

Sexual violence is the most common form of violence during acute emergencies,<sup>3</sup> but each disaster situation is unique and other forms of SGBV should not be ignored. UNFPA newsletter recorded that “*In the aftermath of the Tsunami in 2004, women were more vulnerable to various types of abuses creating a need to*

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<sup>18</sup> Sri Lanka Comprehensive Disaster Management Programme (SLCDMP) 2014-2018 Ministry of Disaster Management March 2014

<sup>19</sup> Ministry of Disaster Management web site [http://www.disastermin.gov.lk/web/index.php?option=com\\_content&view=article&id=2&Itemid=59&lang=en](http://www.disastermin.gov.lk/web/index.php?option=com_content&view=article&id=2&Itemid=59&lang=en)

<sup>20</sup> Guidelines for Gender-based Violence in Humanitarian Settings (2005) IASC Interagency standing Committee

*assemble a platform to strengthen the response to rising incidences of GBV.*<sup>21</sup> The 2004 Tsunami had a disproportionate impact on women and children. Across Tsunami affected countries including Sri Lanka, women were, between 1.2 and 2.1 times as likely to have died as compared to men.<sup>22</sup> Inability to swim, the fact that women were waiting in the beach for their husbands to return from fishing and the fact that many women were trying to collect and save the children are some of the possible reasons. Vulnerability of women appears to continue on to the “camp” site. This was highlighted in some of the post Tsunami literature in Sri Lanka; *“camps have become sites of power and control... women were fearful of the reaction of men if they did speak out and the high incidence of sexual violence and intimidation reinforced that fear”*<sup>23</sup> *“...reported a culture of denial among some camp committees, medical staff, Police, and religious leaders.”* They mentioned instances of domestic violence, in terms such as *“this is normal to outright denial.”* Furthermore *“in cases where rape and sexual violence was acknowledged it was blamed on outsiders, often on drug addicts and criminals”* Some instances of “forced” underage marriages to “Tsunami widowers” have been reported in the post Tsunami period in Sri Lanka.<sup>24</sup>

National Policy on Disaster Management formulated in 2013 specifically addresses issues of gender. Para 4.2 on Equity and Equality mentions the need to *“recognize that all affected people have the right to receive disaster assistance regardless of race, gender, religion, social status.. “Maintain equity in resource distribution during a disaster based on the severity and the vulnerability. Priority should be given to more vulnerable groups such as children, differently abled, senior citizens and women etc.”*<sup>25</sup> Although the Policy does not categorically mention addressing SGBV, there is much opportunity to institute action on addressing SGBV through reference to national and international commitments and guidelines such as the ISCA Guideline. Para 5.1.6 of the Guideline mentions that *“plans and programmes in disaster management reflect national and international commitments.”* Furthermore Para 5.6 mentions, *“needs of victims of disasters will be addressed as per national and international guidelines.”*

Based on the country experience, global developments in disaster relief response and, recommendations of United Nations Disaster Assessment and Coordination (UNDAC), Sri Lanka Comprehensive Disaster Management Programme (SLCDMP) was developed. The Programme under the section on ‘An Enabling Environment for Gender and Disability Mainstreaming’ mentions *“Sri Lanka Comprehensive Disaster Management Programme (SLCDMP) can provide the base for agencies to*

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<sup>21</sup> UNFPA weekly Newsletter : UNFPA Assists Tsunami Victims, Warns Women and Girls are Especially Vulnerable, <http://www.infectioncontroltoday.com/news/2004/12/unfpa-assists-tsunami-victims-warns-women-and-gir.aspx>

<sup>22</sup> The Indian Ocean Tsunami, Oxfam Research Report Lessons from the response and ongoing humanitarian funding challenges (2014) [https://www.oxfam.org/sites/www.oxfam.org/files/file\\_attachments/the\\_indian\\_ocean\\_tsunami\\_10\\_years\\_on\\_-\\_lessons\\_from\\_the\\_response\\_and\\_ongoing\\_humanitarian\\_funding\\_challenges.pdf](https://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/the_indian_ocean_tsunami_10_years_on_-_lessons_from_the_response_and_ongoing_humanitarian_funding_challenges.pdf)

<sup>23</sup> Susan Rees, Eileen Pittaway, Linda Bartilomei. Waves of Violence Women in Post Tsunami Sri Lanka, The Australian Journal of Disaster and Trauma Studies Vol.2005-2, <http://www.massey.ac.nz/~trauma/issues/2005-2/rees.htm>

<sup>24</sup> Unseen, Unheard: Gender-based Violence in disasters, Global Study Published by International Federation of Red Cross and Red Crescent Societies. [http://www.ifrc.org/Global/Documents/Secretariat/201511/1297700\\_GBV\\_in\\_Disasters\\_EN\\_LR2.pdf](http://www.ifrc.org/Global/Documents/Secretariat/201511/1297700_GBV_in_Disasters_EN_LR2.pdf)

<sup>25</sup> National Policy on Disaster Management; Ministry of disaster management 2013

*come together onto a single platform that in turn can be used to mainstream long-felt gender needs .....It may also then be possible on this platform to collect the required level of data and monitor the effectiveness of the implementation,..... mainstreaming is visible, long term sustainability requires a strategy, action plan and necessary documentation for capacity building such as manuals, guidebooks, films and other print media. It is essential to institutionalize the processes and have a set of trainers certified and known to all agencies as potential resource providers.”*

Ministry of Disaster Management has institutionalized linkages with Ministry of Women and Child Affairs through a circular issued by the Ministry to District level field officers in order to ensure effective coordination at ground level. This had been reciprocated by the MWCA. In this regards many capacity building programmes for district and divisional level field level officers (of 5 districts) of MWCA have been conducted addressing SGBV in disaster situations.

An emergency relief package has been developed recognizing the specific needs of women and children and distributed during disasters. Psychosocial counseling has been arranged, targeting women and children at the time of disasters for the internally displaced. Many awareness programmes on SGBV in disasters have been conducted for Police officers, WDOs, and community leaders in selected districts such as Kilinochi and Mulativu. Several IEC materials namely brochures and bill boards with messages addressing SGBV have been developed and disseminated.

In the outcome evaluation of the Disaster Risk Management Programme of UNDP<sup>26</sup> in Sri Lanka it is noted that *“Disaster risk reduction has long remained a largely male-dominated affair, yet it is clear that the full and balanced participation of women and men will make disaster risk reduction more effective. Gender balance should be recognized in future project planning.”* Although disaster management sector has attempted to address gender and SGBV in existing programmes many challenges remain. Lack of awareness of gender and SGBV issues among district /divisional level officers, lack of skilled resource persons to conduct awareness and training programmes and lack of training material on SGBV appear to be the foremost of them. These gaps have been addressed in this plan.

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<sup>26</sup> Outcome Evaluation of Disaster Risk Management Programme of UNDP, Sri Lanka, June 2011. file:///C:/Users/user/Downloads/Final%20Report-Outcome%20Evaluation%20Disaster%20Risk%20Management%20(1).pdf

**Sector Plan:** Disaster Management

**Lead Ministry:** Ministry of Disaster Management

**Other Ministries/agencies:** MWCA, MoSEW, Dept. of Police, NCPA, NDMCC, UN Agencies, INGOs/ NGOs, CSOs, Donors

**Sector Chairperson:** Secretary, Ministry of Disaster Management

**Time Frame:** 2016 - 2020

**Budget:** Rs. Mn. 5.81225

Disaster Management Sector Plan	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Prevent occurrence of SGBV in disasters and promote quick responses to the survivors through policy intervention and capacity enhancement of the response structure at all levels.</li> <li>2. Ensure basic needs, services and protection mechanisms to secure right to protection and security of women and girls.</li> <li>3. Ensure gender equitable relief assistance and distribution with special attention to young and elderly women, pregnant and breastfeeding mothers, children, disabled, female headed families and widows among others.</li> <li>4. Ensure availability and continuity of the reproductive health services in disaster situations and facilitate psycho- social support</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Awareness creation and capacity building	1.1 Awareness creation and sensitization at national and sub national	1.1 Communities and the disaster management	1.1.1 Develop a standardized handbook on gender, SGBV and disaster with different modules for decision	Handbook on Gender, SGBV in disasters developed.	Training completion report (incl. training curriculum,	MDM with expert organization, INGOs	2016 - 2018	0.475

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
towards gender equitable disaster response	levels on SGBV in disasters.	structure are sensitized and capacitated to effectively respond to issues of SGBV in disasters	makers, operational/response staff and community members	IEC materials developed	attendance roster, training evaluation, trainee feedback form)		2016 - 2018	1.44
			1.1.2 Conduct national level, and district level awareness sessions on SGBV in disasters for policy makers/decision makers	# of awareness/sensitization sessions conducted on GBV in disasters at different levels				
			1.1.3 Training of trainers programmes with district level staff of DMC, NDRSC and MDM on SGBV redress in disasters	# of TOT held and number trained				
			1.1.4 Conduct scenario wise simulation drills involving communities and trained staff	# of drills				
			1.1.5 Broad based awareness on SGBV in disasters and prevention/protection with community members through street dramas, videos and awareness raising programmes.	# of mass awareness programmes				
							2016 - 2018	1.053
							2016 - 2018	0.5
							2016 - 2018	



Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Intervention</b>								
<b>Focus Area 2:</b> Gender equality in preparedness, mitigation, response, rehabilitation and reconstruction stages of disasters	2.1 A policy guideline on gender equity and equality in all stages of disaster management cycle based on National Disaster Management Policy	2.1 & 2.2 Improved equitable access to relief and rehabilitation by women and men	2.1.1. Review existing mechanisms to ensure gender equity in disaster management with specific measures on relief and rehabilitation	# of improvements introduced to existing measures	Review report Policy guidelines	MDM MWCA MoSEW	2016 - 2018	0.0375
			2.1.2 Develop guidelines on gender equitable response to disaster management	Guidelines developed on gender equitable disaster management		MoH	2016 - 2018	0.479
	2.2 Monitoring gender equitable response to disasters		2.2.1 Develop a monitoring mechanism for disaster management In projects	Monitoring mechanism established	Monitoring reports	MDM DMC INGOs/ CSOs	2016 - 2017	0.065
			2.2.2 Set up a mechanism for gender disaggregated data collection and management in line with disaster cycle	Gender disaggregated database		UN	2016 - 2018	0.214
			2.2.3 Conduct Gender equitable disaster management impact assessments	# of assessments conducted	Impact assessment reports		2016 - 2018	0.4

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Focus Area 3:</b> Protection , security and safety measures in all stages of disasters management cycle	3.1 SGBV preventive measures at all stages of disaster management	3.1 SGBV free Safe and secure environment ensured at all stages of disaster management	3.1.1 Introduce IDP recording system with gender segregated data.	IDP recording system in operation.	Session Completion Reports (incl. Attendance Roster, Participants' Feedback forms)	MDM, MWCA	2016 - 2018	0.3375
			3.1.2 Setup women and children desk at camps to handle grievances and complaints and link up with services/referrals.	# of women and children desk setup and functioning	Review report on IDP recording system	DMC NDRSC NCPA	2016-2017	0.075
			3.1.3 Strengthen the disaster management sub committees at village levels to prevent SGBV	# of strengthened disaster management sub committees	Report on women and children desk at camps (incl. women and children desk functionality checklist)	Police	2016 - 2018	0.075
			3.1.4 Set minimum standards for SGBV prevention within camps.	Percentage of camps with established safety measures to reduce risks of SGBV			2016 -2019	0.075
			3.1.5 Set in mechanisms for safety of children and adolescents from SGBV during rescue operations and allocate responsibility to relevant authorities.	# of safety measures in place			2016 - 2018	0.175

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	3.2 Ensure assistance to SGBV survivors	3.2 Women and girls have easy access to facilities, services and security measures in emergency situations	<p>3.1.6 Collaborate and coordinate with provincial councils in addressing SGBV in disasters</p> <p>3.1.7 Continuity plan implement within emergency services and police to minimise risk of sexual violence during social disturbances/ displacements.</p> <p>3.2.1 Gender Sensitively in Relief Assistance and equal distribution of relief to the SGBV survivors</p> <p>3.2.2 Provide services and adequate infrastructure and hygiene facilities for women and children in an emergency situation</p> <p>3.2.3 Develop service continuity plan for civil protection agencies such</p>	<p># of collaborative meetings</p> <p># or Percentage of camps with established waste management and cleaning facilities</p> <p># / Percentage of civil protection agencies with a service continuity plan</p> <p># / Percentage of Women Task Forces established under WRDS</p>	<p>Meeting minutes</p> <p>Reports on Camp facility (incl. hygiene facility inspection checklist)</p> <p>Reports on camp facility (incl. waste management and cleaning facility inspection checklist)</p> <p>Review report on Civil Protection Agencies (incl. Service Continuity Plan monitoring checklist)</p>	<p>Provincial councils</p> <p>MDM, MWCA, MoH, DMC, NDRSC, NCPA, Police</p>	<p>2016 - 2019</p> <p>2016 - 2019</p> <p>2016 - 2018</p> <p>2016 - 2019</p>	0.1

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			as police, probation, health, etc.  3.2.4 Review and set up grievance committees to respond to SGBV issues at GN, divisional, and district levels	# of grievance committees established at GN, divisional, and district levels	Reports on Women Task Forces/ WRDS  Reports of grievance committee		2016 - 2019	
<b>Focus Area 4:</b> Reproductive health services and psycho-social support in disaster situations	4.1 Ensure effective reproductive services at all stages of disaster management cycle	4.1 Affected communities have continued access to reproductive services.	4.1.1 Make easy access to contraceptives  4.1.2 Provide easy access to Sanitary / dignity kits  4.1.3 Establish mechanism to enable access to maternity care during emergencies  4.1.4 Access to information on STI/ HIV, mood disorders within camps  4.1.5 RH service delivery to SGBV survivors or vulnerable groups	# of measures taken to provide reproductive health services # of service points to obtain contraceptives, sanitary/ dignity kits  # of women / men accessing services  # and type of IEC materials available in camps	Reports on Camp facility (incl. Reproductive health services inspection checklist)	MoH  MDM  DMC  NDRSC  INGOs	2016-2017  2016-2017  2016 - 2018  2016 - 2018  2016 - 2019	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	4.2 Ensure psycho-social support services for survivors	4.2 Survivors of disasters have access to psycho-	<p>4.2.1 Conduct training on MISIP for selected community level Counsellors</p> <p>4.2.2 Identify, inventorize and strengthen Psycho-social rehabilitation service providing institutions/ counsellors</p> <p>4.2.3 Conduct alternative forms of rehabilitation therapy such as music, art for survivors</p> <p>4.2.4 Mobilize and train youth leaders and volunteers to act as befrienders</p> <p>4.2.5 Coordinate with relevant agencies such as social services, NCPA, MWCA, CSOs, corporate sector for psycho social support and counselling.</p>	<p># / percentage of community counsellors completed training on MISIP</p> <p># /Percentage of Psycho-social rehabilitation service providers identified and have been supported</p> <p>Forms of alternative therapy</p> <p># of youth and # of volunteers engaged as beneficiaries</p>	<p>Training completion report (incl. training curriculum, attendance roster, training evaluation, trainee feedback form)</p> <p>Inventory Report Progress Reports</p> <p>Training Reports</p>	<p>MoH, MDM MWCA DMC NCPA INGOs/ CSOs UN Agencies</p>	<p>2016 - 2020</p> <p>2016 - 2019</p> <p>2016 - 2020</p> <p>2016 - 2020</p> <p>2016 - 2020</p>	0.31125

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Policy Advocacy</b>								
<b>Focus Area 5:</b> Policy and mechanism to address SGBV in crisis situations in disasters	5.1 Advocate for the effective implementation of the national DM Policy and operationalize relevant sections on gender and GBV prevention	5.1 SGBV prevention and redress strategies are implemented as part of overall disaster management	<p>5.1.1 Set up a subcommittee on protection and security within NDMCC</p> <p>5.1.2 Coordination at national level to ensure inter agency support to address SGBV in disasters</p> <p>5.1.3 Communicate with international and regional agencies working on the issues of SGBV in disasters to share resources and build capacity</p> <p>5.1.4 Advocate for women participation in decision making committees at different levels</p>	<p># of subcommittee on protection and security established</p> <p>Coordination mechanism established at national level to ensure inter agency support to address SGBV in disasters</p> <p># of international/ regional agencies that have granted support</p>	<p>Reports on subcommittee on protection and security</p> <p>Minutes of National level Coordination mechanism</p>	<p>MDM</p> <p>NDMCC</p> <p>CSOs/ INGOs</p> <p>UN Agencies</p>	<p>2016-2017</p> <p>2016 - 2019</p> <p>2016 - 2020</p> <p>2016 - 2019</p>	

# **SECTOR: ECONOMIC DEVELOPMENT AND EMPLOYMENT**

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## Background: Economic Development and Employment Sector

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The gender positive balance seen in terms of education in Sri Lanka does not seem to translate into equality in the world of work where women are twice as unemployed as their male counterparts. Even when they are employed it is likely to be in the informal sector and the working environment and systems do not allude to support gender justice<sup>27</sup>. Although on the Gender Inequality Index (GII) Sri Lanka ranks 75 with a score of 0.383, Sri Lanka did not perform well in Economic Participation and Opportunity, and Political Empowerment areas.<sup>28</sup>

The contribution of women to the Sri Lankan economy is considered to be high in the foreign employment sector, garment sector and plantation sector. However, women's participation in the national labour force is comparatively less. National data from 2014 indicates that only 34.7% females (15 years and over) were economically active compared to 74.6% of males. In the population over 20 years of age, labour force participation was 37.3% for females and 81.2% for males. The unemployment rate for this category was 6.1% for females and 2.6% for males. Thus among the economically inactive population of females, which is about 5.8 million persons<sup>29</sup> the potential to contribute remains unexplored. The main reason reported for the majority of females to be economically inactive is that they are involved in housework activities while only 4.3% of females noted a disability or physical illness as a reason to be economically inactive.

### Garment Sector

The 'Garment Sector' consists of the manufacture and export of textiles and apparel products and is one of the largest contributors to the country's economy. Most of these garment factories are situated within Free Trade Zones (FTZ) or Export Processing Zones (EPZ). From the beginning these factories drew rural youth mainly women with a promise of fixed pay and better economic opportunities. Within the 12 Zones 110,470 were employed of which 75,478 (66.1 %) were women.<sup>30</sup> The female employment shows a marginal downward trend with the percentage of women employees being 58.5% in 2013. These women live in dormitories and do long hours of work with little support from family. Insecurity and the alien environment, has resulted in them being vulnerable to the abuse of employers, landlords and other men.

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<sup>27</sup> *Equality and Discrimination in Sri Lanka and the Maldives; International Labour Organization ILO Colombo.* <http://www.ilo.org/colombo/areasofwork/equality-and-discrimination/lang--en/index.htm>

<sup>28</sup> UNDP (2014). *Human Development Report 2014, Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience.* United Nations Development Programme

<sup>29</sup> *Labour Force Survey - Annual Report 2014, Department of Census and Statistics Ministry of Policy Planning Economic Affairs, Child Youth and Cultural Affairs*

<sup>30</sup> Sivananthiran, A., (undated). *Promoting decent work in export processing zones (EPZs) in Sri Lanka, International Labour Organisation,* <http://www.ilo.org/public/french/dialogue/download/epzsrilanka.pdf>



A lack of a protective environment for FTZ workers increases their vulnerability making them easy targets for verbal, physical and sexual harassment, and victims of rape and even murder<sup>31</sup>. Traveling appears to present the greatest risk of sexual harassment and was the setting for GBV in 83% of the victims. Sexual harassment at the workplace was experienced by 57% of women, and GBV at the place of residence was reported by 36%.<sup>32</sup>

Studies have shown that many female FTZ workers are harassed at work places and non-physical harassment has been the most frequent.<sup>33</sup> Research shows that violence or the perceived threat of it, in many parts of the country (such as in FTZ areas), discourages women from working late.<sup>34</sup> Yet, women are very reluctant to discuss these issues and the majority of women would not pursue any legal action against the perpetrators, due to the expense, lack of support and because of fear that they would lose their jobs.<sup>35</sup>

## **Plantation Sector**

Labour Force Participation Rates (LFPR) among different sectors show that estate sector female LFPRs are much higher (50.9%) when compared to the urban (27.6%) and rural (32.8%) sectors. The female LFPR among districts show a higher value for districts of Nuwara Eliya (52.2%) and Monaragala (46.9%) which fall within the estate sector.<sup>36</sup>

A study conducted in 7 estates among 350 women, mostly working women, showed that nearly 83% had experienced GBV at some point in their life, while 17% of them said that it happened at work and the researcher concluded that the authority of the abuser was an important factor for abuse.<sup>37</sup>

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<sup>31</sup> Attanapola, C. T., (2004). 'Changing gender roles and health impacts among female workers in export-processing industries in Sri Lanka' *Social Science & Medicine* (2004), 58 2301-2312.

<sup>32</sup> Perera, M 1997, 'Study on safety of Free Trade Zone workers', Marga institute.

<sup>33</sup> Gunasekara, S., (1998). 'Working conditions in the FTZ', Workshop on 'Workers in the Free Trade Zones' on 9th August 1998, Colombo.

<sup>34</sup> Samaraweera, D., (2007) 'Companies say 'no' to sexual harassment' *Sunday Times*, December 16 2007. Quoted in *Financial Times* <http://www.sundaytimes.lk/071216/FinancialTimes/ft316.html>>

<sup>35</sup> Hancock, P., (2006). 'Violence, Women, Work and Empowerment: Narratives from Factory Women in Sri Lanka's Export Processing Zones', *Gender, Technology and Development* 10 (2) 2006, Sage Publications, New Delhi..

<sup>36</sup> *Labour Force Survey - Annual Report 2014*, Department of Census and Statistics Ministry of Policy Planning Economic Affairs, Child Youth and Cultural Affairs.

<sup>37</sup> Kamalini Wijethilake (2003) *Harsh Realities A Pilot Study on Gender Based Violence in Estate Sector*, Plantation Human Development Trust.

A study using structured interviews of men and women in the estate sector found that 74% of the women were of the opinion that husbands have the right to beat their wives.<sup>38</sup>

## **Agricultural Sector**

Employed population in the agriculture sector was 33.3% for females in contrast to 27.9% for men.<sup>39</sup> Accordingly, female participation is high in agriculture predominant districts even though their contribution is rarely acknowledged.

## **Fisheries Sector**

Fishing remains the key livelihood activity for the coastal population of Sri Lanka. The fisheries sector comprises mostly of small scale operatives. The poorest industry workers are the fishermen who use traditional boats. The fishing subsector is one of the most economically vulnerable in Sri Lanka.<sup>40</sup> Due to cultural reasons, female engagement in 'actual fishing' is limited. However women engage mostly in fish processing, especially in the dry fish industry.

*Diriya dethata Saviya* a women's empowerment programme for the fisheries sector implemented by the MWCA has the objective of uplifting socio-economic strength of members of women action societies scattered throughout the island. Many awareness programmes have been conducted and the next phase is expected to provide equipment for women to do fishing in the selected 16 Divisional Secretariat divisions<sup>41</sup>

## **Informal Sector**

The informal sector can be identified as those organisations that are outside of certain formal practices such as, 'criteria of registration of the organization' and having an 'accounts keeping system.' Female participation in the informal sector is 53.9%.<sup>42</sup>

## **Self-employment**

Self-employed or own account workers make up 31.9% of all those employed in Sri Lanka. From all employed females 23.7% are own account workers<sup>43</sup>

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<sup>38</sup> Palaniappan, G., (2003), 'Study on Violence against Women in the Plantations Communities Project (PCP) Estates', CENWOR, Colombo.

<sup>39</sup> *The Sri Lankan Woman: Partner in Progress*, Department of Census and Statistics and Ministry of Women's Affairs, 2014.

<sup>40</sup> *Analysis of the Fisheries Sector in Sri Lanka*, Guided Case Studies for Value Chain Development in Conflict-affected Environments, Micro Report #100, USAID March 2008 [http://www.ips.lk/research/fishery\\_sector\\_020708/research%20\\_highlight\\_fishery\\_sector.pdf](http://www.ips.lk/research/fishery_sector_020708/research%20_highlight_fishery_sector.pdf).

<sup>41</sup> *Main Development Programmes for Women, 2015*, Economic Empowerment division for Women Ministry of Women and Child Affairs.

<sup>42</sup> *Labour Force Survey - Annual Report 2014*, Department of Census and Statistics Ministry of Policy Planning Economic Affairs, Child Youth and Cultural Affairs.

<sup>43</sup> *Equality and Discrimination in Sri Lanka and the Maldives; International Labour Organization ILO Colombo.*

## Unpaid economy

Unpaid family workers are identified as household members engaging in a family business or farming and he/she engages in the activity without any payment. The share of family workers contributing to the total employment is 8.9%. From all employed, in this manner females contribute to 20.6% which is much higher than the contribution of males which amounts to 2.9%.<sup>44</sup>

SGBV on employees takes place in the private and public sphere in workplaces, public transport and other public spaces. Reporting of sexual harassment is also minimal as women are afraid of revenge attacks and due to the social stigma where women are blamed for the harassment instead of the harasser. Furthermore the culture of silence and acceptance of violence remains a challenge in addressing SGBV.

Policy response to address SGBV is quite strong in the economic sector. National Human Resource and Employment Policy under Sections 286-300 address the issues of mainstreaming gender. While the policy accepts that *“women are disadvantaged in the labour market”* and *“job opportunities for women are limited to only a few sectors, whereas men have a wider range to choose from;”* the policy recognizes that *“women workers are also far more vulnerable to sexual harassment at the work place and, given social attitudes and limited job options, almost invariably suffer in silence.”*

Many measures have been recommended under the Sections 292 to 300 in the above mentioned policy. Such as *“encouragement of more flexible work arrangements,... support on line working arrangements ....investment in training women for higher skilled occupations... promotion of attitudinal changes ....establishment of a social security system etc.,* will be considered for the benefit of self-employed women.

In addition, many laws enacted by the Parliament such as; The Shop and Office Employees Act No.15 of 1954, Employment of Women Young Persons and Children Act No.47 of 1956 (identifies preconditions required for night work), Payment of Gratuity Act No. 15 1983 and amendments, Employees Provident Fund Act No.15 of 1958, National Policy for Decent Work in Sri Lanka 2006 and The Maternity Benefits Ordinance No.32 of 1939 and subsequent amendments enhance the policy support.

Sri Lanka *Samurdhi* Authority established under the *Samurdhi* Authority Act No. 30 of 1995 started to function in 1996 and has as its mission the creating a prosperous Sri Lanka through a comprehensive development among disadvantaged groups in the society.<sup>45</sup> *Samurdhi* programme which was combined with other development programmes as *Divi Naguma* and presently managed independently has supported many innovative programmes which directly benefited women. However there is no recognition of women survivors of SGBV for priority.

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<sup>44</sup> *Equality and Discrimination in Sri Lanka and the Maldives; International Labour Organization, ILO Colombo.*

<sup>45</sup> *About Us, Department of Divinaguma Development [http://www.samurdhi.gov.lk/web/index.php?option=com\\_content&view=article&id=123&Itemid=50&lang=en](http://www.samurdhi.gov.lk/web/index.php?option=com_content&view=article&id=123&Itemid=50&lang=en)*

There is much space available to support women particularly from low income groups through the economic sector by way of ensuring non-gender discrimination in employment, improving access to credit and financial schemes for self- employed women, skill building, setting up work environments sensitive to gender and establishing preventive and redress mechanisms to address SGBV in work places particularly in FTZ and estate sector. Much is needed to utilize the capacity of the economically inactive population of females and harness their potential for the development of the country.

**Sector Plan:** Economic Development and Employment

**Lead Ministry:** Ministry of National Policies and Economic Affairs

**Sector Chairperson:** Secretary, Ministry of National Policy & Economic Affairs

**Time frame:** 2016-2020

**Budget:** Rs. Mn. 570.0

<b>Economic Development and Employment</b>	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Economic empowerment of women and improve on the support to SGBV survivors.</li> <li>2. Address SGBV within the Plantation Sector through awareness raising, socio-economic interventions and instituting a policy against SGBV.</li> <li>3. Ensure gender equality of employment opportunity and skill development, access to funds and credit, and equal remuneration for similar work.</li> <li>4. Address SGBV issues in the sectors -mercantile, domestic work, self-employment and improve policy and programme responses.</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<p><b>Sub-Sector:</b> Plantation</p> <p><b>Sub-sector Lead Ministry:</b> Ministry of Plantation Industry</p> <p><b>Sub-sector Chairperson:</b> Secretary, MoPI</p> <p><b>Other Ministries / Institutions:</b> PHDT, MoH, MoHCNVICD, UN, World Bank, INGOs, CSOs</p>								

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Awareness creation on gender and SGBV within the plantation sector	1.1 Comprehensive awareness on SGBV and its consequences	1.1 Employers, employees and management of the plantation sector	1.1.1 Conduct awareness and capacity building of health and welfare staff and CDOs on Gender and SGBV in all RPC estates in seven regions	# of health and welfare staff and CDOs aware and trained on SGBV & its prevention	Workshop reports progress review reports	Ministry of Plantations PHDT with technical support from MoH as and when necessary	2017-2019	50.0 (Funding source- MoHCNV ICD MoPI, MoH WHO World Bank)
		1.1 understand the effects of SGBV and are empowered to address SGBV	1.1.2. Conduct awareness on SGBV and its adverse effects with all RPCs, and PHDT staff	# of RPCs and PHDT staff are aware and trained on SGBV	Reviews	PHDT		
	1.2. Implementation of a penetrative and effective campaign towards addressing SGBV and prevention of early marriages	1.2 Plantation sector families are empowered to prevent early marriages of their children	1.1.3 Conduct broad based awareness on SGBV among plantation communities	# of awareness programmes/ events	Pre & post evaluation reports	ILO		
			1.2.1 Conduct youth and volunteer training programmes on gender/ SGBV	# of media programmes	Incidence reports	Ministry of Hill Country New Village Infrastructure and Community Development (MoHCNVICD)	2016-2020	
			1.2.2 Promote involvement of men in the dialogue against SGBV	# of community members sensitized	Training completion reports	Donors		
				# of youth and volunteer programmes conducted	Progress Reports	CSOs/ NGOs		
				# of volunteers/youth trained				
				# of men engaged in the dialogues				

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			<p>1.2.3 Awareness raising on alcoholism, and other SGBV related issues.</p> <p>1.2.4 Expedite the plantation sector housing programmes</p> <p>1.2.5 Prevention of early marriages through awareness on laws, and social and health implications</p>	<p># of awareness programmes on alcoholism</p> <p># of employees who get benefits of housing programmes</p> <p># of awareness programmes on early marriages and its consequences</p>	<p>Housing program report</p> <p>Progress Reports on status of teenage pregnancy</p>			
<b>Intervention</b>								
<b>Focus Area 2:</b> Promote mechanisms to intervene in SGBV and support survivors	<b>2.1</b> Institute medical and other services to support SGBV survivors within estates	<b>2.1</b> Survivors of SGBV have easy access to quality services and referral system	<p>2.1.1. Formation of estate committees to be vigilant and do referrals in every estate.</p> <p>2.1.2 Introduce or strengthen medico legal support for SGBV survivors due to SGBV / intimate partner violence survivors</p>	<p># of estate vigilant committees</p> <p># of incidents reported by survivors from RPC estates at Mithuru Piyasa and other service centres</p> <p># of referrals done</p> <p># women who have received legal support</p>	<p>Progress Reports</p> <p>Reports from Mithuru Piyasa/ CSOs/ Police in the RPC estate areas</p>	<p>PHDT with technical support from MoH as and when necessary</p> <p>PHDT</p> <p>ILO</p> <p>MoPI</p>	2018-2020	5.0 (Funding source- MoHCNV ICD, MoPI, WHO, World Bank)

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	2.2 Ensure non-gender discrimination in Employment/ work place, and set-up an environment for gender sensitive work place	2.2 Plantation sector workers are secure in a violence free work environment	<p>2.1.3. Mechanisms established to support the affected women in the estate sector</p> <p>2.1.4 Conduct awareness on household cash management &amp; women empowerment</p> <p>2.2.1 Define minimum standards on gender equity and equality through dialogue with plantation management, ILO and employee representatives</p> <p>2.2.2 Ensure the presence of males as well as females at job interview panels</p> <p>2.2.3 Promote females in higher positions through rewarding best practices/ Initiatives/ role models</p>	<p># of Shelters for survivors</p> <p># of restrooms in the field for women workers</p> <p># of awareness raising programmes</p> <p># of women and men attending awareness raising programmes</p> <p># of interview panels with female members</p> <p>Document on minimum standards</p> <p># females in higher positions</p>	<p>Progress Reports</p> <p>Progress Report</p> <p>Lists of Job interview panel</p>	<p>MoHCNVICD</p> <p>Donors</p> <p>CSOs/ NGOs</p> <p>MoPI</p> <p>ILO</p> <p>PHDT</p> <p>NGOs/ CSOs</p>	2018-2020	



Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			2.2.4 Transfer salaries to bank accounts and Introduce ATM/ women bank systems / Samurdhi bank systems.	# of bank accounts started by workers				
<b>Policy Advocacy</b>								
<b>Focus Area 3:</b> Zero tolerance of SGBV and sexual discrimination at work place	3.1 Develop guidelines on addressing sexual harassment in the estate sector in accordance to National policy guidelines on Anti-sexual harassment	3.1 Policy response to SGBV prevention and intervention is instituted within plantation sector to benefit workers	<p>3.1.1 Develop and implement guidelines on elimination of sexual harassment in the selected estates</p> <p>3.1.2.Set up an effective grievance handling mechanisms for victims of SGBV</p> <p>3.1.3.Strict maintenance of privacy and confidentiality of SGBV victims</p> <p>3.1.4 Create continuous awareness on SGBV and related policy guidelines among plantation sector workers</p>	<p>Guidelines on addressing sexual harassment</p> <p># of estates implementing guidelines</p> <p># of estates which have established grievance committees</p> <p># of complaints received by committees</p> <p># of mechanisms proposed to the estate management for grievance handling</p> <p># of estates where policy guidelines are rolled out</p>	<p>Progress Reports</p> <p>Meeting minutes of committees</p> <p>Monitoring Reports</p>	<p>PHDT</p> <p>MoPI</p> <p>ILO</p> <p>MoHCNVICD</p> <p>Donors</p> <p>CSOs/ NGOs, MoPI</p>	2016-17	5.0 (Funding source- MoHCNV ICD, MoPI, WHO, World Bank)

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<p><b>Sub-sector:</b> Mercantile (Establishments Covered under Shop and Office Act, Factories Ordinance and Wages Board, Women and Children and Young Person Act, Maternity Benefits Ordinance)</p> <p><b>Sub-sector Lead Ministry:</b> Ministry of Labour and Trade Union Relations</p> <p><b>Sub-sector Chairperson:</b> Secretary , MoLTUR</p> <p><b>Other Ministries / Institutions:</b> BOI, MoIC, MoH, Trade Unions, Donors, UN, INGOs, CSOs</p>								
<b>Prevention</b>								
<b>Focus Area 4:</b> SGBV free work environment in the establishments within the mercantile sector.	4.1 Facilitate the improvement of working conditions/ environment to prevent SGBV in the workplace.	4.1 Employees enjoy decent working conditions, facilities, improved and safe environment	4.1.1 Build consensus and agreement among establishments to ensure compliance to working hours according to the labour laws  4.1.2 Ensure standard and safe hostel and transport facilities for employees	# of meetings with establishments  # of agreements arrived at	Annual Report  Progress Reports  Review report	MoLTUR  BOI  Ministry of Industries and Commerce (MoIC)  Ministry of Development Strategies and International Trade (MoDSIT)	2016-2017   2016 - 2020	100
	4.2 Develop and implement a policy against sexual harassment in the workplace <i>(in accordance with the national policy framework on anti-sexual</i>	4.2 Policy and effective mechanisms are in place to address sexual harassment in the workplace	4.2.1 Review the existing best practices and mechanisms to address sexual harassment in workplaces  4.2.2 Initiate a dialogue with different establishments on	# of identified gaps/ spaces for improvement  # of policy dialogues  # of establishments involved		Sri Lanka Export Development Board (SLEDB)	2016-2018  2016-2018	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	<i>harassment in workplace)</i>		preventing and addressing sexual harassment at the workplace and develop a draft policy	Agreed guidelines on addressing sexual harassment				
			4.2.3 Conduct an opinion poll amongst employees and public on the proposed policy guidelines	# of policy guidelines disseminated # of media events and # of media agencies involved	Report of opinion poll		2016-2018	
			4.2.4 Finalize the policy guidelines and disseminate widely to advocate for effective implementation	Committee on monitoring policy and guidelines on addressing sexual harassment	Policy Dialogues Reports		2016-2018	
			4.2.5 Media coverage on the policy guidelines to obtain public support	# of persons in the committee Frequency of meetings	Minutes		2016-2018	
			4.2.6 Set up a committee within the establishments to address SGBV and monitor the implementation of the policy guidelines	# of complaints received yearly # of suggestions for improvements # of complaints attended to ( resolved/ non-resolved)	Progress Reports Reports of Media coverage/ programmes Minutes of Committee Meetings		2016-2019	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	4.3 Ensure medical and psycho-social support to the employees.	4.3 Employees access services provided by medical units /health posts/establishments and use hotline to overcome issues of SGBV	<p>4.3.1 Establish a “Mithuru Piyasa” within the health post in Katunayake export processing zone in collaboration with MoH as a pilot initiative.</p> <p>4.3.2 Build capacity and develop skills of the medical and counseling staff working in export processing zones and industrial parks of BOI collaboration with MoH on how to address SGBV</p> <p>4.3.3 Incorporate SGBV redress criteria and standards in the labour audits/ inspections and capacitating the relevant staff including labour officers and BOI industrial relations officers.</p> <p>4.3.4 Establish a hotline for employees to report incidents and link it with the health post or counseling staff</p>	<p># of Mithuru Piyasa established</p> <p># of employees visiting Mithuru Piyasa</p> <p># of referrals done by Mithuru Piyasa</p> <p># of employees received services of Mithuru Piyasa</p> <p># of workshops/training</p> <p># of medical and counsel staff whose capacity built</p> <p># of standards /criteria added to audits on addressing SGBV/</p> <p># of training programmes</p> <p># of trained officers</p> <p>Hotline</p>	<p>Progress Reports</p> <p>Training Reports</p> <p>Progress Reports</p> <p>Workshop reports</p>	<p>MoLTUR</p> <p>MoH</p> <p>BOI</p> <p>MoLTUR</p> <p>BOI</p> <p>Trade Unions</p> <p>Employees Councils</p> <p>UN</p> <p>INGO/ CSOs</p>	<p>2016-2019</p> <p>2016-2019</p> <p>2016-2019</p> <p>2016 - 2019</p>	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	4.4 Empower workers to counter SGBV and impart skills of negotiation and "Say No to SGBV"	4.4 Employees are educated and empowered to prevent and counter SGBV.	<p>4.3.5 Build capacity of management and staff at all levels to enhance understanding on gender and SGBV</p> <p>4.4.1 Conduct broad based awareness on gender and SGBV among employees through Trade Unions/ Employees' Councils and other employee representative bodies</p> <p>4.4.2 Initiate dialogue/ events and other innovative ways of discussing SGBV and how to prevent it in collaboration with popular media and CSOs with engagement of employees</p>	<p># of employees accessing hotline</p> <p># of programmes conducted with staff</p> <p># of employee representative bodies attending awareness programmes</p> <p># of employees attending awareness programmes</p> <p># of awareness programmes</p> <p># of dialogues</p> <p># of events</p> <p># of articles published</p> <p># of media programmes</p>	<p>Reports of awareness programmes</p> <p>Progress Reports</p>	<p>MoLTUR BOI MWCA</p> <p>Media Institutions</p> <p>CSOs</p>	<p>2016 - 2020</p> <p>2016 - 2020</p> <p>2016 - 2020</p>	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Sub-sector: Domestic work</b> <b>Sub-sector Lead Ministry: Ministry of Labour and Trade Union Relations</b> <b>Sub-sector Chairperson: Secretary, MoLTUR</b> <b>Other Ministries / Institutions: Trade Unions, Donors, UN agencies, INGOs, CSOs</b>								
<b>Policy Advocacy</b>								
<b>Focus Area 5:</b> Safeguard security and protection of domestic workers/ care workers	5.1 Advocacy on formulation of policies to improve the socio-economic status of domestic workers/ care workers	5.1 – 5.2 Domestic workers/ care workers enjoy better working conditions and SGBV free environment to live and work	5.1.1 Review the current policy work and the legal framework relevant to domestic work, care work and improve the same  5.1.2 Policy advocacy on the wages, and working/ living conditions of domestic workers/ care workers  5.1.3 Conduct media campaign on the safety, vulnerability and economic contribution of domestic workers  5.1.4 Establish a system for the registration of domestic workers	# Review reports  # of Gaps/spaces identified for improvement  # of policy advocacy events  # of organizations involved  # of improvements introduced  # of media campaigns  # of domestic workers registered	Progress Reports      Campaign Reports  Reports of advocacy programs	MoLTUR  MWCA  Trade Unions  UN/ CSOs  Media Institutions / production Houses  Grama Sevaka  Trade Unions	2016-2020	10.0

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	5.2 Ensure standards for recruitment, accommodation, placement, compensation and social security of domestic and care workers		<p>5.1.5 Facilitate a trade union of domestic workers and enable membership to interested domestic workers</p> <p>5.2.1 Advocacy with Ministry of Labour to develop regulations/ standards on - recruitment, placement, payments and safety and protection of domestic / care workers</p> <p>5.2.2 Advocacy with man power agencies and recruitment agencies on adherence to regulations /standards</p> <p>5.2.3 Initiate a dialogue on social security of the domestic workers</p>	<p># of domestic workers in membership of trade unions</p> <p># of members/ meetings held in the Trade union of domestic workers</p> <p># of advocacy events on developing regulations Regulations and standards</p> <p># of man power agencies/recruitment agencies adopting standards</p> <p># of policy dialogues</p> <p># of proposals for social security systems</p>	<p>Registry of domestic workers</p> <p>Minutes of meetings</p> <p>Reports</p> <p>Progress Reports of advocacy events</p> <p>Ministry annual reports</p> <p>Reports of Policy dialogues</p>	<p>MoLTUR</p> <p>Man power agencies</p> <p>Recruitment agencies</p>	2016-2020	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Sub-sector: Self-employment</b>								
<b>Sub-sector Lead Agency: Department of Divinaguma Development</b>								
<b>Sub-sector Chairperson: Head, Department of Divinaguma</b>								
<b>Other Ministries / Institutions: Samurdhi Authority, Banks, Women Chamber of Commerce, MWCA, Donors, UN, INGOs, CSOs</b>								
<b>Intervention</b>								
<b>Focus Area 6:</b> Promote women friendly credit schemes	6.1 Improve access to credit and financial schemes by self-employed women.	6.1 Women enjoy easy access to micro credit and financial support for their self – employment initiatives	6.1.1. Coordinate with MWCA to facilitate micro loans and credit facilities to women with specific attention to survivors of SGBV through women societies  6.1.2 Give priority to include SGBV survivors in the Samurdhi/ Divinaguma assistance programmes  6.1.3 Improved market access to women entrepreneurs in collaboration with Women Chamber of Commerce and corporate sector	# of women survivors accessing loans  # of micro loans given # of members in women societies  Criteria for loan schemes  # of women entrepreneurs who have accessed loans  # of loans approved by banks/ financial institutions  # of credit schemes for survivors	Progress reports  Reports of women societies  Data base on women accessing loans  Samurdhi beneficiary list	MWCA Women’s Bureau Samurdhi Authority/ Department of Divinaguma Development  Ministry of Industries and Commerce  Central Bank  Women Chamber of Commerce	2016-2020	400



Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			6.1.4 Advocate with financial institutions and banks to start and implement innovative micro finance and credit schemes for women and survivors of SGBV	# of entrepreneur development programmes  # of credit programmes exclusively for women		Financial institutions and banks  Rural banks  Cooperatives		

**SECTOR: EDUCATION**

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## Background - Education Sector

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State funded education, from primary to tertiary levels without discrimination is assured by the Constitution and the Children's Charter which specifically refers to the obligation of the State to provide compulsory education from age 6 -16 years. Education sector is overseen by three Ministries viz. Ministry of Education, Ministry of Higher Education and Ministry of Skills Development and Vocational Training. Compulsory education phase is covered by Primary and Junior secondary schools (Grade 1-9) and senior secondary education which covers Grade 10-13. Thereafter tertiary education involves universities providing undergraduate and post graduate education, under the supervision of the University Grants Commission (UGC) and the Ministry of Higher Education. From Grade 9 onwards students may enter the vocational training system which can take them to higher technical education<sup>46</sup> which comes under the purview of Ministry of Skills Development and Vocational Training.

Free education through the state education system, where 96% of schools are coeducational, has been a major agent for progress towards gender equality and women empowerment which is guaranteed by the constitutional provision (1978), as "without discrimination on the ground of sex." Girls and boys from all socio-economic strata have access to education. For the year 2014 the national intake rate for primary education for females was 100.5 %.<sup>47</sup>

Sri Lanka enjoys a high level of gender parity in the education area (Table1). Gender parity index which is a socio-economic index usually designed to measure the relative access to education of males and females and in Sri Lanka it is slightly higher in all sectors for females. Student enrollment at all stages of education system shows gender parity and in fact, at the secondary level there are more female students than male students. The number of females completing education cycles and passing examinations is higher than those of their male counterparts.

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<sup>46</sup> Education Sector Development Framework and Programme (ESDFP) Ministry of Education, 2006.

[http://planipolis.iiep.unesco.org/upload/Sri%20Lanka/Sri\\_Lanka\\_ESDFP\\_policy.pdf](http://planipolis.iiep.unesco.org/upload/Sri%20Lanka/Sri_Lanka_ESDFP_policy.pdf)

<sup>47</sup> Gross Intake Rate, Education Policy and Data Center [http://www.epdc.org/country/srilanka/search?indicators=556-557&subnational=0&gender=11&year\\_from=2014&year\\_to=2015](http://www.epdc.org/country/srilanka/search?indicators=556-557&subnational=0&gender=11&year_from=2014&year_to=2015)

**Table 3 Gender Parity index in education – 2014**

<b>Net Enrolment Rates in Primary Education</b>		<b>1.01</b>
<b>Net Enrolment Rates in Secondary Education</b>		1.04
<b>Transition Rates from Primary Cycle to Lower Secondary Cycle</b>		
<b>Ethnicity</b>	<b>Sinhala</b>	1.0
	<b>Tamil</b>	1.0
	<b>Muslim</b>	1.0
<b>Location</b>	<b>Urban</b>	1.0
	<b>Rural</b>	1.0
<b>Sector</b>	<b>Plantation schools</b>	1.0
	<b>Other schools</b>	1.0

Source: Calculated with school census data from MOE, 2014

However some challenges remain. Education Sector Development Frame work and Programme (ESDFP) comments in para 196 that, “Gender is one area in which Sri Lanka has made good progress yet equality is not fully achieved by women due to strong cultural factors. Although there is gender parity in school enrolment, it is important to strengthen the gender concerns through education to overcome the cultural constraints on girls and women.”<sup>46</sup>

National education system has identified national goals in the policy document Education First Sri Lanka<sup>48</sup> which had set the Goal iv. on “Promoting the mental and physical well-being of individuals and a sustainable life style based on respect for human values,” and Goal viii. on “Fostering attitudes and skills that will contribute to securing an honourable place in the international community, based on justice, equality and mutual respect. These Goals when achieved, would be crucial in preventing SGBV. The recent launch of the Strategy document “Preventing Sexual and Gender-based Violence (SGBV)<sup>49</sup> by the University Grants Commission (UGC) is a key initiative towards gender equality and addressing SGBV in the higher education sector and the strategic recommendations are already being implemented. A high powered committee has been appointed and a high level multi stakeholder policy dialogue has been conducted with the participation of experts from other countries sharing their experiences.

<sup>48</sup> Education First Sri Lanka, 2013. Ministry of Education Policy and Planning Branch

<sup>49</sup> University Grants Commission, 2015. Preventing Sexual and Gender-based Violence: Strategies for Universities, University Grants Commission, Federation of University Teachers Association and Care International Sri Lanka.

SGBV occurs across all societies in the world and Sri Lanka is no exception. The document 'Preventing SGBV: Strategies for Universities'<sup>4</sup> refers to research findings which show the magnitude, severity and the impact of SGBV in the universities. A study among 250 university students who spent three years or more there showed that 25.2% of males and 72.2% of females had faced GBV during the time spent in the University<sup>50</sup>. Another study among 283 undergraduates found that 52% of the students were engaged in a romantic relationship and 64% of participants of the study, knew of other female students who unwillingly agreed to have sexual relations due to the fear of losing the relationship<sup>51</sup>. A study among 1,322 students enrolled in 5 faculties from the same University found that 44% of the participants had been sexually abused during their childhood.<sup>52</sup>

A survey on sexual and reproductive health in technical and vocational education and training sector<sup>53</sup> showed that nearly 80% of students had love affairs. 31.8% of trainees had experience of sexual intercourse and there were significant differences among youth coming from different sectors - urban rural and estate) in relation to their sexual conduct. It was notable that 42% of such instances were "unexpected" as reported by female students. Use of contraceptives had been only in 37% of such instances.<sup>8</sup> The above mentioned research will shed light to policy makers of the nature and context of SGBV within the education institutes. There is further need for scientific research on the magnitude and possible intervention to address SGBV in the education sector.

Therefore, to build an egalitarian, harmonious and just society, all forms of SGBV need to be eliminated through education. Equality in the learning process means that all learners should be exposed to teaching methods and materials that are free of stereotypes, discrimination and gender bias. Equality of educational outcomes means that all children enjoy equal opportunities to achieve success, according to their individual talents. In order to eliminate discrimination and SGBV in educational institutions the education sector plan is proposed with the aim of making education institutions safe for all students by strengthening the policy response through a gender responsive approach, capacity building and a positive attitudinal change among staff and students, creating a gender friendly atmosphere and better rapport between the teachers and students, and more understanding between parents and children. The high status of education that is marked in the HDI of Sri Lanka will be further enhanced through a SGBV free environment in educational institutions.

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<sup>50</sup> Jennifer Perera et.al., 2006. Gender-based Harassment among Medical Students Proceedings of 10<sup>th</sup> national convention on women studies CENWOR.

<sup>51</sup> Nalika Gunawardhana et al., 2011. Romance, Sex and Coercion: Insights in to Undergraduates Relationships, Sri Lankan Journal of Psychiatry, Vol2 No 2:52-59.

<sup>52</sup> Aswini D Fernando et al., 2009. Juvenile Victimization in a Group of Young Sri Lankan Adults, Ceylon Medical Journal, Vol 54, No.3: 80-84.

<sup>53</sup> Tertiary and Vocational Education Commission, Need Assessment Survey on Sexual and Reproductive Health for Youth in Vocational Education and Training Sector in Sri Lanka, Tertiary and Vocational Education Commission, State Ministry of Youth Affairs (2015).

**Sector Plan:** Education (Sub-sectors: General Education [GE], Higher Education [HE], Vocational & Technical Education [VTE])

**Time Frame:** 2016-2020

**Budget:** Rs. Mn. 65.31 (General Education: Rs. Mn. 12.31, Higher Education: Rs. Mn. 26, Vocational Training and Education: Rs. Mn. 27)

Education Sector Plan	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Formulate policy guidelines to mainstream gender in general education sector and incorporate information on Gender and SGBV into curricular.</li> <li>2. Prevent incidence of SGBV in all educational institutions through sensitization and capacity building.</li> <li>3. Strengthen SGBV redress mechanisms and promote a SGBV free environment within all education institutions.</li> <li>4. Implement gender equity and equality policies in the higher education and vocational education sectors and institute mechanisms for student empowerment and grievance handling.</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<p><b>Sub-sector:</b> General Education  <b>Sub-sector Lead Ministry:</b> Ministry of Education  <b>Sub-sector Chairperson:</b> Secretary, MoE  <b>Other Ministries / Institutions:</b> NIE, MoH-FHB, MWCA, UN, INGOs, CSOs</p>								

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Sensitization and Capacity Enhancement	1.1. Gender and SGBV sensitization with policy makers, planners, administrators, and curriculum experts within education sector	1.1 – 1.2 Policies and procedures in place and effectively implemented to address SGBV in the general education sector	1.1.1 Conduct awareness programmes on Gender and SGBV for higher level officials within general education system	# of awareness programmes / workshops  # of officials /decision makers sensitized	Administrative documents  Progress reports	MoE  NIE  MWCA	2016-2017	1.15
	1.2. Enhance policy response to address gender discrimination and SGBV in education sector		1.2.1 Review existing policies and plans in the context of addressing SGBV and identify gaps	Report on review of Policies  # of Policy discussions held	list of participants  Workshop reports	MOE  NIE  CSOs	2016 - 2018	1.5
	1.2.2. Reform policies and plans to address SGBV within the general education sector	# of changes introduced/ policy reforms  # of reformed policies	Policy documents  Meeting minutes	MWCA				
	1.2.3 Create a social dialogue on the policy reforms and addressing SGBV through education sector	# of social dialogues on reforms in policies and	Curriculum committee meeting minutes					

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	1.3. Capacity building of principals/education officers/teachers on gender and SGBV issues.	1.3 - 1.4 Teacher – student relationships are strengthened and zero tolerance of SGBV is promoted within school environment.	1.3.1. Develop interactive training module on gender and SGBV  1.3.2 Incorporate the module in regular training programmes/ counseling guidance training/ school based teacher training/ pre-service teacher training	addressing SGBV in education sector Interactive IT module ready for dissemination  Revised teacher training curricular  # of seminars/ workshops held with Teachers in-service / pre-service in Training Colleges	List of people to whom hand books were disseminated  Reports on seminars  Training Reports		2016 – 2018	0.5  1.0
	1.4 Improve the Teacher- Student interface towards addressing SGBV effectively		1.4.1 Develop/ disseminate a handbook on responding and handling SGBV issues within school environment  1.4.2 Implement circulars on corporal punishment and raise awareness among teachers  1.4.3 Include how to address bullying and sexual violence within school environment in	# trained (F/ M)  Developed handbook  # of handbooks disseminated  Circular	Workshop reports  Comments on handbooks  School progress reports	MoE NIE Colleges of Education UN, INGOs, CSOs	2016 - 2018	1.0



Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			<p>teacher training programmes</p> <p>1.4.4 Include the topic of addressing SGBV in national level competitions</p>	<p>Improved curriculum for teacher training</p> <p># of national level dialogues on addressing SGBV through education system</p> <p># of drama &amp; other types of competitions</p>				
<p><b>Focus Area 2:</b> Development of life skills to address SGBV among students</p>	<p>2.1. Strengthen the life skills and competencies of students to understand and counter SGBV</p>	<p>2.1 Students are empowered and capacitated to handle SGBV against them and “say no to SGBV”.</p>	<p>2.1.1 Incorporate awareness on gender and SGBV in the “Child protection programmes” in schools.</p> <p>2.1.2 Review the existing curriculum on Civic Education and Life Competencies and make recommendations to incorporate Gender and SGBV.</p>	<p># of child protection programmes held</p> <p># of awareness programmes held</p> <p>New sections added to the curriculum</p>	<p>Workshop reports</p> <p>Attendance sheets</p> <p>Draft and final documents</p> <p>School progress reports</p> <p>Minutes of meeting of club members</p>	MOE	2016 – 2018	<p>1.5</p> <p>1.0</p>

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			2.1.3 Develop an interactive module to teach reproductive health and sex education as part of health and physical education curriculum.	Interactive module on addressing SGBV available and used # of schools using the module # of activities held	Reports on use of interactive module  Teacher progress reports			1.2
			2.1.4 Promote health and other student club activities to create awareness on SGBV	# of schools promoting student clubs	Staff meeting minutes			0.01
			2.1.5 Awareness raising among school children on early marriages and consequences	# of awareness sessions on early marriages				
	2.2. Empowerment of the students through knowledge and skill building towards cyber safety and digital media safety and responsible behavior	2.2 Students are empowered and skilled on cyber safety and positive use of digital media.	2.2.1. Develop a directive to conduct Cyber-safety sessions during IT classes for children/ young persons from different age groups  2.2.2 Create a dialogue on cyber safety through child protection programme.	# of student led events that discuss SGBV and how to prevent it  # of awareness programmes Directive from Ministry of Education to include cyber Safety in IT education.	Progress reports on the application of Directive  Workshop reports	MoE NIE CERT NCPA, DPCCS MWCA	2016-2018	0.15

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
				# of schools following directive  # of dialogues on IT and cyber safety in schools				
<b>Intervention</b>								
<b>Focus Area 3:</b> Strengthen the psycho social support services and student counseling	3.1 Create informal and confidential mechanisms for student grievance reporting and handling	3.1 Students are encouraged and willing to report GBV incidences and access grievance handling mechanisms	3.1.1 Promote and encourage grievance reporting in schools and establish a system  3.1.2 Strengthen gender sensitive grievance handling mechanisms within schools	# of awareness raising on grievance reporting  System for grievance reporting  # of mechanisms established	Administrative documents/ files  Guideline document/circular on establishing grievance mechanisms within schools	MOE	2016 – 2019	0.1
	3.2. Establish effective mechanisms to respond and support survivors of SGBV in all education institutions	3.2 Students are served by professional counselors within school system	3.2.1. Develop a training pack with SGBV Module, Hand book / Audio Visual DVD to assist counselor training	# of schools that have instituted grievance handling mechanisms	Progress reports of schools	MOE NIE CSOs UN	2016-2019	1.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			3.2.2 Upgrade the knowledge and skills of student counselors through a user friendly and effective training course	# steps taken to strengthen grievance handling mechanisms		CSHR Uni. of Colombo		1.0
			3.2.3 Recruit qualified graduates with psychology degrees to serve as student counselors.	# of cases reported # of cases handled through grievance mechanisms	Reports of counselor training programmes	NISD		
	3.3 Awareness building and capacitating parents and guardians to ensure emotional well-being of children	3.3 Parent-child relationships are strengthened	3.3.1 School Development Committees (SDC) take up SGBV and related issues as a critical area to be addressed confidentially	Training pack with SGBV Module, Handbook / Audio Visual DVD				0.05
			3.3.2 Discussion on issues of SGBV at parent – class teacher meeting	% of Student Counselors Trained # of training programmes held	Meeting minutes and reports of SDCs			
			3.3.3 Individual schools to examine common amenities to ensure school environment safe from SGBV	# of SDCs that discussed SGBV as a critical issue	School progress reports			

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			3.3.4 Reward schools which have set up mechanisms to ensure violence free environment	# of discussion held on SGBV in SDC meetings  % of interventions to improve school facilities that promote safe environment  # of schools rewarded				
<b>Policy Advocacy</b>								
<b>Focus Area 4:</b> Advocacy to integrate gender and SGBV into school curricular	4.1. Ensure that gender concepts are incorporated in to curricula of general education and religious education	4.1 Gender is mainstreamed in general, religious and pre-school curricular	4.1.1 Review and analyze existing curricular by an independent gender/SGBV expert an identify gaps/spaces for improvements  4.1.2 Advocate with the curriculum review committee on the recommendation of the review	Review Report available  # of meetings, sessions conducted on curriculum changes  Guidelines available	Minutes of the meetings, attendance sheets  Workshop reports  Progress reports	Relevant department of the NIE  MoE  MWCA	2016 – 2018	1.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	4.2 Incorporate gender concepts and requirement for violence free environment within pre-school education system in the Guidelines for pre-schools.	4.2 Guidelines for SGBV free environment within pre-school educational institutions are in place and implemented	4.2.1 Include guideline for violence free environment on pre-school establishment	# of pre-schools adopting guidelines	Progress reports of pre-schools	Children's Secretariat	2016-2018	0.15
<p><b>Sub-sector:</b> Higher Education  <b>Lead Ministry/ Institution:</b> University Grants Commission (UGC)  <b>Chairperson:</b> Chairperson, UGC  <b>Other Ministries/ Institutions:</b> Ministry of Higher Education, Universities</p>								
<b>Prevention</b>								
<b>Focus Area 5:</b> Sensitization and capacity building of staff and students	5.1 Staff capacity development on gender equity / equality and strategizing to prevent SGBV and ragging	5.1 Staff committed and involved in preventing SGBV and ragging	5.1.1 Conduct innovative leadership and gender equality promotion programmes for staff and students  5.1.2 Conduct innovative joint initiatives by staff and	# of gender equity / equality programmes  # of staff (F/ M) trained  # of joint initiatives	Progress reports of higher education institutes  Reports of workshops/ leadership programmes	UGC  Mo Higher Education  Universities	2016 - 2020	15.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	<p>5.2 Gender sensitization and empowerment of female and male students to prevent and counter SGBV and ragging</p> <p>( Adapted from “Preventing Sexual and Gender Based Violence (SGBV) - Strategies for Universities</p>	<p>5.2 Students of higher education institutions are empowered to prevent and say no to SGBV / ragging</p>	<p>students to address SGBV and ragging</p> <p>5.2.1 Mainstream gender education – SGBV, masculinities into university curriculum</p> <p>5.2.2. Promote education on sexuality among students in the higher education system</p> <p>5.2.3 Promote dialogue and foster positive student perceptions on addressing SGBV through action research /focused studies and advocacy campaigns with student engagement</p> <p>5.2.4 Conduct wide awareness on ragging and its physical and psychological consequences and legal</p>	<p># of students (F/M) sensitized &amp; received training</p> <p># of events on gender equity / equality</p> <p># of improvements proposed to curricular</p> <p># of programmes on sex education</p> <p># of students (F/ M) engaged in dialogues on SGBV</p> <p># of dialogues promoted in each higher education institution on SGBV</p>	<p>Reports on media programmes on ragging</p> <p>Progress Reports</p> <p>Reports from students</p> <p>Students expressions</p> <p>Minutes of discussions</p> <p>Media campaign reports</p>	<p>Higher Education Institutions</p> <p>Staff Development Units</p> <p>Departments</p> <p>Academics</p> <p>MoH – FHB</p> <p>Student clubs</p>		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			aspects among student population  5.2.5 Conduct media programmes using print / electronic and social media on SGBV/ragging and its social and legal consequences	# of awareness events/ programmes within universities and other institutions on ragging and the consequences  # of media programmes				
<b>Intervention</b>								
<b>Focus Area 6:</b> Service provision for SGBV / Ragging survivors	6.1 Establish and strengthen formal / informal grievance mechanisms in higher education institutions	6.1-6.2 Students and staff of higher education institutions are well informed of the grievance mechanisms and have access to services	6.1.1 Develop and disseminate guidelines on setting up grievance mechanisms for SGBV (formal/ informal) in all universities / institutions  6.1.2 Strengthen / establish grievance handling mechanisms including online system	Guidelines on establishing grievance mechanisms and reporting  # of higher education institutions that follow guidelines  # on-line complaints received	Progress reports of institutions following guidelines  Progress reports of hotlines	UGC  Ministry of Higher Education  Universities  Senior and other student counselors	2017 - 2020	10.0



Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	<p>6.2 Ensure student friendly and easily accessible services for SGBV survivors</p> <p>Adapted from “Preventing Sexual and Gender Based Violence (SGBV)- Strategies for Universities</p>		<p>6.1.3 Create awareness on the grievance handling mechanism among student population and encourage complaints/ reporting</p> <p>6.2.1 Set up a hotline for students to access information / referral / services</p> <p>6.2.2 Make available qualified and trained counsellors in each university/ institution</p> <p>6.2.3 Train the hotline operators to respond to SGBV and link to counselor of the particular institution (as per 6.2.2)</p> <p>6.2.4 Capacitate and develop a protocol to address SGBV for university medical units to ensure effective services to students/ SGBV survivors</p>	<p># of students (F/ M) accessing hotline</p> <p>% of referrals done</p> <p># of universities with professional counselors appointed</p> <p># of training programmes / capacity building initiatives</p> <p># of medical units using the SGBV protocol</p>	<p>Progress reports of counseling units</p> <p>Reports of training programmes</p>	Academics		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Policy Advocacy</b>								
<b>Focus Area 7:</b> Policies on gender equity and equality to address SGBV / ragging	7.1 Ensure a comprehensive Policy response for Gender Equity / Equality and Prevention of SGBV / ragging  <i>( Adapted from "Preventing Sexual and Gender Based Violence ( SGBV)- Strategies for Universities</i>	7.1 An effective policy in place within higher education sector to address gender inequalities and SGBV / ragging	7.1.1 Create in-depth-awareness among administrators / academics on gender and SGBV and ensure commitment  7.1.2 Develop and roll-out a policy on gender equity / equality in Higher Education sector  7.1.3 Develop a policy link between gender policy and circular No. 919 on ragging  7.1.4 Set up an inter-university gender task force (ie. Centre for Gender Studies / Gender Units etc.) to coordinate and collaborate to implement the policy and monitor	# of awareness raising programmes on gender and SGBV  # of academics attending awareness/ training  # of meetings among academics on gender policy formulation  Gender policy of higher education in line with No.919 circular on ragging Inter university task force  # of universities and institutions adopting the gender policy	Workshop reports  Lists of attendance  Minutes of Policy meetings  Progress reports of universities/ institutions on the implementation of policy  Meeting minutes	UGC  Ministry of Higher Education  Universities	2016-2020	1.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Sub-sector:</b> Vocational & Technical Education <b>Lead Ministry :</b> Ministry of Skills Development and Vocational Training <b>Chairperson:</b> Secretary, Ministry of Skills Development and Vocational Training <b>Other Ministries/ Institutions:</b> Ministry of Youth Affairs, NIE, TVEC, VTA, NAITA								
<b>Prevention</b>								
<b>Focus Area 8:</b> Sensitization and Capacity Enhancement	8.1 Attitudinal and behavior change against SGBV, gender stereotyping and gender discrimination in technical fields  8.2 Awareness creation and sensitization of academic and non-academic staff in the VT sector on gender and SGBV	8.1-8.2 VT sector response against SGBV and gender discrimination is strengthened	8.1.1 Facilitate a social dialogue on non-gender discrimination in VT sector  8.1.2 Improve opportunities for females in male dominated non-traditional vocations  8.2.1 Develop and implement a broad based gender and SGBV awareness programme for the academic and non-academic staff	# of media programmes  # of promotional activities  # of academics sensitized  # of new opportunities created for females in non-traditional trades  # of awareness training programmes  # of non-academics sensitized	Reports on media programmes  Workshop reports  Progress reports of VT authority and training centres	Ministry of Skills Development & Vocational Training  VTA  NAITA  TEVC  Technical colleges  Technical training centres  WUSC Companies	2016-2020	5.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	8.3 Ensure capacity and empowerment of students in VT sector to act against SGBV	8.3 Students in VT sector are empowered and capacitated to prevent and counter SGBV against them	<p>8.3.1 Design and implement innovative programmes (social/ electronic media) on gender and SGBV awareness for students of VT sector</p> <p>8.3.2 Develop IEC materials with specific VT sector focus to support awareness raising of students</p> <p>8.3.3 Conduct special programmes on “cyber safety” and how to “say no to violence”</p> <p>8.3.4 Support from parents senior staff and student councils for the anti-ragging campaign (during first month of VT)</p> <p>8.3.5 Media publicity against ragging</p> <p>8.3.6 Upscale Ministry of Skill Dev. website to</p>	<p># of sensitization activities</p> <p># F/ M students attending programmes</p> <p>IEC materials</p> <p>Videos/ posters campaigns</p> <p># of programmes on cyber safety</p> <p># of students made knowledgeable on cyber safety</p> <p># of anti-ragging campaigns</p> <p># comments / responses from parents</p> <p># of public responses on media campaigns</p>	<p>Programme Reports</p> <p>Progress Reports</p> <p>Reports of campaigns</p> <p>Website visits</p> <p>Media reports</p> <p>Report of the promotional activities of the Ministry</p>	<p>NGOs</p> <p>INGOS</p> <p>CSOs</p> <p>UN/ donors</p>		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			include IEC materials, information on helplines and reproductive health information	Updated website				
<b>Intervention</b>								
<b>Focus Area 9:</b> Effective response to survivors of SGBV in VT sector	9.1 Ensure effective response to SGBV survivors through capacitating career guidance/ relevant officer  9.2 Enhance SRH services and psycho-social support to students/ survivors of SGBV	9.1 – 9.2 Students of VT sector have access to counselling and supportive services	9.1.1 Establish a cadre of qualified counselors in VT institutions to provide emotional support and act as befrienders  9.1.2 Training of Career Guidance Officers/ relevant officer in all VT institutes on responding to SGBV survivors and giving psycho-social support  9.2.1 Identify available SRH service points/ psycho-social support systems and develop a referral mechanism  9.2.2 Disseminate information among	# of counseling/ career guidance officers trained  # of students seeking services  # of institutions with career counselors  # of SRH service / psycho-social support points linked to VT institutions  # of students aware of service points	TOR of Counsellors  Training Reports  Progress Reports  Training Reports  Progress reports of counsellors	Ministry of Skills Development & Vocational Training  VTA  NAITA  TEVC  Technical colleges  Technical training centres  WUSC Private sector Companies	2016-2020	12.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			students on the available SRH, psycho-social services/ referrals	Strengthened referral pathways		NGOs / INGOs UN agencies  MoH- FHB		
<b>Policy Advocacy</b>								
<b>Focus Area 10:</b> Policy and programme response to SGBV in VT sector	10.1 Ensure policy guidelines and responsive mechanisms to prevent/ address SGBV and sexual harassment	10.1 Guidelines and mechanisms are in place to address issues of SGBV and harassment in vocational training institutes	10.1.1. Develop and implement policy guidelines on addressing SGBV in vocational training institutions  10.1.2. Develop SOPs to ensure safety and security during 'On the Job Training' (OJT) and monitor same	Guidelines available  # of institutions adopting guidelines  SOP for OJT available  # of institutions/ companies adopting SOP on OJT	Progress Reports  OJT Reports  Student progress reports	MoSDVT VTA/ NAITA TEVC  Technical colleges / Training Centre WUSC Companies NGOs/ INGOs CSOs/ UN agencies	2016-2020	10.0

## **SECTOR: EMPOWERMENT AND PREVENTION**

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## Background: Empowerment and Prevention Sector

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An elaborate state structure is in place to empower women and address violence against them through the establishment of the Ministry of Women and Child Affairs (MWCA). The MWCA has the responsibility of *"Formulating, executing and regulating provisions and policies aligned to practices of good governance to ensure the rights of children and women by empowering socio- economic conditions, instilling values and ensuring participation through strategic integration with all stakeholders leading to a dignified nation."*<sup>54</sup> Sri Lanka Women's Bureau, National Committee on Women (NCW), Department of Probation and Child Care Services (DPCCS), National Child Protection Authority (NCPA) and Children's Secretariat are the departments and statutory institutions under MWCA.<sup>55</sup> Stemming from the Ministry of Women and Child Affairs, the network of institutions works its way from the central administration to the community level, operating in collaboration with Provincial Administration. The most peripheral reach of the Ministry is the Women and Children's Development Units established at District/ Divisional levels.

Sri Lanka has made progress in many areas related to women's development. Sex ratio is in favor of women with 106 women to 100 men. Life expectancy of women is 79.6 years when compared to 72.4 years in men. Literacy rates of the population of 10 years and above show women achieving a rate of 94.6%, compared to 96.9% in men, with rural women achieving a rate of 94.8%. Only exception being estate sector women, with 80.9% of them achieving literacy compared to 91.8% of men.<sup>56</sup>

Although, women in Sri Lanka have enjoyed a relatively satisfactory position compared to their colleagues in other South Asian countries, they are yet to achieve gender equality or be fully empowered in line with international standards.<sup>57</sup> Human Development Report 2014 ranked Sri Lanka as 75<sup>th</sup> in Gender Inequality index (GII) of 0.383. This index measures inequality between women and men in three dimensions: reproductive health, empowerment (political participation and education), and labor market participation. A GII of 0.383 shows that gender inequality along these three dimensions is low in Sri Lanka, and it being ranked 75<sup>th</sup> is testimony to the fact that the scenario in Sri Lanka is better than 74 other countries. This situation would have been much better if not for the low political participation by women in the country. Although the World's first woman Prime Minister was from Sri Lanka in 1960 and the country had an elected woman

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<sup>54</sup> Ministry of Women and Child Affairs, website <http://www.childwomenmin.gov.lk/English>

<sup>55</sup> Ministry of Women and Child Affairs, website <http://www.childwomenmin.gov.lk/English>

<sup>56</sup> Department of Census and Statistics and Ministry of Women, 2014. The Sri Lankan Woman: Partner in Progress, Department of Census and Statistics and Ministry of Women's Affairs.

<sup>57</sup> Asian Development Bank, 2015. Country Gender Assessment Sri Lanka: An Update, Deutsche and Gesellschaft fur Internationale Zusammenarbeit (GIZ) GmbH. Publication.



President from 1994 to 2004, the percentages of female representatives in Parliament was 5.8% at general elections in 2004 and 2010 and remains below 6% to date. Furthermore women had only 4.1% representation in provincial councils and 2.03% representation in local government institutions such as *Pradeshiya Sabhas*.

Although national level data on SGBV is not available, it is well documented that Sexual and Gender Based Violence (SGBV) is widespread in Sri Lanka.<sup>58</sup> While accepting the fact that available studies are based on different sized samples, conducted in different locations and among different sub-groups, it is reasonable to assume that evidence gathered through such studies can provide an important insight into the magnitude and other facets of SGBV in Sri Lanka. Prevalence rates found in these studies range from 18% in pregnant women to 83% in estate population<sup>59</sup> The Grave Crime Abstract published by the Police recorded that 2008 instances of rape/ incest in the year 2014.<sup>60</sup> Perusal of records maintained by Police and other service providers show that incidences of domestic violence, rape, sexual harassment, incest, forced prostitution are the more frequently seen forms of SGBV. The Table and Chart below gives an overview of Grave and Minor Crimes reported to the Police Bureau for the Prevention of Abuse of Children and Women.

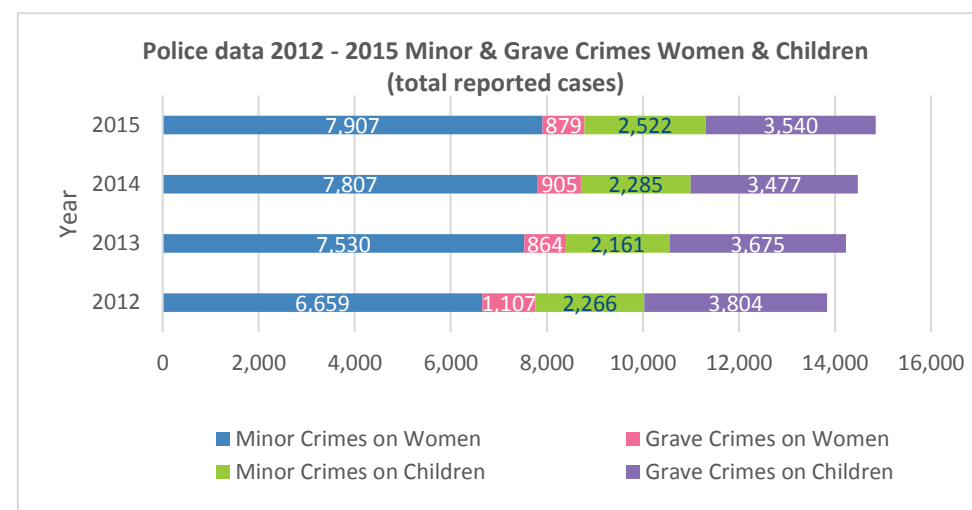
**Table 4: Police data 2012 - 2015 Minor & Grave Crimes Women & Children (total reported cases)**

Year	Minor Crimes on Women	Grave Crimes on Women	Minor Crimes on Children	Grave Crimes on Children
<b>Total 2012</b>	6,659	1,107	2,266	3,804
<b>Total 2013</b>	7,530	864	2,161	3,675
<b>Total 2014</b>	7,807	905	2,285	3,477
<b>Total 2015</b>	7,907	879	2,522	3,540

Minor Offences include: sexual harassment, beatings and inflicting harm, scolding/threatening/instilling fear, domestic violence, other offences.

Grave Offences include: murder, intending to commit murder, severe injuries, trafficking, abduction, rape, incest, attempting to commit incest, grave sexual abuse.

Source: Police Bureau for the Prevention of Abuse of Children and Women



<sup>58</sup> Ministry of Health Sri Lanka, National Report on Violence and Health, 2008. Ministry of Health Sri Lanka and WHO.

<sup>59</sup> UNFPA, Fact Sheet Gender-based Violence (GBV). Prevalence of Gender-based Violence in Sri Lanka, <http://countryoffice.unfpa.org/srilanka/drive/FactSheetsGBV.pdf>

<sup>60</sup> Sri Lanka Police, Grave Crime Abstract, 2014. [http://www.police.lk/images/others/crime\\_trends/2014/grave\\_crime\\_abstract\\_for\\_the\\_2014.pdf](http://www.police.lk/images/others/crime_trends/2014/grave_crime_abstract_for_the_2014.pdf).

Honour killings and dowry deaths have never been reported in Sri Lanka while some harmful traditional practices such as virginity testing in marriage is still practiced by some families. The socio cultural norms of the country and the impunity with which SGBV is treated is partly instrumental in promoting violence both in the public and private spheres.

The government of Sri Lanka is actively committed to gender equality and the empowerment of women. The 1978 Constitution guarantees fundamental rights and non-discrimination on grounds of Sex (Art 12) (1) and Art (2) and there are no legal barriers for women to engage in financial transactions or obtaining credit.

Sri Lanka has ratified most of the important international conventions related to eliminating SGBV and empowering women. UN Convention on Elimination of Violence Against Women (CEDAW) was ratified in 1981 and its Optional Protocol (Accession in 2002) have been reporting to the Monitoring Committees on a regular basis. One of the important outcomes was the acceptance by the government of the policy document, namely The Sri Lanka Women's Charter in 1993. The Sri Lanka Women's Charter has identified violence against women as a critical area of concern and states measures to prevent SGBV against women and children, through promotion of legislative reforms, structural reforms within the law enforcement machinery and provision of support to civil society organizations to provide support services. The National Committee on Women (NCW) was established to implement this Charter. Setting up of a Complaints Center attached to the Ministry of Women to facilitate referrals and support survivors of SGBV, and development of the National Plan of Action for Women (2007-2012) was completed by this Committee.

Prevention of Domestic Violence Act was enacted in 2005, as a civil remedy to prevent domestic violence and a Plan of Action for its implementation was developed. A number of programmes had been conducted to sensitize judiciary and Police. However, abused women are still not getting the full benefit of this legislation and studies show that there is much space for improvement<sup>61</sup> and concern has been expressed about significant delays before legal cases are processed under this Act. It appears that most cases are dealt with through police mediation, and that maintaining family relations prevail over protection of women and suppression of violence against women.

Violence against women has emerged as a human rights concern and is being approached accordingly. The development of the National Action Plan for the Protection and Promotion of Human Rights with a thematic section on Women was one of such responses which has been commended upon by the Committee on

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<sup>61</sup> Wijethilaka, D., 2009. Cases filed under the Prevention of Domestic Violence Act No.34 of 2005: An Analysis. Women in Need.

the Elimination of Discrimination against Women<sup>62</sup> As a follow up of this Plan, MWCA facilitated the establishment of committees in different ministries to address sexual harassment at work place.

The legal system of the country addresses SGBV through the provisions of the Penal Code by criminalizing incest, sexual abuse, harassment and trafficking in women. Amendments to the existing Penal Code was made by making 18 years the minimum age of marriage and 16 years the age of consent making sex with girls under 16, a statutory rape.<sup>4</sup> Cultural sensitivity has prevented any action to remove the inequalities in some personal laws of Tamils, Muslims and Kandyan Sinhalese<sup>4</sup> particularly, regarding the age of marriage which leads to some “under age marriages” and teenage pregnancies. Proposed Amendments’ to the Vagrant Ordinance has not been enacted so far. Report of the leader of the Opposition’s Commission on Prevention of Violence Against Women (VAW) and the Girl Child<sup>63</sup> which has made many constructive and far reaching recommendations to address these issues was presented in Parliament in 2015. Further to this a Task Force against VAW and the Girl Child was appointed to formulate a Plan of Action to implement the proposed recommendations in this report. In April 2016, the Task Force against VAW and the Girl Child presented a plan to the Prime Minister.

Eliminating Gender Based Violence is clearly identified as a specific objective of the Ministry agenda. The Ministry focuses on formulating, implementing and monitoring policies, programs and projects for the empowerment of women and combatting violence against women and networking with government, NGOs/INGOs, UN agencies, media and donor agencies.

Women and Children’s Unit established at the Divisional level which is staffed by field officers working at grass root level to provide protection, care and guidance to resolve issues related to SGBV, provide emotional support and counseling. In addition they collaborate with other state agencies such as *Mithuru Piyasa* in hospitals, and Community Service Organization forming the crucial link between the State machinery designed to empower women.

The Ministry has established temporary accommodation services to survivors of SGBV in the form of shelters. The shelter in Colombo has been operational for more than two years and more centers are being established in the provinces. The Ministry has supported Women and Children’s Police Bureaus around the country by way of infrastructure development and capacity building of officers who are the first contact points for most survivors seeking legal redress. The Complaint Centre of the National Committee on Women located in the Ministry premises, provide on-site legal and psychosocial support to survivors and facilitate action by other agencies in response to complaints made. The Help line (1938) for women established two years ago supported by a team of trained staff, provide prompt and

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<sup>62</sup> Concluding observations of the Committee on the Elimination of Discrimination against Women, 48<sup>th</sup> Session 2011  
<http://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-LKA-CO-7.pdf>

<sup>63</sup> Report of the Leader of the Opposition’s Commission on Prevention of Violence against Women and the Girl Child, 2014. quoting data from Police.  
[http://www.police.lk/images/others/crime\\_trends/2013/grave\\_crime\\_abstract\\_2013.pdf](http://www.police.lk/images/others/crime_trends/2013/grave_crime_abstract_2013.pdf)

professional on-line responses including emotional support to survivors of SGBV. In 2015 the helpline received the most number of complaints under domestic violence (90 complaints) and family disputes (250 complaints), a total of 667 complaints for this year. This was a marked increase in reporting from the 398 complaints in 2014.<sup>64</sup>

The Ministry also conducts awareness raising programmes to address SGBV at the community level which is undertaken by the Women's Bureau, NCW and through other Ministry led programmes. Strengthening of the SGBV referral system to respond / prevent SGBV is a key programme of the Ministry which will enable a better coordinated response to survivors, thereby strengthening the penal chain and minimizing the re-victimization of survivors of SGBV. Ministry of Women has strengthened linkages with other line ministries to facilitate activities in addressing SGBV by appointing officers as Gender Focal Points to coordinate such activities, but their full potential needs to be explored.

Although the Ministry has been working on SGBV, achieving the expected outcomes has been challenging due to the lack of a concerted and holistic approach from all state and not state agencies. The development of the National Action Plan which envisages a well-coordinated national response will no doubt contribute to minimize SGBV in the country. The Plan is rights inclusive and multi-sectoral in nature. The NPoA to address SGBV enhances the Ministry's efforts in eliminating SGBV which is a national priority and an effective implementation and a sustained monitoring system is required in order to realize the objectives of this Plan.

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<sup>64</sup> National Committee on Women, 2015. 1938 Helpline Data 2015 & 2014.

**Sector Plan:** Empowerment & Prevention

**Lead Ministry:** Ministry of Women and Child Affairs (MWCA) including NCW and Women’s Bureau

**Other Ministries/agencies:** Dept. of Police, MoLO, MoSDVT, MoT, MoSEW, SMOYA, NYSC, CSOs/ INGOs, UN agencies, Donor agencies

**Chairperson of the Sector:** Secretary, MWCA

**Time frame:** 2016-2020

**Budget:** Rs. Mn. 997.5

Empowerment and Prevention Sector Plan	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Facilitate social dialogue against SGBV and empower communities to address issues related to SGBV.</li> <li>2. Formulate policies and provide policy guidance to effectively address SGBV.</li> <li>3. Establish mechanisms to intervene and support the SGBV survivors.</li> <li>4. Efficient management of data and information on SGBV to support policy and programme planning.</li> <li>5. Coordinate and collaborate an effective multi-sectoral response by implementation of the NAP to address SGBV.</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Social empowerment against SGBV – Mobilizing, organizing and	1.1 Mobilization of vigilant groups and women societies to Prevent SGBV	1.1 & 1.2 Communities of women and men are empowered to prevent and	1.1.1 Strengthen / form vigilant groups consisting of women and men and strengthen women societies	Circular on formalizing vigilant groups/ women societies	Field reports, Progress reports, log book of recorded/	MCWA – WDOs to link with CRPOs for delivery, and with CSOs/ INGOS/ UN, Civil	2016-2018	75.0 (approximately 200,00 per division/ district )

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
capacitating communities	(Ref. Report of <i>Leader of opp. DV &amp; IPV against women</i> pg.60,)	intervene in issues of SGBV	1.1.2 Develop a manual that includes the roles and responsibilities / ethical principles, and SoPs to be used by vigilant groups / women societies	# of vigilant groups / women societies Manual for vigilant groups / women societies	referred cases Training reports Progress Reports	Protection Committees	2016 - 2017	5.0
			1.1.3 Train vigilant groups and community leaders using the manual and develop a critical mass to act against SGBV	# of women and men trained # of member organizations	Training Programme reports Quarterly reports			
			1.1.4 Raise awareness on SGBV and initiate preventive measures, and formalize community responses	# of collective action/ programmes conducted	Training programme reports			
	1.2. Work with men and boys to promote positive values towards zero tolerance to GBV		1.2.1 Identify and build alliances with organisations working with men and boys to prevent GBV through zero tolerance	List of contacts/ alliances	Annual reports	Divisional Secretary, District Secretary, Women Committees, WDOs, CRPOs, CSOs, NYSC and other youth groups	2016 - 2018	
			1.2.2 Develop a training manual and a pool of male trainers to advocate	Availability of a manual and resources to train male trainers	Project report			

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			and raise awareness on zero tolerance of SGBV.	# of TOTs conducted for the male trainers			2016-2018	
			1.2.3 Develop innovative community programmes of music, drama and sports etc., and promote champions who denounce SGBV	# of available male trainers				
				# of collective actions conducted by the alliances				
	1.3 Awareness raising and capacitating women and girls to recognize and respond to SGBV (Ref. Report of Leader of opp. Rec.19 )	1.3 Women and girls are capacitated to counter SGBV against them	1.3.1 Create awareness among women and girls on appropriate response to potential risky situations and prevent abuse/ exploitation	IEC materials available	Progress Reports	MWCA, FPA	2016-2020	6.0
				# of women and girls who received training	Annual reports	UN agencies/ CSOs / INGOs		
			1.3.2 Develop life skills and empower youth on positive relationships and non-gender stereotypes through IEC materials, youth programmes, leadership development	# of measures/ response taken by women and girls	Minutes of the high-level committee	Youth Ministry, Skills dev and Vocational Training	2016-2020	
				Availability of IEC materials		Private sector EFC		
			1.3.3 Develop a Mobile App for dissemination of messages to prevent SGBV under the authority of MWCA	# of trainings and programs held			2018-2020	
				Mobile application				

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			1.3.4 Use social media/ IEC materials to empower young girls and boys to counter SGBV	available for download		Ministry of Telecommunications and Digital Infrastructure	2016-2018	
			1.3.5 Study on digital violence related to SGBV, and explore learning from international best practices in prevention	# of downloads of the Application from the website # of social media programmes # of 'likes' and 'dislikes' on website	Minutes, Progress reports	Telecommunication Service providers	2017-2018	
			1.3.6 Implement activities through social media that promote the safe and appropriate use of technology, upon the recommendations of the study	Study report # of recommendations implemented	Reports on social media programmes		2017-2018	
	1.4 Collective response of faith based organizations and establishments to prevent SGBV	1.4 Religious institutions are proactive to prevent SGBV as a critical social issue	1.4.1 Establish a high level inter –religious committee with both female and male representation that will promote social and religious dialogue towards zero tolerance of SGBV	A representative and active inter-religious committee # of women & men in committees # of interactions # of programmes conducted	Progress Reports Annual reports Minutes of high level committee Minutes of the committee	MCWA, in collaboration with the Ministry of Buddha Sasana, Ministry of Christian Affairs, Ministry of Muslim Religious Affairs, Ministry of Hindu religious affairs	2016-2020	1.0



Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			1.4.2 Conduct national / divisional level programmes through media, religious leaders and religious educational institutions to address SGBV		meetings with religious institutions, Programme Reports		2016-2020	
<b>Focus Area 2:</b> Transitional justice for conflict affected women	2.1. Address economic and social vulnerabilities among affected women	2.1 Affected women have easy access to socio-economic assistance and legal redress mechanisms	2.1.1. Identify the vulnerable families through DS offices/ MWCA’s Child and Women Development Units (CWDU) and refer to agencies/ National Secretariat for Female Headed Households (NSFHH) for livelihood assistance and skill development  2.1.2 Strengthen women societies/ CSOs to address socio-cultural needs of affected families/ widows and provide opportunities and special attention to their protection	# of families referred for livelihood assistance           # of agencies working collectively to support affected families at DS level  # of female staff recruited	Progress reports  Reports from DS offices  Reports of relevant CWDU  Reports of NSFHH  Reports of Women’s Societies / CSOs  Reports of transitional	MWCA, SEWA, NSFHH, ONUR,  District Secretaries/ Divisional Secretaries,  Ministry of Resettlement  Ministry of Primary Industries,  Ministry of National Co-existence, Dialogue and Official Languages UN agencies, Donors,	2016-2020	750.0 (25,000 widows x Rs. 30,000 only for livelihood)

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			<p>2.1.3 Advocate to recruit female staff with appropriate language skills for Divisional Secretariats, shelters, W &amp; C police units</p> <p>2.1.4 Include all women in welfare camps in transitional justice programmes</p>	# of women from welfare centres who have enrolled in transitional justice programmes	justice programmes	INGOs, CSOs/ NGOs		
<b>Intervention</b>								
<b>Focus Area 3:</b> Response mechanisms to support survivors of SGBV	3.1 Coordinate with relevant ministries and agencies to streamline and ensure effective service delivery to survivors – shelter, psycho-social support, medico-legal etc. <i>(Ref. Report of Leader of opp. Rec.27,28 )</i>	3.1 –3.3 Survivors of SGBV have quality services delivered by coordinated agencies	<p>3.1.1 Facilitate an inter-agency (ministries and civil society) coordination to deliver effective services</p> <p>3.1.2. Strengthen services of existing shelters to new areas and ensure effective implementation of existing protocols and guidelines, to manage and run shelters</p>	<p># of new shelters in operation</p> <p># of shelters which have adopted Shelter guidelines</p> <p>% of victims increased in shelters/ seeking services from shelters</p>	<p>Progress Reports</p> <p>Annual reports</p> <p>Meeting minutes</p> <p>Progress reports of shelters</p> <p>Documented cases</p>	<p>MCWA in collaboration with the Ministry of Justice (including LAC),</p> <p>MoH – FHB</p> <p>UN agencies, Donors</p> <p>INGOs, NGOs, CSOs</p>	2016 - 2020	<p>85.0 (will fund raise with donor agencies as well)</p> <p>Summary: 3.1.2 – Rs.Mn. 2.0</p> <p>3.1.4 - Rs.Mn. 3.3</p> <p>3.1.5 &amp; 3.1.7 -</p>

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			3.1.3 Advocate for the speedy medico legal processes	Effective legal services available		District/ Divisional Secretariats		Rs.Mn. 2.0
			3.1.4 Setup emergency fund at district/ divisional level for speedy response to survivors	% of women accessing services	Financial statements of emergency fund	Counselling Units at DS level		3.1.6 - Rs.Mn. 75.0
			3.1.5. Strengthen the psycho-social/ counselling support to survivors through DS level counselling staff	Availability of an emergency fund for victim survivors	Data of recipients of funds	MWCA's CWDU		
			3.1.6 Provide spaces to ensure privacy, and accessibility for survivors who come for counselling services (within DS)	Operational guidelines for emergency fund allocation to survivors	Records of counsellors			
			3.1.7 Regular update of knowledge and skills of counsellors through training	Improved spaces for counselling	Workshop reports			
			3.1.8 Provide effective response to helpline seekers as directed by SOPs	# of training programmes for counsellors	JMO reports			
				% of increase in helpline users	Report of Helpline			

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	3.2 Strengthen the referrals mechanism at different levels and with all service providers		3.2.1 Promote inter-linkages among service providers (police, DS level officers, CWDU, JMO, State Counsel, Mithru Piyasa etc.,) and promote active participation at all coordination meetings	# of cases received  % of Increase in the delivery of reports by JMO annually  # cases cleared by AG annually  % increase of LAC offices with trained/ experienced officers	Reports of referral meetings  Minutes,  Progress Reports,	MCWA in collaboration with the MoJ, LAC, MoH – FHB, Mediation boards, CSOs, Police Department, JMO, UN agencies, INGOs	2016-2020	4.0
	3.3 Strengthen the police response to SGBV and capacitate the Women and Child Police Bureaus/ Desks and Police Units in hospitals <i>(Ref. Report of Leader of opp. Rec.30,31,32,33)</i>		3.3.1 Awareness raising with police on gender and SGBV to enable survivor friendly responses  3.3.2 Advocate and provide technical support to roll-out the SGBV Training Module for law enforcement officers in-service, and new recruits in collaboration with Police academy and police training divisions	# of trained staff of Dept. of police  # of regular workshops  # Police Academy curriculum that has integrated SGBV module	Reports on training programmes	Ministry of Law and Order,  MoJ  Police Department,  Bureau for the Prevention of Abuse of Women and Children  Police W & C desks  MWCA – CWDU		5.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			<p>3.3.3. Capacity building specifically on PDVA 2005 and relevant recently enacted laws/ statutory offences, for law enforcement officers for effective implementation of laws</p> <p>3.3.4 Strengthen and capacitate the offices of the Police Bureau for the Prevention of Abuse of Children and Women and all police W &amp; C Bureaus/ desks to effectively address SGBV and establish links with the MWCA's CWDU at divisional secretariats and other relevant service providers</p> <p>3.3.5 Advocate to increase the female cadre of the police and ensuring female police officers in Police units in hospitals</p>	<p># of training sessions on PDVA for law enforcement officers</p> <p># of F/ M police officers trained</p> <p>Inter-linkages between police W &amp; C desks and MWCA's CWDU and Mithuru Piyasa at district/ divisional level</p> <p>Links with other service providers/ CSOs</p> <p># of police W &amp; C bureaus/ desks strengthened</p> <p>% of increased female cadre of police</p> <p>% of increase of female police</p>	<p>Reports of training programmes</p> <p>Workshop reports</p> <p>Progress Reports</p> <p>Minutes of meetings</p> <p>Progress reports of police units</p>	<p>Police Training College/ Academy</p> <p>Universities</p> <p>UN agencies, INGOs, CSOs</p>		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	<p>3.4 Advocate with the MoJ and LAC to ensure legal assistance to survivors</p> <p><i>(Ref. Report of Leader of Opp. DV &amp; IPV pg.60)</i></p>		<p>3.3.6 Counselling service established in collaboration with MWCA to survivors following on filing cases to police</p> <p>3.4.1 Build formal links between MWCA and MoJ/ LAC to obtain services at different levels – District and DS</p> <p>3.4.2 Direct the CWDU at divisional and district level to engage with LAC officials/ CSOs to provide legal aid to survivors</p> <p>3.4.3 Establish a legal unit at MWCA and appoint adequate cadre – senior legal officers</p>	<p>officers at hospital police units and W &amp; C police desks</p> <p># of SGBV survivors referred to counselling</p> <p># of collaborative meetings between MWCA and MOJ and LAC</p> <p># of decisions taken to promote service collaboration between MOJ / LAC and MWCA</p>	<p>Counselling Reports</p> <p>Progress reports of legal aid provided</p> <p>Minutes, progress reports</p>	<p>MWCA, MoJ, LAC,</p> <p>UN agencies, INGOs, CSOs</p> <p>Management Services –</p> <p>Ministry of National Policy and Economic Affairs</p>	<p>2016-2020</p> <p>2016-2018</p>	5.0
<b>Focus Area 4:</b> Collaboration, Coordination and monitoring of interventions	4.1 Strengthen the existing sub-national structures to address SGBV	4.1-4.3 Effective structure is in place at all levels to ensure service delivery	4.1.1 Expand and strengthen the District / Divisional CWDU as a MWCA outreach mechanism, to address issues of SGBV	<p>100% district coverage of CWDU</p> <p>TOR/ SoPs of CWDU</p>	<p>Minutes</p> <p>Progress Reports</p>	<p>MWCA, CWDU</p> <p>District Secretary/</p>	2016-2020	12.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
to address SGBV	(Ref. Report of Leader of opp. Rec.35,36 )	and coordinate interventions to address SGBV	<p>4.1.2 Restructuring and strengthening existing multi agency District / Divisional Child Development Committee (DCDC) as District/ Divisional Child and Women Development Committee (DWCDC) under the guidance of the District Secretary and Divisional Sec.</p> <p>4.1.3 Promote, facilitate and support multi-sectoral joint actions at the DS and district level</p> <p>4.1.4 Identify the other service providers and civil society to develop a methodology to regularize communication and referrals</p> <p>4.1.5 Facilitate links between vigilant groups, women societies/ networks and youth groups, and the CWDU</p>	<p># of active divisional and district multi agency / Task Force</p> <p># of multi sectoral joint actions</p> <p># of agencies/civil society forums/ groups collaborating with task force</p> <p># of vigilant groups strengthened and active</p> <p># of youth groups involved in joint action</p> <p># of networks engaged and in collaboration with MWCA</p> <p>Referral path in operation</p>	<p>Annual Reports</p> <p>Reports to National Budget/ Treasury</p> <p>Task force meeting minutes</p> <p>Reports of Referral meetings</p> <p>Progress Reports</p>	<p>District Secretariats &amp; Divisional Secretary / Divisional Secretariat</p> <p>DCDC</p> <p>INGOs/ CSOs</p> <p>UN agencies</p> <p>Donors</p> <p>State Ministry of Youth Affairs</p> <p>NYSC</p> <p>Women' s Societies</p> <p>Youth clubs</p> <p>Vigilant groups</p> <p>MWCA's CWDU</p>		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	4.2 Ensure a resource base within MWCA to develop capacity development of relevant stakeholders/ structures on gender and addressing SGBV. (Ref. Report of Leader of opp. Rec.17,18 )		<p>for encouraging case referrals</p> <p>4.1.6 Facilitate case conferencing in collaboration with relevant officers and experts when necessary</p> <p>4.2.1 Develop a pool of national and district level male and female resource persons on gender and addressing SGBV</p> <p>4.2.2 Develop an interactive shelf ready training kit on gender and addressing SGBV to be used as a core module</p> <p>4.2.3 Develop capacity of relevant officials and vigilant groups using the above training kit</p>	<p># of cases referred quarterly</p> <p># of monthly case conferencing meetings</p> <p># of F/ M resource persons in the pool</p> <p># of gender trainers in pool</p> <p>Inter-active training manual/kit</p> <p># of capacity building workshops</p> <p># of participants in capacity building workshops</p>	<p>Reports of Case Conferencing</p> <p>Annual Report</p> <p>Training Reports</p> <p>Evaluations of trainings/ programmes</p> <p>Meeting minutes</p>	<p>MWCA</p> <p>Vigilant groups</p> <p>Donor Agencies</p> <p>UN agencies</p> <p>INGOs/ NGOs</p> <p>CSO</p>	2016-2020	10.0



Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	4.3 Promote effective functioning of the national machinery to address SGBV		<p>4.3.1 Advocate to establish the Women’s Commission as a matter of priority</p> <p>4.3.2 Gender orientation with Parliamentarians</p> <p>4.3.3 Engage with Donors, Private sector (CSR), Chamber of Commerce, well-wishers at national and sub national level to address SGBV as a critical issue</p> <p>4.3.4 Annual National Policy Forum to be facilitated by MWCA on SGBV and facilitate dialogue on policy and practice</p>	<p># of advocacy meetings to establish Women Commission</p> <p># of parliamentarians at the orientation workshop</p> <p># of private sector establishments engaged in SGBV redress</p> <p>Annual National Forum on SGBV</p> <p>Key discussions and decisions taken at national Forum</p> <p>Database on SGBV at MWCA</p>	<p>Progress Reports</p> <p>Annual Reports</p> <p>Minutes</p> <p>Progress reports</p>	<p>MWCA</p> <p>Parliamentarians including women’s caucus, NGOs, INGOs CSOs</p> <p>Donors UN agencies</p> <p>Private sector</p> <p>Chamber of Commerce</p> <p>MWCA</p>	2016-2020	10.0
	4.4 Research and information management on GBV ( <i>Ref. Report of Leader of opp., Rec. 22,23,24</i> )	4.4 Updated data base on SGBV is available and accessible by policy makers and planners	4.4.1 Set up a data base at MWCA to manage information on SGBV at national level linked to national, provincial and divisional level information sources of all sectors	Funds raised for SGBV redress work	Research reports	CSOs MWCA, divisional / district secretaries Research organizations	2016-2020	10.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			4.4.2 Conduct a national research on SGBV for policy input and planning  4.4.3 Undertake a research with police research unit on the outcome of cases reported with police to identify challenges	# of research reports on SGBV # of research findings		Ministry of Law and Order  Police Department		
<b>Policy Advocacy</b>								
<b>Focus Area 5:</b> Advocacy on policy intervention to address SGBV	5.1 Advocate prioritizing and expediting the effective implementation of the National Plan of Action on PDV Act. (Ref. Report of Leader of opp. DV & IPV pg.60,)	5.1 - 5.4 Policy framework and laws on SGBV are in place and implemented to effectively address SGBV	5.1.1 Select prioritize areas for policy intervention in collaboration with relevant stakeholders  5.1.2 Identify gaps in implementation and advocate and facilitate the implementation and monitoring of the NPoA on PDV Act	# of selected priority areas  # of advocacy meetings with relevant ministries and agencies on implementation of NPoA and PDV Act  % of cases files	Minutes of advocacy meetings  Progress reports of committees  Reports of Policy dialogues / joint initiatives	MWCA, MOJ, MoLTUR  MoH MoPRMM MoSEW	2016-2020	5.0
	5.2. Promote a policy response to address sexual harassment in workplaces		5.2.1 Advocate in collaboration with HRC to revamp the functioning of the anti-sexual harassment committees at state	# of meetings with HRC and plan to build capacities of relevant agencies	Finalized policy on	MoLTUR HRC, All Ministries,  State institutions/	2016-2020	5.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	(Ref. Report of Leader of opp. Sexual Harassment Rec.07 )		institutions and build capacities	to support anti-sexual harassment policy implementation	Anti-harassment	department/ authorities,		
			5.2.2 Build linkages with the Employer's Federation of Ceylon (EFC) and the MoLTUR to promote and introduce anti-sexual harassment policies and mechanisms in the private sector	TOR for committee with detailed roles and responsibilities	Minutes of meetings	UN Agencies		
			5.2.3 Introduce a women friendly work environment in all work places (state and non-state)	# of joint initiatives between EFC , MoLTUR	Monthly progress reports on hotline	INGOs/ NGOs/ CSOs		
	5.3. Promote a policy response and implement mechanisms to address sexual harassment in public transport and ensure quality transport services		5.3.1. Initiate a policy dialogue with the Ministry of Transport to address sexual harassment in all modes of transport (bus, train, three wheeler, staff vehicles etc.) and develop guidelines	# of Institutions that have adopted women friendly work environments	Program reports	EFC		
				# of policy dialogues with Ministry of Transport and action plan	Progress Reports	Private sector		
					Annual Report	MoLTUR	2016-2020	1.0 (will also fund raise through donor funds)
						Ministry of Transport and Highways		
						MWCA		
						Provincial Transport Authorities		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			5.3.2 Collaborate with relevant stakeholders for effective implementation of the policy guideline	# of collaborative meetings with different stakeholders	Minutes / Notes of Policy dialogues	National Transport Commission,		
			5.3.3 Create awareness among the vehicle owners and operators (drivers, conductors, school transport) of public and private transport services on the guidelines	Guidelines on public engagement # of awareness programmes with service providers	Program Reports Comments by the public	Sri Lanka Transport Board (SLTB), UN agencies INGOs, CSOs		
			5.3.4 Create public awareness on the key aspects of the guideline to encourage public engagement	# of awareness programs held	Programme Reports Annual Reports Hotline Reports	Ministry Public Administration, Ministry of Provincial Councils	2016-2020	0.5
			5.3.5 Promote a public transport hotline to receive complaints on SGBV and to make the required referrals	Public transport hotline # of complaints (F/ M) received by the Hotline # of referrals done	Progress Reports	MOJ		

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	5.4 Advocacy on reform of laws, policies and regulations that are discriminatory and hinder redress for SGBV		5.4.1 Review the existing literature and studies on the discriminatory aspects of existing laws, policies and regulations and make recommendations  5.4.2 Advocate and collaborate with MOJ for necessary reform based on the recommendations	# of recommendations on discriminatory practices of existing laws, policies and regulations  # of advocacy meetings with MOJ	Advocacy reports			
<b>Focus Area 6:</b> Implementation and monitoring the National Plan of Action to address SGBV	6.1 Coordinate, collaborate and monitor the implementation of the National Plan of Action to address SGBV	6.1 Implementation of the National Plan of Action to address SGBV is well coordinate and monitored by inter - sectoal steering committee led by MWCA	6.1.1 Set up a high level Steering Committee comprising of Secretaries of lead Ministries and relevant experts under the direction of the MWCA to steer the implementation of NPoA to address SGBV (quarterly)  6.1.2 Set up a multi-sectoral coordination and monitoring committee led by MWCA (monthly)	High level steering committee # of ministries represented # of meetings per year  # of key decisions taken at committee meetings  Multi-sectoral committee for monitoring	Minutes of meetings,  Reports of committees  Progress reports,  Monitoring reports	MWCA and all lead ministries & relevant supporting ministries/ department and other institutions  UN Agencies  INGOs/ CSOs  Donor Agencies  Private sector	2016-2020	8.0 (technical support 5 mil, establishing unit 1 Mn. and 2 Mn. for meetings etc.)

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			<p>6.1.3 Establish a separate unit within MWCA to facilitate the monitoring process, and share periodic monitoring reports amongst the Ministries</p> <p>6.1.4 Conduct a mid-term review and final evaluation by an external evaluator</p>	<p># of regular meetings # of progress reports</p> <p>Unit at MWCA for monitoring NAP on SGBV</p> <p>Mid-term review report</p> <p># of recommendations</p> <p>Final evaluation report</p>	Evaluation reports			

## **SECTOR: FOREIGN EMPLOYMENT**

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## Background: Foreign Employment Sector

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In 2007, a separate Ministry for Foreign Employment was established for the first time in Sri Lanka, recognizing the important contribution made by the migrant workers to the economy of Sri Lanka. Overseas employment is the largest foreign exchange earning source in the Sri Lankan economy. Since 1976, when formal employment migration commenced, foreign employment has generated substantial inflows of remittances to the country at the same time relieving the pressure on unemployment and giving an opportunity for women to opt for a life style perceived as economically fruitful.

The functions of the Ministry include formulation and implementation of policies, programs and projects for the foreign employment industry, welfare of migrant workers, regulation and supervision of employment agencies, career guidance on foreign employment and welfare of expatriate Sri Lankans.<sup>65</sup> The Ministry has committed to create and implement policies related to gainful foreign employment for Sri Lankans to ensure the rights of migrant workers and to provide their welfare needs through its Quality Management System and have obtained ISO 9001/2008 certification<sup>66</sup>.

Two institutions function under the Ministry; Sri Lanka Foreign Employment Agency (SLFEA) (established by the Company Act No.32 of 1980) and Sri Lanka Bureau of Foreign Employment (SLBFE) (established by Act No.21 of 1985). The most significant policy initiative led by the Ministry of Foreign Employment, Promotion & Welfare was the formulation of the National Labour Migration Policy of Sri Lanka in 2008, encompassing three main policy components; governance of the migration process, protection and empowerment of migrant workers and their families and linking migration and development process. This Labour Migration Policy gives direction to the holistic and comprehensive management of migration in Sri Lanka. It also emphasizes the necessity of a comprehensive Return and Reintegration Plan which covers the entirety of all processes and areas of reintegration. A comprehensive plan for Return and Reintegration was formulated and launched in 2015 which aims to promote safety and protection of migrant workers.

With regard to addressing SGBV against migrant workers, a number of measures are taken by the MoFE and SLBFE both in the host country and in Sri Lanka. A set of welfare officers resident in each of the Diplomatic Missions in the labour receiving countries look into the interests of migrant workers. Safe houses in the host countries are maintained to accommodate stranded workers and provide shelter, medical facilities, transport and food at state expense. A transit home is maintained in close proximity to the international airport to assist workers who return home with sicknesses or after being harassed or abused.

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<sup>65</sup> Ministry of Foreign Employment website.

<sup>66</sup> Ministry of Foreign Employment Performance Report – 2015 <https://parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-foreign-employment-2015.pdf>



All officers of the Ministry attached to Embassies entertain complaints including those on SGBV. For the year 2013, Sri Lanka Bureau of Foreign Employment (SLBFE) has received 11,521 complaints of which 1,741 (15.1%) had been on harassment both physical and sexual. Majority of complaints was from housemaid/ domestic housemaid assistant category. Saudi Arabia recorded the most (over 5000) complaints with Kuwait, Jordan and U.A.E. following. The SLBFE has the authority for investigation and reconciliation of the migration related complaints as per the authority given by the SLBFE Act No. 21/1985. In addition, consular assistance is also ensured for the distressed migrant workers as provided under the provisions of the Vienna Convention and the Provisions of the SLBFE Act.

The historical landscape of labour migration saw a transformation from 1977 with the liberalization of Sri Lanka's economy and the oil boom in West Asian countries, creating a milieu where opportunities emerged for wider categories of employment. Today, the number of migrant workers from Sri Lanka who have sought employment abroad is estimated to be approx. 1.7 million. Remittances received through migration for employment was Rs. 827,689 Million by end of 2013, which was 65% of the total foreign exchange earnings of the country.<sup>67</sup> Total remittance for the year 2014 was Rs. 916,344 Million of which 54.9% had been generated from the Middle East countries solely. Total remittances from foreign employment for 2014 as a percentage of export earnings was 63.1% and for the first six months of 2015 the income earnings from migrant workers was US\$ 4,031.9 Million.<sup>68</sup>

Available data on the SLBFE website quantify the total number of departures for employment in 1986 at 14,456, of which 23.75% (3,483) were women. The number increased over subsequent years, with the total in 1996 being 162,576 with 73.48% (119,464) women - this was a clear paradigm shift. However, after 2006, the trend changed with a decrease of women migrants and fell to 49.07% in 2012 and 36.8 in 2014. In 1996 of the total women migrant workers 67.96% sought work as housemaids. This trend also fell to 42.17% in 2012 and 29.5% in 2014.<sup>69</sup> The significant change is attributed to numerous efforts made by the government to reduce the migration for employment of unskilled women and instead, promote overseas employment for higher skilled men and women. One of the reasons being the concerns of SGBV faced in the host country.

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<sup>67</sup> Central Bank Annual Report, 2013. Economic and Social Statistics of Sri Lanka, Central Bank of Sri Lanka.

[http://www.cbsl.gov.lk/pics\\_n\\_docs/10\\_pub/docs/statistics/other/econ\\_&\\_ss\\_2013\\_e.pdf](http://www.cbsl.gov.lk/pics_n_docs/10_pub/docs/statistics/other/econ_&_ss_2013_e.pdf)

<sup>68</sup> Ministry of Foreign Employment Performance Report – 2015 <https://parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-foreign-employment-2015.pdf>

<sup>69</sup> Sri Lanka Bureau of Foreign Employment website: <http://www.slbfe.lk/file.php?FID=170>

National Policy on Decent work in Sri Lanka (2006)<sup>70</sup> and the accompanying Plan of Action identifies the existing weaknesses in the areas of Decent Work and sets out policies designed to overcome them which include a strategy to “encourage skilled and safe migration.” National Labour Migration Policy for Sri Lanka (2008)<sup>71</sup> is aimed at articulating the state policy regarding Sri Lankans engaged in employment in other countries and recognize their contribution to the development of the country. The Policy under the Chapter titled Protection and Empowerment of Migrant Workers and their Families deals with issues related to SGBV. It mentions “Sri Lanka’s low skilled migrant work force, characterized by low levels of education.....are more susceptible to exploitative and abusive conditions at work. The State policy thus requires setting of minimum requirements .... to ensure the welfare and protection of workers.” Another section states “Migrant workers, particularly in the low skilled category, suffer from psychological issues due to the isolation, cultural shock and alienation, which can make them vulnerable to diverse problems, such as emotional and sexual exploitation. National Migrant’s Health Policy deals mostly with health issues but SGBV is indirectly addressed in some objectives such as “to ensure the health and social wellbeing of all men and women to engage in migration for decent and productive employment in conditions of freedom, equity, security and human dignity.”

The National Human Resources and Employment Policy of Sri Lanka (2012) recognizes that “high social costs of migration of unskilled female migration are also noted through negative impacts on families, especially on spouses and children” and although SGBV is not addressed specifically, it states in paragraph 255 that “In the interests of Sri Lankan migrant workers, the systems that are available for the protection of migrant workers will be strengthened.”

Recently launched Return & Reintegration Sub Policy and the National Action Plan (2015) recognizes the issues of SGBV and has incorporated strategies: “change attitude and responsiveness towards migrant workers”, “develop a comprehensive programme to ensure accessibility to health (primary, secondary and tertiary) services stipulated under the migrant health policy with specific “mechanisms established to handle special cases of returnees with traumatic experiences physical and mental,” and “development of a psycho-social support programme for migrant workers and their family members.” By way of implementing some of these policy initiatives following activities/ regulations/ circular directives have been instituted as given below, which broadly addresses some issues related to SGBV.

- Compulsory registration of all persons leaving for foreign employment.
- Compulsory pre-departure training for all new departures (domestic sector workers 1996). workers to empower and aware their rights at the employment.
- Compulsory pre-departure training for all female workers (1997).

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<sup>70</sup> National Policy for Decent Work in Sri Lanka 2006 Ministry of Labour Relations and Foreign Employment and ILO. [http://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-colombo/documents/publication/wcms\\_114045.pdf](http://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/@ilo-colombo/documents/publication/wcms_114045.pdf)

<sup>71</sup> National Labour Policy for Sri Lanka; Ministry for Foreign Employment Promotion and Welfare. [http://www.ips.lk/ips\\_migration/policy/assets\\_policy/policy\\_srilanka\\_ips.pdf](http://www.ips.lk/ips_migration/policy/assets_policy/policy_srilanka_ips.pdf)

- Compulsory pre-departure orientation for male workers (2008).
- Stipulation of minimum age limit of female domestic migrant workers.
- Circulars issued on discouraging mothers migration for foreign employment who have children under 5 years of age.
- Internal circulars issued to promote safe migration.
- Regulatory functions on licensed foreign employment agents under the provisions of the SLBFE Act. Decisions of the Cabinet of Ministers to appoint representatives to the Diplomatic Missions to look after the Sri Lankan migrant workers.(1997,1998, 2002)
- Circulars issued by the Ministry of Foreign Affairs on fee charging from foreign sponsors/ recruitment agents to ensure safe migration for Sri Lankan Migrant workers.
- Cabinet decisions on establishing of Special Mediation Boards (2016).
- Gazetted Regulations/ Instructions for licensed recruitment agents to promote safe migration.

Many programs have been conducted specifically addressing SGBV prevention and facilitating redress to survivors. Some of them are given below.

- Targeted module on awareness on SGBV developed and training conducted to all pre-departure migrant workers by the SLBFE.
- Awareness programmes for relevant officers on gender and SGBV and safe migration.
- Awareness raising on Code of Ethical Conduct for licensed foreign employment agencies targeting the agency officials
- Publicity campaign through mass media on SGBV.
- Improvement to the redress mechanisms were made by:
  - Appointing focal points to the institutions under the purview of the Ministry to receive the complaints related to SGBV in the work place and provide assistance.
  - Decentralization of SLBFE activities especially complaints receiving to deliver better services to the grass root level.
  - 24 hour operating Complaint Centre at the Head office, SLBFE - for receiving services and providing information.
  - Establishment of Central Grievance Handling mechanism to promote speedy redress for distressed parties.
  - Introduction of Operational Manual for Labour Division Officials of the Diplomatic Missions for smooth functioning of their duties and assisting survivors.
  - Capacity building for conciliation officers/ investigation officers of the SLBFE for effective service delivery related to SGBV.
  - Provide hands on experiences to conciliation officers of the SLBFE for complaint handling at the Foreign Diplomatic missions through study visits.

Following are a few good practices identified that have a relevance to addressing SGBV:

- Documented all available statistics on labour migration of the country and published annual statistical report including details of the complaints.
- Establishment of the *Sahana Piyasa* as a transit Centre for migrant workers which will help abused women.
- Developed modules on safe migration for training providers on safe migration

Ministry of Foreign Employment and SLBFE together with other stakeholders have proposed a number of progressive strategies in the proposed National Plan of Action to address SGBV within this sector and ensure safe and protected environment for the migrant workers.

**Sector Plan:** Foreign Employment

**Lead Ministry:** Ministry of Foreign Employment

**Other Ministries/ Agencies:** MoFA, SLBFE, MWCA, MoH-FHB, CSOs, INGOs, UN agencies

**Chairperson of Sector:** Secretary, Ministry of Foreign Employment

**Time Frame:** 2016 -2020

**Budget:** Rs. Mn. 12.0

<b>Foreign Employment Sector Plan</b>	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Uphold the contribution of migrant workers to the Sri Lanka economy and change negative public attitudes towards migrant workers.</li> <li>2. Build capacity of relevant government staff and selected agency staff on gender and SGBV to support migrant workers to overcome SGBV.</li> <li>3. Empower migrant workers to prevent SGBV and promote positive relations within families and communities.</li> <li>4. Improve on service delivery and accessibility by survivors of SGBV and do referrals.</li> <li>5. Build a resource base on migration and issues of SGBV through data collection and research for policy and programme input.</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Positive Image building	1.1 Change public perspectives on migrant workers especially on	1.1 - 1.2 Society attitude on migrant workers is changed and	1.1.1 Awareness raising on the positive contribution of migrant workers	# of awareness programmes with civil societies, public and private sector officers, foreign employment agents	Reports of awareness programmes	MoFE SLBFE MoFA	2016-2017	5.0

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	female migrant workers	migrant workers are up held as positive contributors to the economy of Sri Lanka	1.1.2 Awareness raising on the social responsibility of helping to bring up children of migrant workers	& sub agents in provincial & district level  # of awareness programmes for school children, school teachers, principals, Grama Niladharies and midwives	List of participants  Progress Reports  Comments on Evaluation report of street drama conducted	Overseas Missions		
	1.2 Advocate with media to promote positive images of migrant workers and denounce SGBV against them		1.2.1 Mass media campaigns/ tele-dramas on migration and the contribution of women in economic development	# of street dramas in districts with high migrant population  # of Awareness programmes for general public through media	Reports of media programmes conducted  Interview reports	Media institutions MoPRMM MoFE SLBFE CSOs	2016-2020 (Continuous)	
			1.2.2 Interview key personnel and develop champions to build positive image of migrant women	# of identified successful migrant workers and families introduced through media	Comments on documentary programmes conducted	UN agencies		
			1.2.3 Promote and mobilize the diaspora support for migrant women in addressing SGBV in host countries	# of documentary programmes		Donor agencies INGOs	2016-2020 (Continuous)	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			1.2.4 Strengthen and set up SOP of the media unit of SLBFE and to screen cases and disseminate factual information	<p># of Interviews with key persons</p> <p># of Interviews with staff attached to the labour section in foreign missions</p> <p># of interviews with migrant returnees</p> <p># of Knowledge Sharing programmes between SLBFE &amp; media</p> <p>Standard Operative Procedure of media unit of SLBFE</p> <p># of training &amp; equipment to the media unit in SLBFE</p> <p># of programmes on migrant families telecasted through media</p>	Reports of screened cases	<p>MoFA</p> <p>SLBFE</p> <p>MoPRMM</p> <p>Media institutions</p>	2016-2020 (Continuous)	

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Focus Area 2:</b> Capacity Building	2.1 Capacitate the missions and SLFEB officials/ Development Officers (DOs) on helping migrant workers to overcome situations of SGBV	2.1 - 2.2 Migrant workers are effectively supported to redress issues of SGBV both in the host country and upon return	2.1.1 Awareness raising on gender and SGBV to relevant Development Officers (DOs), mission staff, Sahana piyasa staff, Airport officials and other officials of SLBFE	# of pre-departure training programmes for diplomatic mission and SLBFE staff on gender and SGBV	List of participants  Reports of awareness programmes  Reports of field visits	MoFE  SLBFE  MoFA  Overseas missions  Sahana Piyasa staff  Airport Officials	2016-2020 (Continuous)	Funds will be allocated by SLBFE
			2.1.2 Link with MWCA for training of divisional level staff / DOs on Gender and SGBV awareness	# of awareness programmes for DOs attached to the MoFE, MWCA and GS officers in divisional secretariats on gender and SGBV	Monthly progress reports of SLBFE provincial, district managers SMS & Emails received by the DOs	MoFE  SLBFE		
	2.2 Awareness on gender and SGBV to the licensed agencies		2.1.3 Include a module on engaging men in addressing SGBV into the training curriculum	Module on engaging men				
			2.2.1 Identify licence agencies of SLBFE and build their capacity on gender and SGBV awareness through training	# of awareness raising programmes  # of awareness programmes for licence Agencies staff	Reports of complaints received  Training Reports  List of participants	All licensed agencies	2016-2017	Funds allocated



Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Focus Area 3:</b> Empowerment of migrant returnees	3.1 Upgrading social and economic skills of returnees to prevent GBV	3.1 - 3.2 Migrant returnees are empowered through social, economic and psychological programmes to prevent SGBV within family and within community	3.1.1 Facilitate psychosocial counselling to help migrant returnees to adjust to the family and local environment	# media publication, booklets on SGBV	Reports of community discussions, experience sharing programmes	MoFE	2016-2020 (Continuous)	Funds will be allocated by SLBFE
				# of awareness programmes for men in migrant families by DOs, WDOs/ CSOs	Media publications	SLBFE		
				# of awareness programmes for males in migrant families	Reports of awareness raising with men	MWCA		
			3.1.2 Make available RPL, vocational training, low interest loans systems, skill upgrading, for economic empowerment of returnees	# of awareness programmes on reintegration to the family	Reports of economic opportunities availed by migrant returnees	CSOs		
				# of counselling programmes	Records of awareness raising with men	Banks / Rural Development Ban		
				Awareness programmes on self-employment opportunities	Records of economic opportunities availed by migrant returnees	Department of Divineguma		
# of counselling programmes on reintegration	Records of micro finance institutions linked with migrant returnees	MWCA						
	Records of loans received	MoSEW						
						MoSDVT		

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			3.1.3 Promote local employment through companies/ private sector collaboration	<p># of awareness programmes for migrant returnees with regard to the self-employment opportunities with the support of small enterprises development department</p> <p># of micro finance institutions &amp; loan schemes introduced for their future employment or business purposes</p> <p># of local companies introduced to the migrant workers for their future vocational needs</p> <p># of job fairs to aim migrant returnees</p> <p># of field visits by DOs to the migrant families.</p>	<p>by migrant workers</p> <p>News of job fairs</p> <p>DO reports</p> <p>Progress Reports</p>	Private sector		

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	3.2 Empower men to accept change of roles and accommodate changing situation		<p>3.1.4 Explore the Happy family model to be promoted through health sector collaboration/ FHB and through DS level officers</p> <p>3.1.5 Promote community discussions/ experience sharing/ vigilance on SGBV among migrant families through CSOs</p> <p>3.2.1 Promote the positive images of male role models in parenting through state agencies PHM, WDOs/ CSOs</p> <p>3.2.2 Facilitate community dialogues on coping mechanisms of males in parenting</p>	<p># of community discussions, experience sharing programmes on SGBV</p> <p># of programmes conducted</p> <p># of SGBV situations resolved in migrant families resettled</p> <p># of community discussions</p> <p># of programmes conducted</p> <p># of awareness programmes for empowering men</p> <p>Number of participants</p> <p># community dialogues</p>	<p>Progress reports on happy family programme</p> <p>Progress reports of awareness programmes/ community dialogues</p>	<p>MoFE</p> <p>MoH – FHB</p> <p>District/ Divisional Secretariats</p> <p>MWCA</p> <p>MoFE, SLBFE</p> <p>CSOs</p> <p>INGOs</p> <p>UN agencies</p> <p>Donor agencies</p>		

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Intervention</b>								
<b>Focus Area 4:</b> Service delivery to SGBV survivors in host and home countries	4.1 Facilitate service delivery to survivors of SGBV	4.1 - 4.2 Migrant workers have easy access to services to redress SGBV issues both in host and home countries	4.1.1 Revise the manual of procedures for diplomatic officers in labour divisions and check for gender sensitivity and incorporate a section on SGBV redress	# of awareness programmes on SGBV to officers before leaving to the host country	Documents received on service delivery	MoFE SLBFE	2016-2020 (continuous)	Funds will be allocated by SLBFE
			4.1.2 Brief session included in the orientation of the officers going for foreign assignments on the provisions and laws of the host country to support SGBV survivors	# of media publications, booklets on SGBV	Reports of programmes conducted	Sri Lanka Missions in host countries		
			4.1.3 Inventorize the mechanisms/agencies/organization to support the SGBV survivors and establish links	# of cases reported to the relevant authorities	Progress reports of missions	MoFE SLBFE	2016-2020 (continuous)	
			4.1.4 Make referrals in each of the host country and maintain data (and	# of worker complains reported to the missions	List of Identified organizations	Missions in host countries		
				# of awareness programmes on SGBV redress for troubled victims	Updated database	CSOs/ INGOs UN agencies		

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			also include facilities for legal aid	# of organizations identified for support to the SGBV survivors in host country	List of identified legal aid organizations	MoFE	2016-2020 (continuous)	
			4.1.5 Facilitate diplomatic missions in labour receiving countries to form a panel of lawyers and secure legal assistance financed through SLBFE assistance	Established panel of lawyers in missions	List of Identified community organizations in several countries	SLBFE MoFA		
			4.2.1 Follow up and referrals to the health sector/ other agencies after the initial psycho-social support/ treatment at the Sahana Piyasa	# of community organizations/ NGOs in several countries which facilitate legal assistance for SGBV survivors	Survivors report to the hospitals	Missions in host countries MOH - FHB	2016-2020 (continuous)	
	4.2 Effective service delivery to SGBV survivors among migrant workers in home country		4.2.2 Form a task force at the MoFE to address specific incidents of SGBV of migrant workers	# Requests for contract extension by migrant workers who come to the mission	Number of cases reported by police	CSO/ NGOs INGOs UN agencies		
			4.2.3 Periodic reporting of task force to NACLM	Links established with MoH	Patient reports	Donor agencies		
				# of referrals done	Reports of analyzed incidents	Special Mediation Board		
				Task force at MoFE	Cases reports	NACLM		
					Task force meeting reports			

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
			4.2.4 Review and revise the special mediation board and the complaint mechanism within SLBFE to make it effective	Established mechanism for complaint handling	Reports of mediation boards	MoFE	2016-2020 (continuous)	5
			4.2.5 In contract extension - the mission to request the sponsor to facilitate the migrant workers to talk to mission officials/ or screen for any occurrence of SGBV or harassment	Identified appropriate programme for contract extension of migrant	Procedure on complaint handling documented	SLBFE		
			4.2.6 Add questions on SGBV to the complaint forms and do follow ups	Established Special mediation board	Periodic reports of task force to NACLM Progress Reports	Missions in host countries		
				Appropriate programme for contract extension prepared to encourage personal visit to the mission			2016-2018	1.5
				% increase of migrant workers that visiting missions for contract extension	Revised Complaint forms			
				# of SGBV complaints by Migrant workers to missions				

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Policy Advocacy</b>								
<b>Focus Area 5:</b> Research and study on SGBV and migration	5.1 Coordination with academia /researchers/agencies to collect and compile information on SGBV among migrant workers and family members	5.1 An updated resource base is available on incidence of SGBV within migration sector for policy and programme input	<p>5.1.1 Collection and compilation of researches/ studies</p> <p>5.1.2 Establish a resource bank on migration and SGBV issues and/ extend the tasks of the library of SLBFE</p> <p>5.1.3 Link with international resource centres</p> <p>5.1.4 Coordinate with other ministries, specifically with MWCA to include migrant family and children in the vulnerability studies.</p>	<p># of studies/ researchers collected/ compiled</p> <p>Established research bank</p> <p># of links with international information/ research bases</p>	<p>Researches and studies</p> <p>Progress Reports</p> <p>International resource centres</p>	<p>MoFE</p> <p>SLBFE</p> <p>Research agencies</p> <p>CSOs/ INGOs</p> <p>UN</p>	2016-2020 (Continuous)	Funds will be allocated by SLBFE

Focus Area	Strategies	Outcomes	Key Activities	Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs. Mn.
	5.2 Strengthen the information and data recording system on SGBV and migration under SLBFE MIS programme	5.2 Social profiles for each migrant family created and regularly update by DOs attached to the MoFE	<p>5.2.1 Review the ongoing collection of family social profiles and strengthen the methodology and database</p> <p>5.2.2 Train and capacitate the officers developing family social profiles and facilitate information collection.</p> <p>5.2.3 Strengthen the existing points of data collection on migrant workers to record data on SGBV</p> <p>5.2.4 Management and inclusion of SGBV data in SLBFE MIS</p> <p>5.2.5 Trend analysis on a scientific basis on the status of SGBV among migrant workers and use as input to policy and programme formulation</p>	<p>Social profile for each migrant family and updated by DOs attached to the MoFE</p> <p># of capacity building programmes for development officers on creating social profiles and information collection</p> <p>New data collecting software &amp; data collection formats.</p> <p>Analyzed data on SGBV shared with # of relevant authorities for formulation of national policies.</p> <p># of data collecting points identified and strengthened</p> <p># of study reports</p> <p># inputs to policies/ programmes</p>	<p>Family social profiles</p> <p>Information generated through data base</p> <p>Reports of training programmes</p> <p>List of participants</p> <p>Progress Reports</p> <p>Analyzed data</p> <p>Conclusions &amp; decisions</p> <p>Trend analysis reports</p> <p>Policy input reports</p>	<p>MoFE</p> <p>SLBFE</p> <p>MWCA (DPCCS, NCPA, Children's Secretariat)</p> <p>MoSEW</p> <p>CSOs, INGOs</p> <p>UN agencies</p> <p>Donors</p>	2016-2020	Initial Cost : 0.5Mn for data communication infrastructure



**SECTOR: HEALTH**

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## Background: Health Sector

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Sri Lanka has a robust health delivery structure which has incorporated programmes for preventing SGBV and responding to survivors of SGBV since 2001, when the first pilot programme was conducted in Anuradhapura. Programmes addressing SGBV are implemented through the Directorate of Maternity and Child Health, based at the Family Health Bureau (FHB). Within the FHB, the section responsible for addressing SGBV is the Gender and Women's Health Unit managed by a Consultant Community Physician, functioning as the Programme Director. FHB implements programmes addressing SGBV with the collaboration of other related institutions such as Health Education Bureau, Directorate of Mental Health, other Ministers such as Ministry of Women and Child Affairs, state agencies such as Legal Aid Commission and Professional organisations such as the Sri Lanka College of Obstetricians and Gynecologists, Sri Lanka College of Psychiatrists, Sri Lanka College of Forensic Pathologists, Sri Lanka Medical Association and the assistance of INGOs/ UN agencies such as UNFPA, WHO and UNICEF. Relevant officials at Provincial, District and Institutional level work in liaison with the FHB in implementing programmes on addressing SGBV.

A prominent feature of the health care provision in Sri Lanka is the distribution of the health services extensively throughout the country that provides institutional as well as field health care to women and children to the door step. Strong network of around 600 health institutions,<sup>72</sup> of which around 100 are large hospitals providing specialised curative care services functioning parallel with field health units and more than 8000 Public health staff. The Public Health Midwife (PHM) ensures a crucial links with the community especially with the women and girls, during her pre-arranged home visits. This link has helped in many ways to identify and redress issues of SGBV.

The health system is strategically placed and care providers are very likely to come across survivors of SGBV which provides a unique opportunity to identify and respond to them. The Sri Lankan health sector which is well known for its preventive health programmes has a major role to play in addressing SGBV.

The policy response from the health sector towards addressing SGBV had been strong and many health sector policies deal with the subject. The National Policy on Maternal and Child Health 2012 under the Policy Goal 8 pledges to "To promote reproductive health of men and women assuring gender equity and equality and identifies the strategy b), which plans to "Ensure an effective response from preventive and curative health sector for prevention and management of GBV"<sup>73</sup>

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<sup>72</sup> Sri Lanka Health at a Glance, 2008. Vol.1 [http://www.statistics.gov.lk/Newsletters/Health%20Bulletin\(Medical%20Stat\).pdf](http://www.statistics.gov.lk/Newsletters/Health%20Bulletin(Medical%20Stat).pdf)

<sup>73</sup> National policy on maternal and child health 2012 Ministry of health Sri Lanka

The National Health development Plan 2013-2017 under the main Strategy C has identified the specific objective No.8, as “*Promote reproductive health of men and women assuring gender equity and equality*”<sup>74</sup>. The National strategic Plan Adolescent Health 2013-2017 discusses the vulnerability of adolescents to teenage pregnancies, HIV/STI and violence which are interconnected with issues related to SGBV.

The Population and Reproductive Health Policy for Sri Lanka<sup>75</sup> (1998) under Introductory para 3 “aims at achieving a higher quality of life for its people by providing quality reproductive health information and services, achieving gender equality..... The same policy has Goal11: Achieving Gender Equality, where many strategies have been identified viz.

Strategy 1. Create an environment that is conducive to gender equality and for the full involvement of women in policy and decision making.

Strategy 2. Review and change laws and practices that are prejudicial to reproductive health of women and which deny the right to reproductive health.

Strategy 5. Strengthen laws and enforcement procedures, so that violence and sexual exploitation against women are eliminated.

The earliest response to address SGBV from the Ministry of Health had been the ‘Piloting of the GBV Programme Guide’ which is used for screening SGBV and support programme conducted in 2000 in Anuradhapura with the assistance of *Sarvodaya/ UNFPA*. Since then the Ministry of Health had instituted multiple approaches covering different dimensions to prevent SGBV and respond to survivors of SGBV.

Establishment of a network of dedicated service points *Mithuru Piyase/ Natpu Nilayam* tailor made to the needs of Sri Lanka instituted within the government hospitals and managed by specifically trained staff from the hospital who provide medical, emotional support and referral services had been one of the key interventions. Learning from the experiences from the pilot done in Anuradhapura the first *Mithuru Piyasa/ Natpu Nilayam* was established in the Government Hospital, Matara. This programme was gradually expanded “one hospital at a time” and at the end of 2015, 40 such centers have been established within Government hospitals. This has also been extended to the Military Hospital in Colombo. A protocol had been developed to guide the functioning of the center which collaborated with other service providers in the locality such as the Women and Children’s Development Unit at the district/ divisional Secretariats, units of the Legal Aid Commission, Police and Probation services etc. During the year 2014 a total of 2,949 survivors, mostly women and girls have accessed services from

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<sup>74</sup> Ministry of Health, National Health Development Plan 2013-2017: Ministry of Health Sri Lanka.

<sup>75</sup> Ministry of Health, The Population and Reproductive Health Policy for Sri Lanka, 1998. Ministry of Health.

*Mithuru Piyasa/ Natpu Nilayam* centers and the staff provided 6,337 consultation<sup>76</sup> sessions, which included consultations with survivors of SGBV, their family members and perpetrators.

A Training Module with a Facilitators Guide was developed by the FHB with the collaboration of the Expert Committee of Women of the Sri Lanka Medical Association (SLMA) and submitted to all medical Faculties who have incorporated the subject into medical curricula.

The pre-service curricula of preventive health staff such as Public Health Midwife, Public Health Inspector have incorporated information on gender and SGBV. A targeted module was developed for the Midwifery curriculum which includes knowledge building on SGBV as well as skill development on preventing and addressing SGBV in the community.

National Guidelines on Examination, Reporting and Management of Sexually Abused Survivors for Medico-legal Purposes<sup>77</sup> targeting the Judicial Medical Officers (JMOs) was developed by the Sri Lanka College of Forensic Pathologists and FHB in 2015. This guideline developed in line with the WHO Guideline on management of Rape survivors introduces a rights based approach and emphasises the survivor centered medico legal response. Draft Sexual harassment Policy Guideline was developed incorporating both preventive and grievance mechanisms, and both formal and informal mechanisms clearly identified. Consensus building on these guideline was done and will be launched and implemented shortly.

The preventive arm of the health sector response to SGBV is delivered through preventive health care providers particularly the Public Health Midwife and the Medical Officer of Health who are specifically trained using a pre-designed 5 day interactive training module.

A unique programme targeting newly married couples is being implemented throughout the country, with the assistance of Registrars of Marriages by preventive health staff where the newly married couples are given an open invitation and an opportunity to discuss issues related to family health and welfare. This include preventive dimensions of SGBV face to face with the Medical Officer of Health (MOH) .Registrars of Marriages promote the couples to liaise with the field health staff and utilise this opportunity and in addition to the two mandatory discussions they are provided with a comprehensive information booklet.

Ministry of Health collaborates with the Ministry of Women and Child Affairs (MWCA) and provides training on SGBV and health to non-health staff providing services at Divisional Secretariat. FHB with support from the MWCA developed a film named "*Samanala Palama*" addressing many facets of SGBV to be used in public awareness, as well as a training tool.

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<sup>76</sup> Information from Gender and Women's Health Unit, Family Health Bureau, Ministry of Health.

<sup>77</sup> National Guidelines on Examination, Reporting and Management of Sexually Abused Survivors for Medico-legal Purposes, 2014. The College of Forensic Pathologists of Sri Lanka.

Management of data on SGBV within the health sector is in the early stages of establishment with data from service centers (*Mithuru Piyasa/ Natpu Nilayam*) being collected on a monthly basis. Information from the field health staff being channelled through the Health Management Information System (HMIS) along with other health data. However analysis of this data is being done internally and accessibility of this data is limited.

The Ministry with the assistance of WHO has published the “*Sri Lanka Report on Violence*” where two Chapters have been devoted to gender-based violence and domestic violence respectively, which discusses the available literature and provides key recommendations to address SGBV in health sector.<sup>78</sup> This document makes the magnitude of the issue of SGBV visible and shows the commitment of the MoH to address the issue.

Health sector response to SGBV in Sri Lanka aimed at the institutionalisation of SGBV care in the Government health care package in a manner similar to provision of other RH services. This has been achieved with state funds allocated and a systematic multi-faceted approach instituted. On account of this success some countries in the region such as Nepal, Maldives and Afghanistan have made study tours to share the Sri Lankan experience in addressing SGBV in the health sector.

While Some of the key issues related to SGBV that fall within the mandate of the health sector such as medical care for the injured, had been addressed many more challenges remain . Provision of emotional support through psycho social counseling remains a challenge due to the dearth of professionally qualified counsellors. This lacuna is being filled by the health professionals particularly those providing mental health services. The dedicated centers such as *Mithuru Piyasa/ Natpu Nilayam* provide emotional support by training their staff to provide “befriending” which is equivalent to Emotional First Aid and refer for in-depth counselling when essential. Other issues such as SGBV related suicides particularly in pregnancy, SGBV related teenage pregnancies remain mostly hidden and unexplored and need in depth study.

The target of the health sector response is to provide SGBV care in a patient centered responsive effective and timely manner. These services have been provided free of charge as a part of routine healthcare. However the “gender blindness” of some of the health care providers and the health administrators which is common to many countries is a challenge. The Family Health Bureau has addressed this issue through many sensitizing and capacitating programmes and presently an enabling environment is being created.

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<sup>78</sup> Ministry of Health Care and Nutrition, National Report on Violence and Health in Sri Lanka, 2008. WHO and Ministry of Health Care and Nutrition.

**Sector Plan: Health****Lead Ministry:** Ministry of Health, Nutrition and Indigenous Medicine – Family Health Bureau**Other Ministries/ Agencies:** Provincial Ministries of Health, Health Education Bureau, Family Planning Association of Sri Lanka, UN agencies, Donor Agencies, Universities, CSOs**Chairperson of Sector:** Secretary, MoH/ Director, Maternity and Child Health, Family Health Bureau,**Time Frame:** 2016-2020**Budget:** Rs. Mn. 118.3

Health Sector Plan	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Improve public awareness on SGBV in relation to health and welfare of the family and individuals</li> <li>2. Mainstream SGBV in to health policy responses at all levels and ensure effective implementation</li> <li>3. Address SGBV through reproductive health interventions in the curative and public health sectors.</li> <li>4. Make available mechanisms to manage data on SGBV and integrate findings in policy and programme formulation</li> </ol>

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Prevention</b>								
<b>Focus Area1:</b> Capacity Development on Gender and SGBV of health sector professionals	1.1 Capacitate and empower Preventive Health Care staff to facilitate a positive family	1.1. Families and communities served by public health staff better understand	1.1.1 Develop SOPs and directives for preventive health (PH) staff to promote non-stereotyping and engaging males to prevent SGBV at individual, family and community level	SOPs available for use by categories of PH staff.	Availability of SOPs	FHB	2016 - 2017	0.5

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
	environment free of violence <i>(Ref. Opposition Leaders Report Recom. No.20 pg.74)</i>	the value of non-stereotyping and violence free relationship building	1.1.2 Develop a module on positive interaction and communication to capacitate PHMs to prevent and respond to SGBV	Positive interaction module available.	Availability of a module	FHB, HEB	2016-2020	0.75
1.1.3 Extend the training to all preventive health staff to achieve 100% coverage through SGBV preventive health module			100% coverage of PHM and MOH staff capacity development	Returns by the MO-MCH of each District	FHB & District level staff	2016-2020	0.5	
1.1.4 Conduct training programmes for MO-Mental Health staff on gender and SGBV			100% coverage of MO, Mental Health staff	Reports of training	FHB D/MH	2016-2018	0.5	
1.1.5 Advocate and introduce a module on SGBV into the training curriculum of nursing officers			Module on gender and SGBV available in nursing curriculum	Returns by the mental health directorate Availability of the module	DDG/ET &R FHB	2016 onwards	0.1	
1.1.6 Sensitization on gender and SGBV for health staff at entry point orientations at national and institutional level. Ex: Good Intern programme			Gender and SGBV incorporated into orientation programmes for interns Presence of the contents in the desired programmes # of interns trained	Orientation reports	FHB	2016-2020	1.5	
				Training reports				

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
	1.2 Capacity development of non-health sector officials to build awareness on health aspects of SGBV <i>(Ref. Opposition Leaders Report Recom. DV and IPV against women pg.60)</i>	1.2 Effective service delivery to SGBV survivors through improved collaboration with others	1.2.1 Conduct training programmes for non- health sector service providers such as Women Development Officers, Child Development officers, counseling assistants and police officers.	# of officials trained  Staff of MWCA's CWDU at district and divisional levels sensitized	Returns from relevant directors eg: director/ Women's Bureau	FHB MWCA Police Department CSOs UN agencies	2016 onwards	1
	1.3 Mainstream gender and SGBV to all existing RH programmes (including MCH)	1.3 Gender and SGBV is addressed through all RH programmes	1.3.1 Initiate a dialogue with RH programme managers to integrate SGBV in all RH programmes  1.3.2. Develop a module to facilitate integration of SGBV to other RH capacity building programmes	Gender and SGBV module specified for RH programmes available  # of RH programme managers capacitated	Progress report of Module	FHB, MWCA MoSEW FPA	2016 onwards	2
<b>Focus Area 2:</b> Public awareness and sensitization on gender, SGBV and health	2.1. Build an awareness and perspective on the negative consequences of gender and SGBV on the health of children,	2.1- 2.2 Positive change in attitudes towards healthy relationship and non-violent	2.1.1 Development and dissemination of IEC material at national level such as brochures, feature films etc.  2.1.2 Telecast "Samanala palama" via state/ non state media for sensitization and	IEC materials available  # of interactions and film shows	Availability of IEC material  Returns from media organizations	FHB HEB	2016 onwards	10.0



Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
	<p>individuals and family wellbeing</p> <p><i>(Ref. Report of Leader of opp. Rec.No.19 pg.74)</i></p> <p>2.2 Effective implementation of Behavioral Change Communication Strategy Guide with health staff</p> <p>2.3 Ensure pre-marital education on Gender/ SGBV and health to promote healthy relationship</p>	<p>conflict resolution</p> <p>2.3. SGBV is reduced through better marital relationship</p>	<p>creating awareness among public on SGBV</p> <p>2.1.3 Disseminate “Samanala Palama” or other selected films to Health Education Units of all hospitals, MOH offices and other departments conducting training on SGBV</p> <p>2.2.1 Engagement of men through empowering PHI, MOH , PHM, PHNS, towards zero tolerance of SGBV</p> <p>2.3.1 Advocate and formalize with the Registrars to communicate the provision of preconception programmes offered by MOH offices to new couples</p> <p>2.3.2 Develop a SOPs for primary health staff to implement the preconception services</p>	<p>conducted through public media</p> <p># of Health Education Units using “ Samanala Palama” for awareness building</p> <p># of married couples accessing preconception programmes</p> <p># of events with participation of men</p> <p>Percentage of registrars sensitized on the preconception programme</p> <p>SOPs available for the staff</p> <p># of couples accessing the service</p>	<p>Returns from Health Education Units</p> <p>Routine MIS</p> <p>Returns from the MO-MCH</p> <p>Availability of a SOP</p>	<p>FHB HEB</p> <p>Health Education Units of Hospitals</p> <p>FHB HEB</p> <p>FHB District and Divisional level</p> <p>Public Health Staff</p> <p>FHB, Registrar Generals Dept.</p> <p>FHB</p>	<p>2016 onwards</p> <p>2016 onwards</p> <p>2016 onwards</p>	<p>1.0</p> <p>2.0 onwards</p>

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
<b>Intervention</b>								
<b>Focus Area 3:</b> Effective response to SGBV survivors	3.1 Enhancement of the <i>Mithuru Piyasa(MP) /Natpu Nilyam</i> services and collaborate with district mechanisms to redress SGBV. <i>(Ref. Opposition Leaders Report Recom. No.27/28 pg.75)</i>	3.1 -3.3 SGBV survivors have easy access to services through Mithuru Piyasa (MP)/ Natpu Nilyam and other mechanisms- health and non-health	3.1.1 Progressive expansion of the (Mithuru Piyasa (MP) /Natpu Nilyam ) centers to all specialist level hospitals	# Mithuru Piyasa (MP) established Number of functioning MP # of MP staff trained on giving emotional support # of SGBV survivors accessing MP services	Return from MP in relevant hospitals	FHB, Administration of relevant hospitals  MoH	2016 onwards	10.0
			3.1.2 Continue with skill development of MP staff on giving emotional support for survivors	Guidelines/ directive on collaboration among agencies	Presence of relevant circulars/ guidelines	MoH MWCA's CWDU	2016-2020	10.0
			3.1.3 Establish formal links between MP and the MWCA's CWDUs at District and Divisional level to utilize the available services	Guideline for first contact point health professional made available	Presence of the guideline	FHB		
			3.1.4 Establish temporary shelters within selected health institutions to support Mithuru Piyasa centers to offer temporary accommodation <i>(Ref. Opposition Leaders Report Recom. DV and IPV against women pg.60,42)</i>	Shelters within selected health institutions  Availability of a national guideline for the shelter	Case reports from the courts			

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
			3.1.5 Conduct a TOT to re-vamp the National resource pool on health and SGBV <i>(Ref. Opposition Leaders Report Recom. No.20 pg.74)</i>	# of staff following TOT  # of staff trained	Report of the training	MoH, Administrators of Hospitals, FHB	2016-2020	
			3.1.6 Conduct training of core staff of newly established Mithuru Piyasa centers <i>(Ref. Opposition Leaders Report Recom. 20pg 74)</i>	# of MPs with competent staff	Training Reports	FHB	2016 onwards -	1.5
			3.1.7 Strengthen formal linkages with relevant ministries and operationalize the collaborative mechanism	# of links strengthened with ministries  Collaborative mechanism operationalized	Progress Reports	FHB	2016 2018	
	3.2 Facilitate survivor care through survivor friendly services and referrals  <i>(Ref. Opposition Leaders Report Recom. Rape and Sexual Violence pg.42,43)</i>		3.2.1 Develop and disseminate a National Guideline targeting the first contact health care providers including medical officers on providing survivor friendly and effective care <i>(Ref. Opposition Leaders Report) Recom.No.20</i>	Guideline available  # of officers following Guidelines	Report  Dissemination Lists	FHB  MO	2016 onwards	1.0

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
			3.2.2 Screening to be introduced in identified departments such as Burns Units, Accident service, Antenatal unit	Selective screening established	Progress Reports	Burns Unit	2015-2016	10.0
			3.2.3 Publish an updated directory of services providers at all levels and make it available to all health professionals and collaborating agencies	# of institutions with screening institutions  Presence of the service directory		Accident Services  Antenatal Services	2016-2017	
	3.3 Enhancing quality of services provided to survivors of SGBV through high quality Medico-legal services		3.3.1 Strengthen the implementation of the National Guidelines on Medico-legal care for survivors of rape and sexual abuse	% of hospitals using the Guideline	Distribution records of the Guideline	College of forensic pathologists	2016-2020	1.0
			3.3.2 Formalize the said guideline through a circular letter by DGHS	Circular letter available	Monitoring reports on the use of the guideline	MoH FHB	2017	
			3.3.3 Capacitate the medico-legal officers and JMOs by conducting training on the said guideline	% of the JMOs trained	Training Reports	MOH FHB College of forensic Pathologists	2016-2017	0.5

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
			3.3.4 Establish a peer review system of medico-legal reporting	Peer review system of medico-legal reporting	Progress Reports Medico-legal reports	FHB MOH College of Forensic Pathologists	2016-2017	1.0
			3.3.5 Establish a dialogue with relevant stakeholders to identify ways to minimize delays related to medico-legal services	Recommendations to minimize the delay available  A Guideline on making JMO units survivor friendly	Reports of meetings held with different stakeholders  Reports on reforms/ changes	MoH FHB College of Forensic Pathologists	2016-2018	0.5
			3.3.6 Establish survivor friendly environment at medico legal service points (JMO offices)	Number of JMO units which had introduced changes		Medico-legal society	2016-2018	0.5
<b>Policy Advocacy</b>								
<b>Focus Area 4:</b> Policy response to address SGBV within health sector	4.1 Lobby with policy makers and political leaders to advocate for better policy response to address SGBV through health sector	4.1 – 4.2 Strong policies and commitment from decision makers in addressing SGBV through health sector	4.1.1 Conduct an advocacy and policy workshop with political leaders to obtain their support  4.1.2 Conduct annual workshops for high level administrators to update on the progress of addressing SGBV through health sector and the way forward	# of workshops  # policies to address SGBV endorsed	Reports of the annual workshops	FHB MoH  SLMA MWCA Sexual harassment investigation Committee	2016-2020	5.0

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
	4.2 Develop relevant policies and guidelines to address sexual harassment in the workplace of the health sector		<p>4.2.1 Finalize and implement the policy guideline drafted by FHB and SLMA on prevention and responding to sexual harassment in the workplace of the health sector</p> <p>4.2.2 Capacitate the officials such as inquiring officers, of sexual harassment investigation committee through workshops</p>	<p># of policy statements by decision makers</p> <p>Policy guideline on sexual harassment agreed upon by MoH</p> <p># of capacity building programmes</p> <p># of complaints received (F/ M)</p>	<p>Implementation reports of the Policy Guidelines</p> <p>Training Reports</p> <p>Reports of the sexual harassment investigation committee</p>	<p>MoH</p> <p>FHB</p> <p>MWCA</p>	<p>2017 - 2020</p> <p>2016-2020</p>	
<b>Focus Area 5:</b> Institutional mechanism within the health sector to address SGBV	5.1 Strengthen the FHB as the focal directorate to address SGBV through health sector	5.1 A resource base is sustained within health sector through FHB to support SGBV redress mechanisms	<p>5.1.1 Strengthen the gender unit of FHB to function as the national resource hub on gender and SGBV in the health sector</p> <p>5.1.2 Establish and maintain an E resource center and a Reference Library to make a knowledge base on SGBV available</p>	<p>FHB resource centre with adequate resource/ staff</p> <p>Availability of adequate staff</p> <p>E-reference library available</p> <p># of library users</p>	<p>Reports of E-resource centre</p>	<p>MoH</p> <p>FHB</p> <p>Mithuru Piyasa Centres/ Natpu Nilyam</p>	<p>2016-2020</p>	<p>2.2</p> <p>0.75</p>

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
	5.2 Strengthen the data base at FHB and streamline the information, dissemination mechanism (Ref. Opposition Leaders Report Recom. No.22,23 pg.75)	5.2 An information system on SGBV is institutionalized within health sector	5.2.1 Develop a computerized database networking the Mithuru Piyasa centers and health and non-health SGBV information (Ref. Opposition Leaders Report Recom.No.22)	Updated computerized data base on SGBV  # of Mithururpiyasa linked to data base	Progress Reports		2016-2020	16.0
			5.2.2 Conduct discussions with the Medical statistician to include data from Mithuru Piyasa and the field in the Annual Health Bulletin	Health bulletin with SGBV information  Tool for SGBV screening	Minutes of meetings	MoH/ FHB Medical Statistician	2016-2020	
			5.2.3 Screening for SGBV be instituted in selected departments such as Burns Units, Accident service NHSL, with Screening instruments and Guidelines developed for screening and protocols developed for positives identified	# of units which screen for SGBV  Guidelines for screening  Protocols for screening	Screening Reports  Progress Reports	FHB MoH Burns Units Accident service NHSL	2017-2020	0.5
	5.3 Research on broader aspects of SGBV and health to support health policies	5.3 Information on health impact of SGBV is available for policy input	5.3.1 Conduct a national study on prevalence and impact of DV including the costing of health services	National report on DV and cost of health services	Progress Reports  Annual Report	MoH / FHB MWCA  UN Agencies Donors	2016-2020	10.0

Focus Area	Strategies	Outcome	Key Activities	Output Indicators	Means of Verifications	Implementing Agency	Time Frame	Budget Rs. Mn.
			5.3.2 Conduct a prospective national study on medical social impacts of DV among pregnant mothers	Study Findings National Study on DV - among pregnant mothers # of recommendations Made	Progress report  Study report	CSOs / INGOs  Research Institutions  Universities	2016-2020	10.0
	5.4 Develop and implement an effective coordination and monitoring mechanism within FHB	5.4 Health sector NAP to address SGBV is effectively monitored for effective implementation	5.4.1 Monitoring committee established in FHB to monitor and coordinate the health sector NAP to address SGBV  5.4.2 National level experience sharing workshops with Mithuru Piyasa staff -to be held annually	Monitoring committee  # of meetings of committee  % of MP staff attending the workshop	Monitoring reports  Minutes of monitoring committee  Workshop Reports  Report of Experience sharing by MP	MoH  FHB  Mithuru Piyasa Centres/ Natpu Nilyam	2016-2020	2.0   16.0



## **SECTOR: JUSTICE AND LAW REFORM**

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## Background: Justice Sector

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The Ministry of Justice (MoJ) has a twofold vision viz. efficient system of administration of justice and law reform to respond to societal needs in keeping with global advancements and aspirations of the people.<sup>79</sup> The Ministry has many divisions to facilitate the functions and has other institutions operating under the MoJ such as Government Analyst's Department, Department of Law Commission, Department of Debt Conciliation Board, Sri Lanka Legal Aid Commission, Mediation Boards Commission, Superior Courts Complex Board of Management<sup>1</sup>. Other collaborating partners of the justice sector include Human Rights Commission, Attorney General's Department, Sri Lanka Police, Sri Lanka Judges Institute, and Organisations such as ICRC, UNCEF, UNDP and Women In Need.

Sri Lankan law is based on English Common Law system. Legal redress to survivors of SGBV is provided through the Police, Mediation Boards and the system of Courts. Civil cases are heard by the District Courts, and the Criminal cases by Magistrates' Courts and High Courts<sup>80</sup>. As defined by the Constitution of 1978, the judiciary consists of a Supreme Court, a Court of Appeal, a High Court, and a number of Magistrates Courts, one for each division. In cases of criminal law, the Magistrate's Courts and the High Court are the only courts with primary jurisdiction. Appeals from these Courts of first instance can be made to the Court of Appeal and, under certain circumstances to the Supreme Court which exercises the final appellate jurisdiction<sup>81</sup>.

Almost all laws relating to SGBV (except for the Prevention of Domestic Violence Act (PDVA) are criminal in nature and making a complaint requires accessing the criminal justice system. Survivors who access this system must necessarily go through a chain of institutions and officers from police officers, Judicial Medical Officers (JMOs), lawyers and state prosecutors to judges. The system makes no concessions to women survivors of violence, except the establishment of Women and Children's Bureaus.

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<sup>79</sup> Annual Performance Report Ministry of Justice 2011, [https://www.parliament.lk/papers\\_presented/07082012/performance\\_report\\_ministry\\_of\\_justice\\_2011.pdf](https://www.parliament.lk/papers_presented/07082012/performance_report_ministry_of_justice_2011.pdf)

<sup>80</sup> Sri Lankan Legal System: Human Rights Library <https://www1.umn.edu/humanrts/research/srilanka/legalsystem.html>

<sup>81</sup> Sri Lanka Criminal Procedure and the Structure of the Courts Sources: The Library of Congress Country Studies; CIA World Fact Book [http://www.photius.com/countries/sri\\_lanka/national\\_security/sri\\_lanka\\_national\\_security\\_criminal\\_procedure\\_a~465.html](http://www.photius.com/countries/sri_lanka/national_security/sri_lanka_national_security_criminal_procedure_a~465.html)

**Table 5: Progress of action taken on complaints on Rape and Incest<sup>82</sup>**

<b>Progress of complaints made in the year 2013</b>	
<b>Total number of Complaints</b>	2175
<b>Pending Investigations</b>	1410
<b>Pending in AGs Dept.</b>	494
<b>Plaints filed</b>	234
<b>Pending in Magistrates Courts</b>	206
<b>Pending in High Courts/District Courts</b>	6
<b>Convictions</b>	7
<b>Acquittals</b>	4

Although a robust justice delivery mechanism is well established in Sri Lanka, many documents including the Report of the Leader of Opposition<sup>4</sup> has raised the issue of long delays within the legal redress machinery for those survivors who seek justice (Table1).

The perception of justice as slow and tedious process may be one of the issues contributing to the societal impunity with which SGBV is looked at. A multi country study which included Sri Lanka conducted in 2014 among men, 96.5% of the Sri Lankan participants who claimed that they had perpetrated an act of rape on a partner or non-partner said that they suffered no legal consequences while only 3.3% had been arrested and only 2.2% had been penalized while only 34.2% felt worried or guilty<sup>83</sup>

Sri Lanka is one of the countries in South Asia that has ratified all the major international human rights treaties that address SGBV. They include the “Big Seven” or the core human Rights Treaties. They are, International Covenant on Civic and Political Rights (ICCPR), International Covenant on Economic Social and Cultural Rights (ICESCR) Convention on Elimination of Racial Discrimination (CERD), Convention Against Torture (CAT), Convention of Elimination of All forms of Discrimination Against Women (CEDAW) ratified the Optional Protocol to CEDAW, Convention on the Rights of the Child (CRC).<sup>84</sup> In addition many International

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<sup>82</sup> Report of the Leader of the Opposition’s Commission on Prevention of Violence against Women and the Girl Child quoting data from Police. [http://www.police.lk/images/others/crime\\_trends/2013/grave\\_crime\\_abstract\\_2013.pdf](http://www.police.lk/images/others/crime_trends/2013/grave_crime_abstract_2013.pdf)

<sup>83</sup> Partners for Prevention, Why Some Men use Violence against Women and How We Can Prevent It? Quantitative Findings from the United Nations Multi Country Study on Men and Violence in Asia and Pacific, 2013. UNDP, UNFPA, UN Women and UN Volunteers publication <http://www.partners4prevention.org/sites/default/files/resources/p4p-report.pdf>

<sup>84</sup> Gunasekera. S, Senanayake. L, and De Silva. H., 2012. Report of the Field Test Using Human Rights to advance Sexual and Reproductive Health of Youth and Adolescents WHO Ministry of Health Publication. <http://opac.lib.sjp.ac.lk/cgi-bin/koha/opac-detail.pl?biblionumber=78962>

policy documents adopted by consensus such as Beijing Platform for Action of the 1995 World Conference on Women and its review documents, United Nations Security Council Resolution 1325 of 2000 and attendant resolutions have also added to normative standards on addressing violence against women.

In Sri Lanka, the legal system addresses SGBV through the provisions of the Penal Code (codified in 1883) and the Prevention of Domestic Violence Act (2005). While many offences against women fall within the general offences of assault, hurt, grievous hurt, sexual abuse, prostitution, murder and kidnapping, a few offences deal specifically with women victims. Chapter XVI of the Penal Code titled "Offences affecting the human body or offences affecting life," contains these offences. However, psychological abuse and economic abuse in the absence of physical violence would not constitute a substantive offence. Rape is dealt in sections 363 of the Penal Code and the Amendment to the Penal Code in 1995 significantly updated archaic laws and resultant practices that discriminated against women victims of rape for over a hundred years.

The law also recognizes statutory rape under the age of 16 years. The current law does not recognize marital rape as an offence. The 1995 Amendment to the Penal Code introduced two new offences that criminalized two forms of SGBV, sexual harassment and incest. Sexual harassment, an issue which remained largely unacknowledged as a crime in Sri Lanka, is now dealt in section 345 of the Penal Code which recognizes sexual harassment in the public sphere including in employment and public transport. Incest was criminalized in section 364A of the Penal Code and is an offence largely victimizing women and girl children in Sri Lanka<sup>85</sup> Other laws that are used and can be used to address SGBV include the Prohibition of Ragging and Other Forms of Violence in Educational Institutions Act No. 20 of 1998, Section 2(2) drafted to prevent and punish sexual harassment that can occur during the course of ragging, Legal Aid Law No. 27 of 1978 and Mediation Boards Act No. 72 of 1988.

However, some of the laws such as Muslim personal law, *Kandyian* personal law, *Thesavalami* law and Colonial Buddhist Ecclesiastical Law which entrench patriarchal values and remain un-amended over a long period. These show contradictory value systems in relation to gender equality and equity and are relevant in issues related to marriage and property rights.<sup>86</sup>

Sri Lanka has made progress in addressing SGBV through the legal sector by enactment of new laws and amending existing laws in the recent past. Some examples of such advances are; Prevention of Domestic Violence Act no 34 of 2005, Assistance to and Protection of Victim of Crime and Witnesses Act No. 4 of 2015.

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<sup>85</sup> Ramani Jayasundere, 2009. Understanding Gendered Violence against Women in Sri Lanka, A Background paper developed for Women Defining Peace. <http://assets.wusc.ca/Website/Programs/WDP/backgroundPaper.pdf>

<sup>86</sup> Professor Emeritus Savitri Goonesekere "Social Transformation, Gender Inequality and Violence against Women in Contemporary Sri Lanka" Annual CGSUK Distinguished Keynote Oration, 2015.

Legal aid was institutionalized in Sri Lanka in 1978, with the passage of the Legal Aid Act (No.27 of 1978). The Legal Aid Act mandates the operation of an effective legal aid scheme to assist survivors by providing legal advice, funds to conduct legal and other proceedings for and on behalf of deserving persons, obtaining the services of attorneys at law to represent deserving persons, and by providing any other assistance that is necessary to provide legal aid to deserving persons. Legal Aid Commission (LAC), a statutory body primarily funded by the Ministry of Justice and operates a network of Legal Aid Centres providing legal aid covering the entire country with special focus on accessibility for women victims of violence. However resources available may not be uniform in all districts centres. Mapping of the legal aid services was conducted in 2009<sup>87</sup> and a National Legal Aid Policy 2015 to facilitate provision of legal aid for criminal offences has been endorsed by Parliament in April 2016.

Implementation of the PDVA 2005 has been studied through two research publications: Commentary on the Provisions of the Prevention of Domestic Violence Act 2005<sup>88</sup> by Ministry of Women and Cases filed under the Prevention of Domestic Violence Act No.34 of 2005<sup>89</sup> by Women in Need. Some of the recommendations such as sensitisation of the Judiciary have been implemented.

Mediation Boards Commission set up under the Mediation Boards Act no 72 of 1988 which is primarily responsible for mediation through island wide network of mediation boards responds to violence against women (within limits) within an alternative dispute resolution mechanism. The Commission has strengthened the capacity of the mediators primarily through training and monitoring of mediation board members. A Training Manual on responding to disputes with violence against women has been developed in 2011 and is currently being used for training. An Evaluation of Mediation Boards conducted in 2011 identified many challenges and of these, ensuring sensitive responses by mediators and lack of resources for continued training of mediators remain as the key challenges.

Assistance to and Protection of Victims of Crime and Witnesses Act No. 4 of 2015 enacted last year with the setting up of the National Authority is a major achievement but many challenges remain in implementation of the provisions of the Act. Internal Study on Police Women and Children's Desks (2014) commissioned by the Ministry, evaluated the work of Police Women and Children's Desks to respond to issues of violence against women and girl children.

The justice sector plan to address SGBV has proposed a number of progressive strategies to enhance gender equality in the sector and address SGBV effectively.

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<sup>87</sup> The Legal Aid Sector in Sri Lanka: Searching for Sustainable Solutions, A Mapping of Legal Aid Services in Sri Lanka, 2009. Government of Sri Lanka, Asia Foundation, UNDP and UNHCR. <http://www.undp.org/content/dam/srilanka/docs/governance/Legal%20Aid%20Review2.pdf>

<sup>88</sup> Commentary on Provisions on the Prevention of Domestic Violence Act, 2005, 2012. Compiled by Dhara Wijethilake, Ministry of Women and UNFPA.

<sup>89</sup> Dhara Wijethilake, 2009. Cases filed under the Prevention of Domestic Violence Act No.34 of 2005; An Analysis. Women in Need

**Sector Plan:** Justice and Law Reform

**Line Ministry:** Ministry of Justice

**Other Ministries/agencies:** Legal Aid Commission, Judges Institute, AG Department, Sri Lanka Police Department

**Chairperson of Sector Technical Committee:** Secretary, Ministry of Justice

**Time Frame:** 2016-2020

**Budget:** Rs. Mn. 21

Justice and Law Reform Sector Plan	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Improve access to justice through capacity building and create awareness.</li> <li>2. Strengthen and capacitate mediation boards to redress SGBV issues.</li> <li>3. Enhance legal aid and victim and witness protection systems to ensure justice to survivors.</li> <li>4. Review and revision of laws related to SGBV and strengthen procedures, mechanisms and data management.</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
<b>Prevention and Intervention</b>								
<b>Focus Area 1:</b> Access to Justice (formal justice system)	1.1 Improve access to justice system to address SGBV through awareness creation on	1.1 Increased number of survivors accessing the justice system to	1.1.1 Review existing, modules, IEC/BCC material and approaches on awareness raising on SGBV and make recommendations for improvement	Revised module and IEC/BCC materials	Review Report	This will be done as a collaborative initiative led by the MoJ and implemented by the LAC and NGOs/ CSOs	Preparation: 2016 - April 2017	4.5

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	the legal provisions (Ref. Report of Leader of opp. ,Rec.19)	redress SGBV	<p>1.1.2 Develop a pool of resource persons using the revised training modules and IEC/BCC materials</p> <p>1.1.3 Conduct mass awareness raising on legal provisions to combat SGBV and on legal aid facility</p> <p>1.1.4 Create discourse and awareness on statutory rape among the public.</p> <p>1.1.5 Conduct awareness raising programmes on gender and SGBV with government officials from national to local level, professionals, education system and health system officials to respond to issues of SGBV in a sensitive manner</p>	<p># of resource persons</p> <p>Training Materials</p> <p># of public awareness events</p> <p># of events to create awareness /Sensitisation statutory rape</p> <p># of awareness programmes with government officials at different levels</p> <p># of programmes on public awareness</p>	<p>Workshop and Sensitisation programme reports</p> <p>Report on mass awareness</p> <p>Ministry Annual Performance Report</p> <p>News paper articles on public opinions</p> <p>Progress Reports</p>	<p>Ministry of Justice</p> <p>Attorney General's Department</p> <p>Government Institutions</p> <p>MoH</p> <p>MoE</p> <p>Judges Institute</p> <p>MoSEW</p> <p>Police Department</p>	<p>Implementation, review and revision: May 2017 – 2020</p>	

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			<p>1.1.6 SGBV training module to be included within Judges training institution</p> <p>1.1.7 Better coordination and capacity enhancement of family counselors</p> <p>1.1.8 Link district level counseling service with police or provide in-house counselors within police stations</p>	<p>SGBV training module incorporated to Judges training</p> <p># of judges trained Spaces for in-house counselling</p>	<p>Reports of judges training institution</p> <p>Reports of training programmes for counselors</p> <p>Reports on training / awareness programmes</p>	<p>Ministry of Justice</p> <p>Judges Training Institute</p> <p>JSC</p>		
	1.2 Promote and facilitate a gender sensitive justice system through a dedicated mechanism to address SGBV and minimize delays	1.2 Survivor friendly justice system established and provides redress quickly	1.2.1 Design a special mechanism within the existing courts system to address SGBV cases (eg: allocate special days or times to address SGBV cases) with clear guidelines that define witness protection mechanisms, time frames for disposal and resource allocation	<p># of courts adopted the special mechanism</p> <p># Advocacy meetings</p>	<p>Ministry Annual Performance Report</p> <p>Review report on special mechanism</p>	Ministry of Justice	2017-2020	0.5



Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	<i>(Ref. Report of Leader of opp., Rec.1,3,411,12 )</i>		<p>1.2.2 Advocate and establish the proposed mechanism</p> <p>1.2.3 Review the established mechanism after 1 year</p> <p>1.2.4 Clear the back log of SGBV cases</p>	<p>Guidelines on witness protection mechanisms</p> <p>System in place to clear backlog of SGBV cases in the courts</p>				
<b>Focus Area 2:</b> Mediation Processes	<p>2.1 Ensure that the mediation processes are effective and responsive to gender and SGBV issues</p> <p><i>(Ref. Report of Leader of opp., Rec.35,36)</i></p>	2.1 Survivors have easy access to gender sensitive mediation for SGBV issues	<p>2.1.1 Review the existing mediation system and the responses to SGBV through mediation boards to identify space for improvements</p> <p>2.1.2 Incorporate the recommendations of the review and improve the mediation system</p> <p>2.1.3 Develop a training module to capacitate mediators and develop positive attitudes and skills to mediate on DV</p>	<p>Review report on the existing mediation system</p> <p># of recommendation incorporated</p> <p>Training module to capacitate mediators</p>	<p>Reports of workshops</p> <p>Ministry Annual Performance Report</p> <p>Training Reports</p>	<p>Ministry of Justice</p> <p>Mediation Boards Commission</p> <p>INGOs/ CSOs</p> <p>UN agencies</p> <p>Donor agencies</p>	<p>Review and preparation of material: 2016 - 2017</p> <p>Implementation, review and revision: 2017 - 2020</p>	2.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			<p>2.1.4 Conduct training programmes to cover all mediators using the revised module</p> <p>2.1.5. Develop a performance based evaluation system on addressing DV cases through the mediation process</p>	<p># of mediators trained</p> <p># of training programmes conducted with mediators</p> <p># of DV cases resolved/ addressed</p>	<p>Progress Report</p> <p>Evaluation report on the mediation process</p>			
<b>Focus Area 3:</b> Access to Legal Aid	3.1. Ensure access to justice by providing effective legal assistance.	3.1 Survivors of SGBV have easy access to legal aid.	<p>3.1.1 Conduct a situation analysis to assess the present state of provision of legal aid and recommend ways to improve</p> <p>3.1.2 Implement the recommendations for improvement</p> <p>3.1.3 Conduct Capacity building workshops for legal aid lawyers on Gender and SGBV</p>	<p>Findings of Situation Analysis</p> <p># of recommendations</p> <p># of capacity building workshops for legal aid lawyers on Gender and SGBV</p>	<p>Progress Report</p> <p>Workshop and Sensitisation programme reports</p> <p>Ministry Annual Performance Report</p>	<p>Legal Aid Commission NGOs/ CSOs INGOs</p> <p>UN Agencies</p>	<p>Situation analysis 2016</p> <p>Preparation of capacity building and awareness material November 2016-2017</p> <p>Implementation, review</p>	4.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			3.1.4 Conduct legal awareness programmes and legal clinics on SGBV and related legal provisions with public  3.1.5 Make easy access to legal aid for SGBV survivors	# of legal awareness programmes  # of legal clinics on SGBV redress with public  # of SGBV survivors accessing legal aid	Reports of legal awareness programmes  Reports of legal clinics	LAC MWCA NGOs	and revision: March 2017 - 2020	
<b>Focus Area 4:</b> Victim and Witness Protection	4.1 Ensure coordination among stakeholders to implement the provisions of the Victim and Witness Protection Act <i>(Ref. Report of Leader of opp., Rec.13,16)</i>	4.1 SGBV survivors and witnesses are ensured of protection and safety during legal processes.	4.1.1 Set up an inter-ministerial collaborative mechanism for implementation of the Act  4.1.2 Create a specific modality to address SGBV issues and integrate the same to the national mechanism to implement the provisions of the Act  4.1.3 Provide capacity building for justice sector institutions responsible under the Act on protecting victims and witnesses of SGBV related crimes	Inter-ministerial collaborative mechanism for implementation of the Victim and Witness Protection Act # of mechanisms to address SGBV issues established  # of workshops for capacity building for justice sector institutions responsible under the Act on protecting victims and witnesses of SGBV related crimes	Reports of Workshop and Sensitisation programme  Ministry Annual Performance Reports  Meeting minutes of inter-ministerial collaborative mechanism  Progress Reports	Ministry of Justice  Attorney General's Department  Police Department  NGOs/ CSOs  UN agencies	Preparation 2016  Implementation, review and revision: 2016 - 2020	1.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
<b>Policy Advocacy</b>								
<b>Focus Area 5:</b> Laws and legal procedures	5.1 Ensure that legal framework and the mechanisms to address SGBV and sexual harassment are effected and in operation <i>(Ref. Report of Leader of opp., Rec.)</i>	5.1 Effective legal response to prevent and provide redress to survivors of SGBV is available and enforced	5.1.1 Conduct a study to identify specific areas for improvement in the legal regime- related laws, procedures, implementation mechanisms, legal practices, and resource gaps <i>(Ref. Report of Leader of opp., Rec.8)</i>  5.1.2 Conduct a national level situation analysis on the country wide implementation of Prevention of DV Act and identify challenges and recommendations  5.1.3 Conduct an intensive advocacy campaign with policy makers to reform laws and procedures based on the review recommendations	Study on improvements in the legal regime  # of specific areas for improvement in the study  Reports of National level situation analysis on the country wide implementation of Prevention of DV Act  # of Advocacy campaigns with policy makers to reform laws and procedures	Study reports  Ministry Annual Performance Reports  Advocacy meeting minutes	Ministry of Justice Judges Institute Attorney General's Department Law Commission of Sri Lanka Police Legal Aid Commission NGOs	Preparation May – June 2016  Implementation, review and revision: July 2016 - 2020	2.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
			<p>5.1.4 Revise the Prevention of Domestic Violence Action Plan of the National Committee on Women to make changes and advocate for its implementation</p> <p>5.1.5 Expedite the Muslim law reform</p> <p>5.1.6 Enable a system for diversion of cases to magistrate courts from high courts based on age</p>	<p>% of the implementation of activities the NAP on PDVA</p> <p># of discussions and advocacy events for Muslim law reform</p> <p># of recommendations for Muslim law reform</p> <p>System for diversion of cases to magistrate courts from high courts based on age</p> <p># of cases diverged</p>	<p>Progress Reports</p> <p>Case reports</p>	<p>MoJ</p> <p>MWCA NCW</p> <p>CSOs Muslim Religious organizations</p>		
<b>Focus Area 6:</b> SGBV Data Management	6.1 Ensure availability and utilization of data on SGBV recorded through the legal system <i>(Ref. Report of Leader of opp.</i>	6.1 Policy makers have access to data and information on SGBV recorded by legal system.	6.1.1 Conduct a policy dialogue with relevant key stakeholders led by the Ministry of Justice to create a national database on SGBV incidence	# of policy dialogues with relevant key stakeholders to create a national database on SGBV	<p>Meeting minutes of Policy dialogue</p> <p>National database and</p>	<p>Ministry of Justice</p> <p>Law Commission</p> <p>Judges Institute</p> <p>Attorney General's Department</p>	<p>Preparation 2016</p> <p>Implementation, review and revision:</p>	7.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agencies	Time Frame	Budget Rs. Mn.
	,Rec.22,23,24,25,26)		<p>6.1.2 Advocate with the JSC and provide support to the said Commission to establish a National database on SGBV cases in the formal courts system</p> <p>6.1.3 Establish a national database on SGBV to include data from the Police on Police complaints and cases, the JSC on formal justice sector cases, Mediation Boards on alternative dispute resolution sector cases and the LAC on legal aid provided</p> <p>6.1.4 Identify areas for further research in justice sector involvement in addressing and reducing SGBV</p> <p>6.1.5 Conduct research to provide recommendations for the Ministry for policy reform</p>	<p>National database on SGBV cases in the formal courts system.</p> <p># of research studies in justice sector involvement in addressing and reducing SGBV</p>	<p>reports generated from the database</p> <p>Progress reports</p> <p>Information generated through data base</p> <p>Research studies</p> <p>Ministry Annual Performance Report</p>	<p>Moj</p> <p>MWCA</p> <p>Law Commission of Sri Lanka</p> <p>Police Department</p> <p>Legal Aid Commission</p> <p>NGOs/ INGOs</p> <p>UN agencies</p> <p>Donor agencies</p>	<p>2016 – 2020</p> <p>2016-2020One research study per year</p>	

**SECTOR: MEDIA**

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## Background: Media Sector

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The state agency responsible for mass media is the Ministry of Parliamentary Reforms and Mass Media. The Ministry has many institutions established under its umbrella, such as the Sri Lanka Rupavahini Corporation, Independent Television Network, Sri Lanka Broadcasting Corporation, Associated Newspapers Ceylon Limited, National Film Corporation, Lankapuvath, Selacine and Department of Government Information.<sup>90</sup>

International conventions such as CEDAW, the Beijing Platform for Action 1995, which Sri Lankan government is committed to, provide necessary guidance in fulfilling responsibilities of the mass media related to reporting and addressing of SGBV. Most of the laws and policies of the media sector do not directly address SGBV, however a few do so indirectly and can be used to advocate and implement programmes. Planning and Development Unit of the Ministry, has as one of its objectives “facilitating to upgrade professional standards of journalists”. The Media Unit has the responsibility of capacity building of journalists. These are programmatic spaces to bring about positive changes in attitudes and the issue of SGBV to light, through professional journalism.

At the beginning of 1973, the Government passed the Sri Lanka Press Council law of No.5 of 1973<sup>91</sup> of the National State Assembly, which provides for the appointment of a press council

The law states that the objectives of the Press Council shall be:

1. To ensure the freedom of the Press in accordance with the highest professional standards.
2. To ensure that newspapers shall be free to publish as news, true statements of fact, and any comments based upon true statements of facts.
3. To ensure the maintenance by newspapers and journalists of high standards of journalistic ethics and a due sense of both rights and responsibilities of citizens
4. To advise the government on any matters pertaining to the regulation and conduct of newspapers.

Act No.6 of 1982 Sri Lanka Television Act<sup>92</sup> on the establishment of television broadcasting and its development section 7.2.1 describes how reporting should be done. Sri Lanka Rupavahini Corporation (SLRC) has a well-defined mission statement, and has its own Code of Conduct Standards and Practice in Television

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<sup>90</sup> Ministry of Parliamentary Reforms and Mass media website <http://www.media.gov.lk/>

<sup>91</sup> Sri Lanka Press Council law of No.5 of 1973 of the National State Assembly <http://www.media.gov.lk/>

<sup>92</sup> Act No.6 of 1982 Sri Lanka Television Act on the establishment of television broadcasting <http://www.media.gov.lk/>



Broadcasting and Television Advertising. The Code states that SLRC will take precautionary measures to safeguard and respect the interests of women in accordance with traditional Sri Lankan values and customs.

Press Council Rules of 1981 (Code of Ethics for Journalists) published in Gazette on 1981.10.14 No.162 /5A<sup>93</sup> Sections 5,6,9 and 11 are related to addressing SGBV although the reference to the issue is indirect and in broad terms. The exception being 6.1.a. which directly states that “*Journalists shall not name victims of sex crimes.*” However reporting at present seems to abide by the literal sense of the statement and not by the underlying principle. The detailed description often published does not maintain anonymity or privacy of individuals.

The Ministry of Parliamentary Reforms and Mass Media has also introduced a Code of Ethics for news casting websites. The owner, editor, journalists and all other parties involved in the maintenance of the websites and disseminating information through same are required to adhere to this Code of Ethics. In addition to the above stated Code of Ethics the recently drafted (Draft) the Code of Media Ethics directly addresses the issue of gender discrimination and has dedicated the Section 10 as given below.

Para 10.1 says “*No publications shall be published which denigrates women through the depiction in any manner of the figure of a woman, her form or body or any part thereof in such a way as to have the effect of being indecent, or derogatory to women, or is likely to deprave, corrupt or injure the public morality or morals*”

Paras 10.2-10.6 deals with some issues on SGBV such as derogatory publications, using unacceptable language or promote sexuality or violence on children, exploitation of the ignorance and trusting behavior of children and the importance of maintaining privacy and identity of children. However this well drafted Code of ethics is yet to be adopted.

Workplace harassment within media institution has been documented through a recent research finding.<sup>94</sup> In order to overcome the challenges and fully utilize the strength of mass media it is necessary to promote zero tolerance to SGBV and eliminate gender stereotyping that support violence. This could be achieved through capacity building at all levels of media professionals and establishing an effective and adopting the proposed gender responsive Code of Ethics. The sector plan to address SGBV in the Media sector has a number of strategies to address the above issues in order to achieve gender equality and elimination of SGBV in Sri Lanka.

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<sup>93</sup> The Gazette of the Democratic Socialist Republic of Sri Lanka No.162 /5A on 1981.10.14

<sup>94</sup> Research by International Federation of Journalists (2015) as reported in The new Indian Express Handunnetthy <http://www.newindianexpress.com/world/29-Percent-of-Sri-Lanka-Female-Journos-Experienced-Work-Place-Sexual-Harassment/2015/03/08/article2704061.ece>

**Sector Plan: Media**

**Lead Ministry:** Ministry of Parliamentary Reform and Mass Media

**Other Ministries/agencies:** MWCA, MoE, SLMTI, MoE, CSOs/ INGOs, UN agencies

**Chairperson of Sector Technical Committee:** Secretary, MoPRMM

**Time Frame:** 2016-2020

**Sub-sector Budget:** Rs. Mn. 113.5

Media Sector Plan	
<b>Objectives</b>	<ol style="list-style-type: none"> <li>1. Media Interventions to address SGBV through positive awareness creation and sensitization.</li> <li>2. Build positive images of women and men and change perspectives on gender stereotypes.</li> <li>3. Promote standards and compliance to Code of Ethics in Media reporting of SGBV and respecting privacy.</li> <li>4. Capacity building of media personnel to be responsible and sensitive in reporting on SGBV</li> </ol>

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
<b>Prevention</b>								
<b>Focus Area 1:</b> Promotion of Zero tolerance of SGBV through Public awareness.	1.1 Broad based awareness raising and sensitization through media interventions on gender	1.1 & 1.2 Public understanding on the ill effects of gender discrimination and SGBV is increased and people condemn SGBV	1.1.1 Mass awareness on SGBV and zero tolerance through innovative initiatives – campaigns, debates, television programmes, social media campaigns, twitter, and postcards, musical shows,	# of campaigns/ events/ TV programmes/ tele dramas/ debates  # of workshops  # of IEC materials/posters/slogans	Workshop reports,  Comments on TV programmes/ newspaper articles	MoPRMM  MWCA  Private media/ TV channels	2016-2017	4.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
	discrimination and SGBV (Ref. Report of Leader of opp. Rec.No.19 , pg.74)		musical and cultural bands, slogans.		Reports on public opinion on SGBV			
	1.2 Break gender stereotyping through an effective social discourse (Ref. Report of Leader of opp. Rec.No.19 pg.74)		1.1.2 Public awareness through media on SGBV offences and the stipulated punishments.	# of street dramas, # of tele dramas	Progress Reports		2016-2017	2.0
			1.2.1 Strong advocacy on change of gender stereotyping through tele dramas, skits, street dramas, one episode tele dramas, social media	Video clips # of discussions on SGVB in TV shows	Reports of media events Reports of media campaigns	MoPRMM MWCA State Media institutions	2016 – 2019	3.0
			1.2.2 Uphold champions on gender non-stereotyping through media/ talk shows	# of champions # of statements made		Private media/ TV channels	2016 – 2019	1.0
			1.2.3 Campaign on the negative aspects of social media and promote positive images of women and men				2016 - 2019	2.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
<b>Focus Area 2:</b> Development of Capacity and skill to address SGBV through media.	2.1 Capacity building of media personnel on gender and addressing SGBV	2.1 & 2.2 Media personnel are capacitated and skilled to analyse SGBV as a critical issue and are committed to create an effective campaign against it	2.1.1. Sensitization and capacity building workshops with media personnel - television, radio, print, web-based on gender and SGBV.	# of media personnel trained	Investigative reports on SGBV	MoPRMM/ SLMTI, MoEdu. NGOs/ CBOs	2016-2018	3.0
			# of workshops	Workshop reports in schools				
			2.1.2. Awareness workshops on gender and SGBV with staff of advertising agencies, cinema, and video production houses.		# of changes to media programmes introduced by media institutions		2016-2018	2.0
				# of media personnel writing against SGBV	2018			
		2.1.3. Organize an International Media Festival on gender sensitive journalism (print, electronic, films, photography)	Blogs for journalists	Women and Media Collective with South Asia women in media SAWM, CSOs		2017	4.0	
	2.2. Promote investigative journalism and critical analysis on SGBV		# of journalists attended international media festival Programme of international media festival		Skill development workshop reports			
			2.2.1. Skill development on investigative journalism through a TOT for journalists.	# workshops for regional journalists				
				# of participants attended workshops				
				# of investigative journalists awarded				

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
			2.2.2 Promote an award scheme for investigative journalists on gender sensitive journalism.	# of regional networks/organizations linked	Comments on radio programmes	MoPRMM National & regional journalist	2017-2018	1.5
			2.2.3 Linking with regional and international journalist networks and promote investigative journalism and SGBV reporting	# of complaints on SGBV # of regional/district journalists capacitated	Comments on radio programmes	State media institutions Private media/ TV channels	2017-2018	3.0
			2.2.4 Develop capacity of district based journalists on gender and SGBV reporting				2017	5.0
			2.2.5 Create a blog/web space for investigative journalists and build linkages.	# of blogs # of media clubs in schools strengthened	Views and comments on social media	Media clubs in Schools	2017-2019	2.0
			2.2.6 Strengthen media clubs in schools and promote gender sensitive investigative journalism	# of social media users # of community radio stations strengthened	Media club meeting reports		2018-2019	2.0
			2.2.7 Promote social media for campaigning against SGBV and use twitter, hash tag, blogs etc.	# of women's groups linked with community radios			2017-2019	1.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
	2.3. Promote ground level voices of women, men, girls and boys through strengthening community media and CSO interventions	2.3 Change of attitudes and strengthened responses to SGBV among community members	2.3.1 Review the existing community radio programmes and strengthen them  2.3.2 Develop linkages between the community radio and women's groups/ organizations to highlight SGBV issues	# of joint initiatives  # community radio programmes on gender equality and SGBV		MoPRMM  Community / dis/divisional level media organizations  State / Private media institutions  CSOs/ UN	2018-2019  2018-2019	2.0  5.0
<b>Intervention</b>								
<b>Focus Area 3:</b> Standardization and promoting media ethics on portrayal of women and girls through media	3.1. Effective implementation of codes of ethics on advertising and positive portrayal of women and men in advertisements	3.1 Positive images of gender relations are upheld through mass media	3.1.1. Conduct consultations with advertising companies, relevant government institutions and other stakeholders on ethics on advertising and promote commitments  3.1.2 Establish a reward system for the best advertisement portraying positive images of women and men/gender equality.	Media ethics and guidelines on advertising  # of changes in media institutions/advertisements  # of new programmes  # of dialogues initiated with stake holders  # of changes introduced to programmes	Minutes of meetings  Reports on consultations  Decisions taken at consultations	MoPRMM  Advertising companies  State/ Private media institutions	2017-2018  2017-2020	3.0  5.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
			3.1.3 Initiate a dialogue with the censor boards/review committees of individual media institutions on gender sensitive matters in media/ teledramas/ films/ theatre/ radio entertainment programmes/ drama	# of copies of code of ethics disseminated  # of discussions with censor boards	Minutes of meetings with censor boards	Censor Boards  Review Committees  State /Private Media institutions  MoPA&MM MWCA	2017-2018	2.0
<b>Focus Area 4:</b> Standardization of media reporting of SGBV incidents	4.1 Set guidelines on media reporting of SGBV <i>(Ref. Report of Leader of opp. Rape and sexual violence pg.42)</i>	4.1 & 4.2 Media reporting on SGBV incidents are standardized and the rights of concerned parties secured	4.1.1 Develop and build consensus on guidelines for SGBV incident reporting in collaboration with the editor boards/ media heads	Guidelines on media reporting of SGBV  # of media heads, editor board members engaged in developing code of ethics.	Guideline document  Monitoring reports	Lead: MoPA&MM MoWCA CSOs media movement	2016-2018	4.0
			4.1.2 Wide dissemination of the guidelines to journalists and reporters both at national and regional/ district levels	# of guideline documents disseminated			2016-2017	2.0

Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
	4.2 Monitoring of SGBV incidents reporting and promote adherence of standards		<p>4.2.1 Collaborate with an appropriate institute (press institute, press complaint unit) to establish a watch dog role/ monitoring mechanism on media reporting</p> <p>4.2.2 Network among CSOs doing media monitoring and discuss SGBV incident reporting</p> <p>4.2.3 Link the monitoring reports to the media rewarding programmes</p> <p>4.2.4 Use the monitoring reports to advocate for responsible reporting with the media institutions</p>	<p># of persons in monitoring mechanism</p> <p>Frequency of monitoring</p> <p>Frequency of meeting of monitoring mechanism</p> <p># of reporting issues highlighted</p> <p># of CSOs engaged in media monitoring</p> <p># of annual rewarding ceremonies</p>	<p>Monitoring reports</p> <p>Network Lists</p> <p>Progress reports</p>	<p>MoPRMM</p> <p>Press Institute</p> <p>Press complaints Unit</p> <p>CSOs</p>	2017-2018	5.0
<b>Policy Advocacy</b>								
<b>Focus Area 5:</b> Advocacy and lobbying on media ethics	5.1 Policy dialogue and lobby on the proposed Code of Ethics on media	5.1 Effective implementation of Code of Ethics on media	5.1.1. Review and update the existing code of ethics on media	Finalized code of ethics	Committee reports		2017	3.0



Focus Area	Strategies	Outcomes	Key Activities	Output Indicators	Means of Verification	Implementing Agency	Time Frame	Budget Rs.Mn.
			5.1.2 Public awareness campaign on proposed code of ethics on media involving different stakeholders	# of public awareness campaigns on code of ethics	Report of Public Opinions.		2018-2019	4.0
			5.1.3 Collaboration and commitment building on the Code of Ethics through national event with all stakeholders	National event on Code of Ethics			2018-2019	3.0
			5.1.4 Establishment of a high level committee on media ethics – monitoring and follow up	High level committee on media ethics # of media institutions adopting the code of ethics # of action taken by High level committee on the offenders	Reports of High level Committee on Media Ethics Monitoring reports		2018-2019	

## **Mode of Inter-sectoral Coordination, Implementation, Monitoring and Evaluation of National Plan of Action to address SGBV 2016-2020**

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Multi-sectoral engagement and planning to address SGBV call for a central facilitation and coordination body and a representative mechanism with all sector representation. Since the MWCA is mandated to formulate the National Plan of Action to address SGBV and has taken the lead role in facilitation of the formulation of the plan, it is strategic and realistic for MWCA to be the focal agency for the coordination and implementation of the plan. MWCA will set up a unit/ focal point within the Development division under the Secretary MWCA, Additional Secretary (Development) and Director of Planning for the purpose of coordination and implementation of the National Plan of Action to address SGBV.

A High level Steering Committee will be set up to provide policy direction, guidance on linkages among sectors and this Committee will comprise of Secretaries of the key relevant ministries, representative of UN agencies, CSOs and technical experts. The Steering Committee will meet bi-annually the Secretary MWCA will chair the committee. This committee will be linked to the higher bodies and commissions through the chairperson of the committee.

In order to ensure the effective implementation of the plan by respective sectors and the relevant agencies, an Implementing Committee will be set up under the direction of the Additional Secretary (Development) of MWCA. All the nine key ministries will be represented in this committee by Senior Officials as nominated by the secretaries of these ministries. The role of this Implementing Committee is to develop yearly plans based on the National Plan of Action to address SGBV 2016-2020, ensure effective implementation of the same, monitor the progress, trouble shoot when necessary and facilitate mid-term and final evaluation. The implementing committee will meet quarterly and will submit progress reports on each sector plan progress to MWCA and to the Secretary of the relevant ministry. The Implementing Committee will be chaired by the Additional Secretary (Development), MWCA.

Each of the above committees will be guided by a Terms of Reference which will outline the purpose, objectives, tasks and expected outputs with specific time frames. Within the five year duration of the plan one mid- term evaluation by 2018 and final evaluation by 2020 will be conducted as facilitated by MWCA in close coordination with the respective ministries.

## Sector Technical Committee Chairpersons, Technical Leads and Members of the Technical Committees

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### Child Affairs:

Chairperson: Ms. Chandrani Senaratne, Secretary, Ministry of Women and Child Affairs (MWCA)

Technical Lead: Ms. Preethika Sakalasooriya, Assistant Manager- Legal, National Child Protection Authority

<ul style="list-style-type: none"> <li>• Mrs. N.K. Abeyratne - Additional Secretary (Development) State Ministry of Child Affairs</li> <li>• Mrs. Yamuna Perera – Commissioner – Department of Probation and Child Care Services</li> <li>• Ms. Nirmalee Kumaraage- Assistant Commissioner- Department of Probation and Child Care Services</li> <li>• Mrs. Mangala Gunaratne- Director Planning, State Ministry of Child Affairs Mrs. A.D.E. Wijegunawardena- Assistant Director – State Ministry of Child Affairs</li> <li>• Mr. A.A.S. Athukorala- Deputy Director- Children’s Secretariat</li> </ul>	<ul style="list-style-type: none"> <li>• Ms. K.A.N. Pramodini- Assistant Director Development, MWCA</li> <li>• Mr. Lakshmen Fernando- Social Service Officer – Ministry of Social Services &amp; Livestock</li> <li>• Mrs. Sonali Gunasekera- Quality, Research &amp; Advocacy Manager – Child Fund</li> <li>• Mrs. Wimala Ranatunga - President, Women’s Movement - Sarvodaya</li> <li>• Mr. W.D.P. Wijesena - Inspector of Police, Former OIC- NCPA</li> <li>• Mrs. T.K.O Peiris De Silva - Board Member, CENWOR</li> <li>• Ms. Caroline Bakker - Child Protection, UNICEF</li> <li>• Mr. V. Thusandra- Technical Specialist- Youth- Child Fund Sri Lanka</li> </ul>
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### Disaster Management:

Chair: Mr. S. S Miyanwala, Secretary, Ministry of Disaster Management

Technical Lead: Mr. S. Amalanadan, Additional Secretary, Ministry of Disaster Management

<ul style="list-style-type: none"> <li>• Ms. Sepali Rupasinghe – Director Planning, Ministry of Disaster Management</li> <li>• Mr. Chathura Liyanarachchi - Disaster Management Centre</li> <li>• Ms. S. L. Yakdehige - National Disaster Relief Services Centre</li> <li>• Ms. Enoka Wijegunawardena – State Ministry of Child Affairs</li> <li>• Col. H. T. Wickramasekara - Director/ Army Headquarters</li> <li>• Ms. Subadra Walpola - Ministry of Public Administration, Local Government</li> </ul>	<ul style="list-style-type: none"> <li>• Ms. B.P. Withanage- Ministry of Education</li> <li>• Mr. J.P.S.Jayasinghe-Ministry of Women's Affairs</li> <li>• Ms. Lalinka Jayakody- Ministry of Social Services</li> <li>• Ms. Menique Amarasinghe – UNHCR</li> <li>• Ms. Karin Fernando – CEPA</li> <li>• Mr. F. Hashim – CHA</li> <li>• Ms. Nelka Perera – Central Environmental Authority</li> <li>Ms. Sureka Perera - UNDP</li> </ul>
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## Education:

- **Sub-sector – General Education.** Chair: Mr. W. M. Bandusena, Secretary, Ministry of Education (MoE)

Technical Lead: Ms. Badra Withanage, Director Education for All

<ul style="list-style-type: none"> <li>• Mr. S. U. Wijeratne - Add. Secretary, Policy and Planning, MoE</li> <li>• Mr. S. U. Premathilake - Add. Secretary, Quality Development, MoE</li> <li>• Mr. Y.A.N.D. Yapa – Director (Guidance &amp; Counselling and Peace Education)</li> <li>• Ms. M. Sabharanjan - Director (Plantation School Development)</li> <li>• Ms. S. Lalithambige - Assistant Director (Primary Education)</li> <li>• Mr. R. M. J. C. Kumara- Assistant Director- Informal and Special Education</li> <li>• Ms. N. M. A. D. Deepika - Assistant Director - Bilingual</li> <li>• Mr. M.P.R. Dhanawardena – National Institute of Education</li> <li>• Mr. S.G. Subasinghe – Asst Director of Education, Co-curricular</li> <li>• Mr. M. D Karunatilake- M/ Higher Education</li> <li>• Ms. Kushangika Nawaratne – CSHR, University of Colombo</li> <li>• Ms. L. Dineesha Liyanage – Centre for Gender Studies- University of Kelaniya</li> <li>• Mr. K. S. C. Kariyawasam – Al Mubharak College – Malwana</li> <li>• Mr. D. M. D. Dissanayake- Principal, D.S. Senananayake College</li> <li>• Mr. Oshara Panditharatne- Principal, Lumbini College</li> <li>• Mr. K.P. Wijeratne- Principal Hikkaduwa Sri Sumangala M.M.V</li> <li>• Mr. V. Shanmukaratnam – Vembady- Jaffna</li> <li>• Ms. W.N. De. Kosta - Assistant Director- Health and Nutrition</li> <li>• Ms. Cyrene Siriwardana – Chiref Technical Advisor UNDP- SELAJSI</li> </ul>	<ul style="list-style-type: none"> <li>• Ms. K. P. Jayasena- Director, National Languages and Humanitarian Education</li> <li>• Mr. Gamini Jayatissa - Deputy Director (Development)- Education Dept (Western Province)</li> <li>• Ms. Roshani Ratnayake- Director (Training/ Development) SLYS- Maharagama</li> <li>• Mrs. S. Kannangara – University of Kelaniya</li> <li>• Mrs. Yasanjali Jayatilleke- Senior Lecturer, University of Sri Jayawardenepura</li> <li>• Mrs. Swarna Sumanasekera – Chairperson – National Committee on Women.</li> <li>• Prof. Swarna Jayaweera – Executive Director, CENWOR</li> <li>• Mrs. Renuka Peiris - Ministry of Education</li> <li>• Mrs. Prageethika Jayasekera- Asst Commissioner, Education Publication Bureau</li> <li>• Ms. Shriyani Kalansooriya – Department of Education, Western Province</li> <li>• Ms. Saama Rajakaruna - Independent Consultant</li> <li>• A.D. Liyanage – Asst Director of Education, Education For All</li> <li>• Ms. Paba Deshapriya – The Grassrooted Trust</li> <li>• Ms. Lakshmy Sureshkumar – UNICEF</li> </ul> <p><i>Includes members who participated at the workshop organized by the MoE</i></p>
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- **Sub-sector – Higher Education.** Chair: Prof. Mohan De Silva, Chairman, University Grants Commission and Co-Chair of the Standing Committee on Gender Equity and Equality  
 Technical Leads: Prof. Kumudu Wijewardena, Dept. of Community Medicine, Faculty of Medical Sciences - University of Sri Jayawardenapura/ Co-Chair of the Standing Committee of Gender Equity and Equality and Prof. Maithree Wickramasinghe, Department of English, University of Kelaniya

- Professor Mrs. Yasanjali Jayatilleke – Senior Lecturer- University of Sri Jayawardenapura
- Dr. Kanchana Bulumulle – Senior Lecturer – Open University of Sri Lanka

- **Sub-sector – Vocational Education.** Chair: Mr. P. Ranepura, Secretary, Ministry of Skills Development and Vocational Training  
 Technical Leads: Ms. Nilanthi Sugathadasa, Additional Secretary, Ministry of Skills Development and Vocational Training (MSDVT)

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| <ul style="list-style-type: none"> <li>• Ms. Anuradha Ileaperuma - Director VT, MSDVT</li> <li>• Ms. Swarna Ekanayake – Ass. Director VT, MSDVT</li> <li>• Ms. Nilmini Diyabadanage – Director General University of Vocational Training</li> <li>• Mr. J. A. Ranjith – Director General, DTET</li> <li>• Mr. K.V. Anura Keerthi – Add. DG, DTET</li> <li>• Mr. Y.R.A. Jayawardana- Director, DTET</li> <li>• Ms. P.K.K Mahanama - Deputy Director, DTET</li> <li>• Ms. Chandrani Premaratne- Acting Director (Planning &amp; Research), TVEC</li> </ul> | <ul style="list-style-type: none"> <li>• Mr. Shantha Karunathna - Director / Principal, CGTTI</li> <li>• Mr. A. A. Jabeer – Assistant Director, VTA</li> <li>• Mr. S.P.K. Amarasinghe – Chief Engineer (Training), VTA</li> <li>• Mr. P. Wickramasuriya- Head Productivity, NIBM</li> <li>• Mr. R.M.N.P Thilakaratne- Assistant Director, NAITA</li> <li>• Mr. Thilanka Ariyathilaka – Project Manager, TVEC</li> <li>• Ms. P. Puvaneswary- Manager – World University Service of Canada</li> <li>• Mr. Tilak Dharmarathna – Vice Chancellor, Open University</li> <li>• Mr. Indrakumar Heenatigala - Director of Studies, SLIOP</li> </ul> |
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**Economic Development and Employment:**

Chair: Mr. M. I. M. Rafeek, Secretary, Ministry of National Policies and Economic Affairs

Technical Lead: Mr. U. G. Rathnasiri, Additional Secretary, Ministry of National Policies and Economic Affairs and Dr. Sepali Kottegoda, Executive Director Women and Media Collective

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| <ul style="list-style-type: none"> <li>• Mr. G. W. Kularatne – Ass. Director Economic Affairs</li> <li>• Mr. K.M. Liyanage - M/ National Policy</li> <li>• Ms. K.N. Kumari Somaratne</li> </ul> | <ul style="list-style-type: none"> <li>• Dr. Sepali Kottegoda- Executive Director- Women and Media Collective</li> <li>• Mr. Wasantha Algama- Ministry of Labour</li> <li>• Ms. Disna Niharepola- Department of National Planning</li> </ul> |
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<ul style="list-style-type: none"> <li>• Mr. Dhammika Gunawardena – Department of Divineguma</li> <li>• Mrs. J.M. Mampitiya – Central Bank</li> <li>• Ms. M. Gangatharan- Department of National Planning</li> <li>• Mrs. S.J. Paranagama- Human Rights Commission</li> <li>• Ms. Savithri Panabokke- M/ Foreign Affairs</li> <li>• Dr. Ravi Nanayakkara – PHDT</li> <li>• Mr. P.D.S. Rathnathilake- PHDT</li> </ul>	<ul style="list-style-type: none"> <li>• Mr. Sampath Manthrinayake – M/ Plantation Industries</li> <li>• Ms. I.T. Weerasinghe – M/ Foreign Employment</li> <li>• Ms. Udani Gunawardena- Ministry of Foreign Affairs</li> <li>• Ms. H. S. Urugodawatte – Director (Legal) – Industrial Relations, Board of Investment of Sri Lanka</li> <li>• Ms. Thiyagi Piyadasa- OXFAM</li> <li>• Ms. Seetha Karunaratne- Ass. Director – Women’s Bureau, MWCA</li> </ul>
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### **Foreign Employment:**

Chair: Mr. G. S. Withanage, Secretary, Ministry of Foreign Employment

Technical Lead: Ms. I. T Weerasinghe, Additional Secretary, Ministry of Foreign Employment (MoFE)

<ul style="list-style-type: none"> <li>• Ms. Padmini Rathnayake – Advisor to the Hon. Minister of MoFE</li> <li>• Mrs. D.L. Samarasooriya – M/ Foreign Employment</li> <li>• Mr. MA.N. Ahemed - M/ Foreign Employment</li> <li>• Mr. W. M. V. Wanasekara – AGM (Local Affairs) SLBFE</li> <li>• Mr. K. L. H. K. Wijerathne – DGM (Welfare &amp; Social Dev) SLBFE</li> <li>• Mr. M.M. Deshapriya- SLBFE</li> <li>• Mr. N.D.C.P. Nakandala- M/ Foreign Employment</li> </ul>	<ul style="list-style-type: none"> <li>• Mr. Nuwan Perera – IOM</li> <li>• Mrs. Swarna Sumanasekerera- Chairperson – NCW, MWCA</li> <li>• Ms. Swaivee Rupasinghe – NPC, ILO</li> <li>• Mr. Shantha Kulasekara – IOM</li> <li>• Ms. Sadamalee Kumarawadu – Gender Labour section, MoL&amp;LR</li> <li>• Mr. Hasitha Abeygunawardena – CARE International Sri Lanka</li> <li>• Mr. H.H.R. Wickremasinghe – M/ Foreign Employment</li> </ul>
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### **Empowerment and Prevention:**

Chair: Ms. Chandrani Senaratne, Secretary, Ministry of Women and Child Affairs

Technical Leads: Ms. Ashoka Alawatte, Additional Secretary (Development) MWCA, Ms. Swarna Sumanasekara, Chairperson National Committee on Women, MWCA

<ul style="list-style-type: none"> <li>• Mrs. Sudharma Karunaratne – Former Secretary, Ministry of Women’s Affairs</li> <li>• Mrs. R. A. Chulananda – Director, Women’s Bureau</li> <li>• Mr. J. P. S. Jayasinghe – Director Planning</li> <li>• Rep/ DIG Crimes – Police HQ</li> <li>• SSP. Jayasooriya – Director, Police Bureau for the Prevention of Abuse of Women and Children Pagoda</li> </ul>	<ul style="list-style-type: none"> <li>• Mr. H.W. Jayan Abeywickrama Programme Analyst- UNFPA</li> <li>• Ms. Samitha Sugathimala - Programme Manager, FISD</li> <li>• Mr. N.A. Rupasinghe – OIC, Police Women and Children’s Bureau</li> <li>• Mrs. Udeni Thewarapperuma – Spice</li> <li>• Mrs. Vindhya Fernando - Senior Project Manager, CARE International SL</li> <li>• Mrs. Shanthi Sachithanathanadan – Executive Director and Mrs. Sarojini Kanendran, - Chairman, Vilithu</li> </ul>
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<ul style="list-style-type: none"> <li>• Rep. Police Training College – Ms. Inoka Liyanage</li> <li>• Mrs. Radha Nanayakkara- Additional Director- Social Services</li> <li>• Ms. Anusha Gokula - Ministry of Social Services and afterwards Director Dep. Of Cultural Affairs</li> <li>• Ms. Savithri Wijesekere - Executive Director, Women In Need</li> <li>• Mrs. Sumithra Fernando - Women In Need</li> </ul>	<ul style="list-style-type: none"> <li>• Ms. Chandrathilaka Liyanarchchi ED/ Rep and Ms. Ms. V.P. Shiyamala- Women’s Network Coordinator - Women’s Development Centre, Kandy</li> <li>• Mr. Indika Dayaratne – Consultant</li> <li>• Ms. Cyrene Siriwardena – Chief Technical Advisor, UNDP-SELAJSI</li> </ul> <p><i>*Consultation held with officers of MWCA including field representation</i></p>
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## Health:

Chair: Mr. Anura Jayawickrama - Secretary, Ministry of Health and Indigenous Medicine

Dr. Beneragama, Director Maternity and Child Health, Family Health Bureau

Technical Lead: Dr. Nethanjali Mapitigama, Program Director Gender and Women’s Health/ Consultant Community Physician, Family Health Bureau

<ul style="list-style-type: none"> <li>• Dr. R.R. M.L.R. Siyambalagoda - Deputy Director General/ Public Health Services II - MOH</li> <li>• Dr. Sarada Hemapriya - Consultant Obstetrician and Gynaecologist (Member SLCOG)- Teaching Hospital Kandy</li> <li>• Dr. Manoj Fernando - Senior Lecturer, Rajarata University</li> <li>• Dr. Eranga Rajapaksha – Medical Officer, FHB</li> <li>• Dr. Mrs. Nadeeka Chandraratne – FHB</li> <li>• Mr. Jayan Abeywickrama – Programme Officer, UNFPA</li> </ul>	<ul style="list-style-type: none"> <li>• Dr. Muditha Widanapathirana- Consultant- JMO</li> <li>• Dr. Harsha Atapattu- VOG- BH- Homagama</li> <li>• Dr. Nisha Fernando- - MO- Mithurupiyasa</li> <li>• Dr. Wasana Samaranayake- MO- FHB</li> <li>• Dr. Krishantha Peiris – MO –FHB</li> <li>• Dr. priyanga Senanayake MO- FHB</li> <li>• Dr. R.D.N. Wijekoon – MO – FHB</li> <li>• Dr. Anoma Jayathilake – National Program Officer, WHO</li> </ul>
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## Justice and Law Reform:

Chair: Mr. Padmasiri Jayamana, Secretary, Ministry of Justice

Technical Lead: Ms. Piyumanthi Perera, Additional Secretary, Ministry of Justice and Dr. Ramani Jayasundera, Consultant/ The Asia Foundation

<ul style="list-style-type: none"> <li>• Mrs. Kamalini De Silva – Former Secretary, MOJ</li> <li>• Mrs. Anusha Munasinghe- Senior Assistant Secretary (Legal)</li> <li>• Ms. Haripriya Jayasundere, AGs Dept</li> <li>• Mr. Jeewan Thiagarajah – Executive Director, Institute of Human Rights</li> <li>• Mrs. Thamarashi Wickremenayake – Legal Aid Commission</li> </ul>	<ul style="list-style-type: none"> <li>• Ms. Savithri Wijesekere - Executive Director, Women In Need</li> <li>• Ms. Mariam Wadood – Women In Need</li> <li>• Dr Hemamal Jayawardene – Child Protection Specialist, UNICEF</li> <li>• Representative, DIG Crimes Division, Sri Lanka Police</li> <li>• Ms. Cyrene Siriwardana – Chiref Technical Advisor UNDP- SELAJSI</li> </ul>
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**Media:**

Chair: Mr. Nimal Bopage, Secretary, Ministry of Parliamentary Affairs and Mass Media

Technical Lead: Mr. B. K. S. Ravindra, Additional Secretary, Ministry of Parliamentary Affairs and Mass Media

<ul style="list-style-type: none"><li>• Mr. Abhaya Amaradasa- General Manager (ANCL)</li><li>• Ms. P.G.P.Rasanjali- Assistant Director (Planning), MoPAMM</li><li>• Mr. VipulaRatnasiri - Deputy General Manager (Progarmme) – ITN</li><li>• Mr. Vipula Ratnasiri</li><li>• Mr. Prasad Dodangoda- Assistant Director (Foreign News)- SLRC</li><li>• Dr. Sepali Kottegoda – Executive Director, Women and Media Collective</li><li>• Dr. Selvy Thiruchandran – WERC</li><li>• Mr. J.P.S. Jayasinghe – Director Planning, MWCA</li></ul>	<ul style="list-style-type: none"><li>• Mrs. K.P.C. Subhashini – Ass. Dir Planning, MWCA</li><li>• Mrs. Hannah Ibrahim</li><li>• Mrs. Tharaka Wasalamudaliarachchi</li><li>• Mrs. Sanjeevani Abeykoon- LAC</li><li>• Ms. Kenosha Kumaresan - UNDP</li><li>• Ms. Prashani Dias – program, Associate, UN Women</li><li>• Ms. Archana Heenpella – Youth Lead, UNDP</li><li>• Mr. V. Weerasingham - Consultant</li></ul>
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**Technical Input towards the formulation of the Policy Framework and NPoA to address SGBV and Facilitation of Technical Committees:**

Dr. Lakshman Senanayake, Technical Consultant

Ms. Sriyani Perera, Technical Consultant

**Guidance & Coordination of the Policy Framework and NPoA to address SGBV**

Ms. Ashoka Alawatte, Additional Secretary (Development), MWCA

Ms. Sunimali Gunathilaka, Development Assistant, MWCA

**Technical Input & Coordination of the Policy Framework and NPoA to address SGBV:**

Ms. Bimali Ameresekere, Technical Coordinator Gender and Women’s Empowerment, UNDP-SELAJSI