

Commitment #12

Establish a transparent and answerable process to implement selected Concluding Observations of the Convention on Elimination of all forms of Discrimination Against Women (CEDAW) in work plans of related Ministries by 2020

1st March 2019– 31st August 2021

Lead implementing agency/actor	Ministry in charge of Women's Affairs
Commitment description	
What is the public problem that the commitment will address?	Under the Convention on Elimination of all forms of Discrimination against Women (CEDAW), which Sri Lanka ratified in 1981, the country is obliged to deliver on several Concluding Observations but the pace of progress has been slow. Effective implementation of CEDAW provisions would have alleviated many current problems faced by women. Women in the informal sector are subject to unequal wages in the absence of legal protection. The lower participation of women in the workforce is also an issue. Women Heads of Household also face many socio, cultural, economic and political concerns which are not adequately addressed. Women also experience work-place sexual and gender based violence in the formal sector. The issues include low level of women representation in political governance, and accessibility of women to State Lands.
What is the commitment?	This commitment seeks to promote the implementation of selected Concluding Observations of the CEDAW in work plans of related Ministries by 2020. It will thereby enhance action to prevent women being discriminated in the informal sector, increase participation of women in political governance, promote accountability and transparency in national policy formulation for women heads of households, minimize work place related sexual harassment and remove discriminatory land laws affecting women. The Ministry in charge of Labour and Trade Union Relations also intends to propose a mechanism for minimum wage and will have provisions against discriminatory activities at workplace.
How will the commitment contribute to solve the public problem?	Establishing regulations to make the equal pay for work of equal value+ will make it mandatory for all informal sector employees to obtain equal wages for work of equal value, thereby providing protection through the law. Stakeholder consultations and monitoring will contribute to the learning that is needed to monitor and expand the plan towards eradicating this inequality. Policies and plans being developed to address the concerns of women headed households will be more transparent and effective by enabling the direct participation of WHH in the process. Work-place sexual and gender based violence in the formal sector will be minimized through the appointment of Sexual Harassment Committees. The amendment to the laws relating to State Lands will increase women's access to State Land. The provision of a quota system in parliament through amending election laws along with CSOs will contribute to increase women's participation in political governance.
Why is this commitment relevant to	This commitment promotes public participation as women, including

OGP values?	vulnerable groups, are provided with specific arrangements to participate and influence decision making. Accountability is improved through mechanisms for monitoring, participation of stakeholders and obligations for relevant public authorities to disclose information pertaining to decisions and consultations.	
Additional information	The Commitment supports the implementation of the Convention on Elimination of all forms of Discrimination against Women; the objectives of the National Human Rights Action Plan 2017-2021; the implementation of the Sustainable Development Goal No. 5 which calls for gender equality.	
Milestone Activity with a verifiable deliverable	Start Date:	End Date:
1. A Single Employment law will be drafted by the Ministry of Labour will also include %Equal pay for work of equal value+(in line with the ILO Convention 100 obligations) mandatory in the informal sector. Operation of the Regulations will be monitored and gender segregated data on wages in the informal sector will be collected by the Ministry of Labour. National consultation report will be published in open data format in the Labour Ministry website in all 3 languages.	March 2019	September 2020
2. National level consultations will be held with relevant ministries and civil society organisations on the draft National Action Plan on women headed households in districts where WHH are predominant. The consultation report will be published in the Ministry of Women's Affairs website in all 3 languages in open data format. Final policy and plans will be presented to WHH and implemented.	March 2019	July 2020
3. Sexual Harassment Committees will be established in at least 75% of the Ministries for the formal sector. Training and monitoring of the Committees will be carried out by the Ministry of Women's Affairs. Annual reports of the Sexual Harassment Committee (including for example number of cases, nature of cases, action taken, victim protection measures etc.) will be published in websites of individual ministries in all 3 languages. Ministry of Women's Affairs will collate all Committee reports and publish one report annually in the website in all 3 languages in open data format.	March 2019	March 2021
4. A minimum of 1/3 representation of women in Parliament will be ensured by extending pressure and lobbying with political parties for the provision of a quota system in parliament through amending election laws along with CSOs. The Consultation report with the political parties will be published in the ministry website in all 3 languages.	June 2019	February 2021
5. In continuation of the 2016-2018 OGP NAP, land laws will be amended to: a) allow for State Land allocation in joint ownership; b) repeal the III Schedule of the LDO; c) repeal sections on succession.	March 2019	June 2020
Contact information		
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Other Actors Involved	State actors involved	Ministry in charge of Labour and Trade Union Relations; Ministry in charge of Provincial Councils & Local Government; Election Commission; Ministry in charge of Social Empowerment; Law Commission; Ministry in charge of Land; Ministry in charge of Justice; National Committee on Women
	CSOs, private sector, multilaterals, working groups	Centre for Equality and Justice, Viluthu, Centre for Policy Alternatives, Rural Women's Front, Disability Organisation Joint Front