



Gender Equality at top Management of Cooperatives: Women CEOs - seen and heard

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Over view of women in SL

- Population of our country (2016) was 21.2 million.
- Women in the country was 10.94 million or 51.59%
- Men 10.27 million or 48.41%
- Economically active population (age above 15y) 15.28 million (both sexes)
 - male population of 7.04 million (46.05%)
 - female (working age) population of 8.25 million (53.95%)
- three-year period from 2012 to 2015 female unemployment has risen from 5.8% to 7.2 %
- Though Sri Lanka has a poor women's labour force participation rate (LFPR), women comprised a massive 63.65% of all professionals, and men, a miserly 36.35%, - according to Census and Statistics Department's (CSD's) second quarter (2Q) 2016 Labour Survey report
- Now an act of parliament has been passed to improve the women membership to 25% in parliament, provincial councils and local government
- As a result of this I also was elected as a member of local government in our territory by 2018 local government election.

Proportion of Seats held by Women in National Parliament, 1947 - 2014

Year	Total No.	Women No.	% of Women
1947-1952	101	3	3.0
1952-1956	101	2	2.0
1956-1959	101	4	4.0
1960(March-April)	157	3	1.9
1960(July)-1964	157	3	1.9
1965-1970	157	6	3.8
1970-1977	157	6	3.8
1977-1989	168	11	6.5
1989-1994	225	13	5.8
1994-2000	225	12	5.3
2000-2001	225	9	4.0
2001-2004	225	10	4.4
2004-2010	225	13	5.8
2010-2014	225	13	5.8

Source : Dept. of census and statistics 2015

Women participation in politics and senior administrative positions in Sri Lanka

Item	Year	Total number	Women number	% of Women
Members of Parliament	2014	225	13	5.8
Provincial Councillors				
Ministers of Provincial Councils	2013	45	-	-
Members of Provincial Councils	2013	455	18	3.9
Representation in the Executive				
District Secretaries	2014	25	4	16.0
Divisional Secretaries	2014	306	97	31.7
Assistant Divisional Secretaries	2014	275	164	59.6
Secretaries to Ministers	2014	60	12	20.0

Source : Ministry of Local Government and Provincial Councils, 2015

Women Representation in the Law Field				
	Year	Total number	Women number	% of Women
Representation in the Legal Draftsman's Department	2013	26	21	80.8
Representation in the Attorney General's Department	2014	174	85	85.0
Employees by Services (State Sector)				
Sri Lanka Administrative Services	2006	1261	425	33.7
Sri Lanka Engineering Services	2006	355	68	19.2
Sri Lanka Planning Services	2006	341	132	38.7
Sri Lanka Accounts Services	2006	819	268	32.7
Sri Lanka Technological Services	2006	3676	960	26.1

Source : Dept. of census and statistics 2015

Employees by Services (Provincial Public Sector)	Year	Total number	Women number	% of Women
Sri Lanka Administrative Services	2006	276	65	23.6
Sri Lanka Engineering Services	2006	331	81	24.5
Sri Lanka Planning Services	2006	79	23	29.1
Sri Lanka Accounts Services	2006	275	74	26.9
Sri Lanka Technological Services	2006	5271	1296	24.6
Police Personnel	2013			9.5

Source : Dept. of census and statistics 2015

Number of Undergraduate entrants by Academic Stream and Sex, 2010/11

Academic Stream	2010/11			
	Men	Women	Total	% of Women
Arts	1,295	4,952	6,247	79.3
Management Studies	1,881	2,449	4,330	56.6
Law	60	290	350	82.9
Science (4)	2,322	2,056	4,378	47
Medicine	472	705	1,177	59.9
Dental Science	29	54	83	65.1
Veterinary Science	46	61	107	57
Agriculture	356	665	1,021	65.1
Engineering	1,089	280	1,369	20.5
Architecture/Quantity Surveying (2)	158	159	317	50.2
Computer Science (3)	606	495	1,101	45
Paramedical Studies (1)	177	383	560	68.4
Indigenous Medicine	122	305	427	71.4
Fashion Design / Transport & Logistic Management	43	51	94	54.3
Total	8,656	12,905	21,561	59.9

Source : University grant commission of Sri Lanka -2013

Gender imbalance in Cooperatives in Sri Lanka

- **Leadership Level**

- Over 65% of the membership is comprised with women
- But, women in Boards /committee/ decision making level is less than 20%

- **Management level**

- Over 65% Cooperative staff is women
- But , when it come to management and executive level women are less than 35%

Why less women in higher position of SL Coops?

- Reluctance to take challenges
- Most women are of much of family bind
- Cultural blocks and bottle necks
- Fear of working with BOD because BOD is fully comprised with men
- Fear for legal matters due to corruption
- Less education and professional qualification
- No special legal provision to promote women leadership in Coop management
- Cooperative women are not move with new technology (IT/internet/ email/ special requirements)

A way forward

- What We have done so far to address gender issue
 - Drafted gender policy for NCC in 2017
 - Revised NCC by-law accommodating more women representation in 2017
 - Conducted over 20 training program for potential women leaders on women leadership and decision making in 2017
 - Drafted gender police for two province (Uva and North Central) 2017
 - Taken action to strengthen women committees under district cooperative councils (27 DCCs) since 2016

What is in planning process

- With the Support of We Effect (Swedish Cooperative Centre) a 5 year project is in operation (2018-22)
- The main theme of this project is promotion of gender equality and good governance in Cooperative sector.
 - We have planned to conduct a survey / research about women participation in cooperative sector both leadership and management level . (still there is no researched data available)
 - Draft a national gender policy for Cooperative sector in Sri Lanka in the first time in the history.
 - To incorporation of the gender policy with provincial acts and by-laws
 - To train 500 second level women leaders to be represented in leadership positions
 - To train 500 coop women staff members to take over the challenge in high positions.

Thank You Very Much