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Ministry of Women, Child Affairs & Social Empowerment

Multi-Sectoral National Action Plan to Address Sexual and Gender-based Violence (SGBV) in Sri Lanka – II 2024-2028

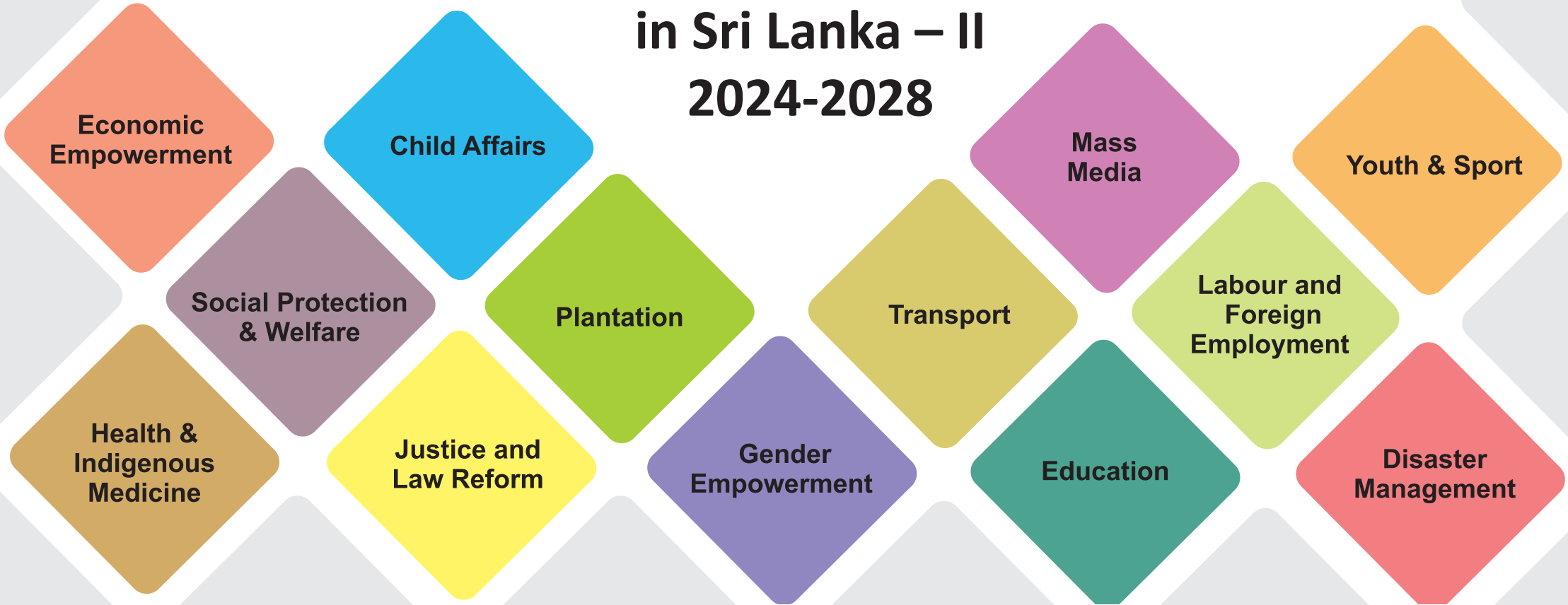


Table of Contents

Acknowledgements 3
List of Abbreviations and Acronyms 5
Introduction: National & International Policy Frameworks and Laws, Tri-pronged approach and Guiding Principles 9
Review on the Implementation of the National Plan of Action to Address SGBV 2016-2020 15
Formulation Process: Multi-Sectoral National Action Plan to Address Sexual and Gender-based Violence (SGBV) in Sri Lanka – II 2024-2028 17

Sector Plans
1. Gender Empowerment 19
2. Social Protection & Welfare 43
3. Child Affairs 59
4. Education 89
   4.1 General Education 90
   4.2 Higher Education 109
   4.3 Technical & Vocational Education & Training 125
5. Economic Empowerment 141
6. Health and Indigenous Medicine 163
   6.1 Health 164
   6.2 Indigenous Medicine 185
7. Plantation 199
8. Justice and Law Reform 217
9. Labour and Foreign Employment 237
   9.1 Labour 238
   9.2 Foreign Employment 253
10. Disaster Management 267
11. Mass Media 287
12. Youth Affairs and Sports 305
    12.1 Youth Affairs 306
    12.2 Sports 319
13. Transport 335

NAP Monitoring Plan: Multi-sectoral National Action Plan to Address Sexual and Gender-based Violence Sri Lanka (2024-2028) 349
Commonly Used Definitions and Terms 356
References 361

Acknowledgements

The Ministry of Women, Child Affairs and Social Empowerment takes great pleasure in presenting this Multi-sectoral National Action Plan to Address Sexual and Gender Based Violence in Sri Lanka 2024-2028 as our primary strategic framework to prevent, intervene and initiate Policy & Advocacy in addressing SGBV and related issues in this country.

This State commitment aligns with the country's aim of achieving SDG 5 "Achieving Gender equality and empower all women and girls" and working towards the objective of "Ending all forms of sexual and gender-based violence against women and girls in the private sector, public sector, professional environments and digital spheres". This objective is stipulated under the theme "Freedom from Gender-based Violence" in the National Policy on Gender Equality and Women's Empowerment.

This Multi-sectoral National Action Plan to Address Sexual and Gender Based Violence in Sri Lanka 2024-2028 is a progressive plan that expands its focus to address SGBV not only against women and girls but also includes men, boys and individuals of all gender identities and sexual orientations. It is an all-inclusive plan that promotes a "whole of Government" and "whole of society approach."

Following a review conducted by UNDP on the previous National Action Plan in 2021, MWCA&SE took a bold initiative to expand the sectors and engage additional line ministries in formulating the NAP. I am delighted to mention that all the line ministries responsible for the sectors of Gender Empowerment, Child Affairs, Social Protection & Welfare, Education (General Education, Higher Education, Vocational and Technical Education & Training), Health & Indigenous medicine, Economic Empowerment, Plantation, Justice and Law Reform, Labour and Foreign Employment, Disaster Management, Mass Media , Youth & Sport and Transport actively engaged and formulated their sector plans with the aim of addressing SGBV through sectoral interventions. We are grateful to all the Secretaries of these line ministries and their officials for their corporation and continued support from the conceptualization stage to the submission of the NAP to the Cabinet.

The respective line Ministries have also provided their ongoing commitment to engage in the implementation and monitoring of the NAP through Sectoral Technical Committees. I would also take this opportunity to thank all Chief Secretaries and the staff of the respective Provincial Councils who provided their invaluable ideas and contributed to formulate and shape the Theory of Change and the strategies of all relevant sector plans. The engagement of the line ministries, affiliated agencies and the involvement of Provincial Councils significantly contributed in developing this comprehensive plan involving the efforts of the governmental stakeholders. I would be failing in my duty if I did not acknowledge the active engagement and valuable inputs from various stakeholders including members of different CSOs, the Forum against GBV, staff of INGOs, academic institutions and research organizations. Their participation was instrumental in supporting MWCA&SE by sharing their invaluable experiences, thereby enhancing the context-specificity and practicality of our strategizing and activity planning. The NAP was crafted through an extensive consultative process as outlined in the introduction. The consultations and collective effort transformed the concept of a "whole of society approach" into a tangible aspect of the NAP's formulation. I would like to extend my gratitude and appreciation for the invaluable support provided by the members of the Women Parliamentary Caucus.

We extend our gratitude to UNDP for their technical expertise in designing the roadmap for developing this plan and facilitating its formulation, alongside UNFPA. Both UNDP and UNFPA worked relentlessly to make this NAP a very comprehensive and implementable plan. Other UN agencies, namely UNICEF, UN Women, ILO and WFP also provided their valuable input and engaged in the formulation process. We are thankful to Dr. Lakshman Senanayake and Ms. Padmini Rathnayake, the lead consultants for facilitating the NAP with technical guidance from Sriyani Perera during her tenure as the Gender Specialist at UNDP and Sharika Cooray during her tenure as the National Programme and Policy Analyst - Women's Rights & Gender at UNFPA.

Finally, I would like to extend my appreciation to my staff for their leadership and efforts in completing this multi-sectoral endeavor and coordinating the 18 sectoral plans across 12 lead ministries and the sub sector ministries/agencies. We hope that this plan will be fully implemented and will lead to the achievement of the vision "a violence free life for women, men, girls and boys and those with diverse gender identities and sexual orientations" and that the citizens of this country will respect the underlying principle of "zero tolerance of Sexual and Gender-based Violence in Sri Lanka" encompassed in the NAP.

Secretary
Ministry of Women and Child Affairs

List of Abbreviations and Acronyms

- A & E – Accident and Emergency
- ADB – Asian Development Bank
- AG – Attorney General
- BCC – Behavioural Communication Change
- BDS – Business Development Services
- BMARI – Bandaranaike Memorial Ayurveda Research Institute
- CBA – Collective Bargaining Agreement
- CBD – Convention on Biological Diversity
- CBO – Community Based Organizations
- BSL – Central Bank of Sri Lanka
- CCB – Coconut Cultivation Board
- CEDAW – The Convention on the Elimination of All Forms of Discrimination Against Women
- CENWOR – Centre for Women's Research
- CERT – Computer Emergency Response Team (National Center for Cyber Safety)
- CGEE – Centre for Gender Equity/Equality
- CKDU – Chronic Kidney Disease of Unknown etiology
- CMC – Colombo Municipality Council
- CMS – Complaint Management System
- CPD – Continuous Professional Development
- CRPO – Child Rights Promotion Officer
- CSO – Civil Society Organizations
- CT – Cash Transfers
- CTHE – Certificate in Teaching in Higher Education
- CYC – Commonwealth Youth Charter
- CYC – The Commonwealth Youth Council
- DB – Disability Benefit
- DDGMS – Deputy Director General Medical Services
- DDMCU – District Disaster Management Coordination Units
- DMC – Disaster Management Centre
- DMT – Department of Motor Traffic
- DOL – Department of Labour
- DPCCS – Department of Probation and Child Care Services
- DRM – Disaster Risk Management
- DRR – Disaster Risk Reduction
- DSD – Department of Samurdhi Development
- DSS – Department of Social Services
- DTET – Department of Technical Education and Training
- DTI – Department of Trade and Industry
- DWCP – Decent Work Country Programme
- EAP – Elderly Assistance Programme
- EB – Elderly Benefit
- ECER – European Conference in Education and Research
- EFA – Education for All
- EFC – The Employer’s Federation of Ceylon
- ENT – Ear, Nose and Throat
- EPF – Employees’ Provident Fund
- EPZ – Export Processing Zone
- ESCP – Education for Social Cohesion and Peace
- ET & R – Education, Training & Research
- ETU – Emergency Treatment Unit
- FAQ – Frequently Asked Questions
- FHB – Family Health Bureau
- FPA – Family Planning Association
- FUTA – Federation of University Teachers
- GCM – Global Compact on Migration
- GDP – Gross Domestic Product

- GEWE – Gender Equality & Women Empowerment
- GMOA – Government Medical Officers Association.
- GN – Grama Niladari
- HIMS – Health Management Information System
- HPB – Health Promotion Bureau
- HRC – Human Rights Commission
- ICCPR – International Covenant on Civil and Political Rights
- ICESCR – International Covenant on Economic, Social and Cultural Rights
- ICRC – International Convention on the Rights of the Child
- ICT – Information Communication and Technology
- ICTA – Information and Communication Technology Agency
- IDB – Industrial Development Board
- IDP – Internally Displaced Persons
- IEC – Information, Education and Communication
- ILO – International Labour Organization
- INGO – International Non Governmental Organization
- IOC – International Olympic Committee
- ISM – Institute of Sports Medicine
- IT – Information Technology
- JICA – Japan International Cooperation Agency
- JMO – Judicial Medical Officer
- KPI – Key Performance Indicator
- LAC – Legal Aid Commission
- LFEA – Licensed Foreign Employment Agencies
- LFPR – Labour force participation rate
- LGBTQ – Lesbian, Gay, Bisexual, Transgender and Queer
- LOA – Letter Of Agreement
- MCND – Media Center for National Development
- MIS – Management Information System
- MMC – Multi Modal Center
- MMDA – Muslim Marriage and Divorce Act
- MO – Medical Officer
- MOE – Ministry of Education
- MOH – Ministry of Health and Indigenous Medicine
- MOHE – Ministry of Higher Education
- MOIC – Ministry of Industry and Commerce
- MOJ – Ministry of Justice
- MoLFE – Minisry of Labour and Foreign Employment
- MoM – Ministry of Mass Media
- MOMCH – Ministry of Maternal and Child Health
- MOT – Ministry of Transport and Highways
- MOU – Memorandum of Understanding
- MOWS&EID – Ministry of Water Supply and Estate Infrastructure Development
- MPA – Ministry of Public Administration
- MPI – Ministry of Plantation Industries
- MRC – Migrant Resource Centers
- MSME – Micro, Small and Medium Enterprise
- MWCA&SE – Ministry of Women, Child Affairs and Social Empowerment
- MYASD – Ministry of Youth Affairs and Skills Development
- NAITA – National Apprentice and Industrial Training Authority
- NAP – National Action Plan
- NAQDA – National Aquaculture Development Authority of Sri Lanka
- NARA – National Aquatic Resources Research and Development Agency
- NCDM – National Council for Disaster Management
- NCPA – National Child Protection Authority
- NCRS - National Council on Road Safety
- NCW – National Committee on Women
- NDC – Nationally Determined Contributors
- NDRSC – National Disaster Relief Service Center
- NEC – National Education Commission
- NGO – Non Governmental Organization
- NHREP – National Human Resources and Employment Policy
- NHSL – National Hospital of Sri Lanka
- NIE – National Institute of Education

- NIHS – National Institute of Health Sciences
- NIOSH – National Institute of Occupational Safety and Health
- NIPM – National Institute of Plantation Management
- NISC – National Institute of Sports Science
- NISD – National Institute of Social Development
- NITESL – National Institute of Technical Education in Sri Lanka
- NITM – National Institute of Traditional Medicine
- NLAC – National Labour Advisory Council
- NSC – National Sports Council
- NSE – National Council and National Secretariat for Elders
- NSECD – National Secretariat of Early Childhood Development
- NSF – National Science Foundation
- NSF – National Sports Fund
- NSPD – National Secretariat for Persons with Disabilities
- NTC – National Transport Commission
- NTMI – National Transport Medical Institution
- NYC – National Youth Corps
- NYSC – National Youth Services Council
- NYSCO – National Youth Services Co-operative Organisation
- OPD – Out Patient Department
- OSH – Occupational and Safety Health
- OUSL – The Open University of Sri Lanka
- PCU – Progressive Care Unit
- PDHS – Provincial Director of Health Services
- PGIM – Postgraduate Institute of Medicine
- PHDT – Plantation Human Development Trust
- PHM – Public Health Midwife
- PHN – Public Health Nurse
- RDD – Road Development Department
- RDHS – Regional Director of Health Services
- RDTRI – Rural Development Training and Research Institute
- RLF – Revolving Loan Fund
- RPC – Regional Plantation Companies
- SAARC – South Asian Association for Regional Cooperation
- SDB – Saubagya Development Bureau
- SDGs – Sustainable Development Goals
- SEDD – Small Enterprises Development Division
- SGBV – Sexual & Gender Based Violence
- SIYB – Start and Improve Your Business Programme
- SLADA – Sri Lanka Anti-Doping Agency
- SLBFE – Sri Lanka Bureau of Foreign Employment
- SLCDMP – Sri Lanka Comprehensive Disaster Management Programme
- SLCERT – Sri Lanka Computer Emergency Readiness Team
- SLIATE – Sri Lanka Institute of Advanced Technological Education
- SLIIT – Sri Lanka Institute of Information Technology
- SLITA – Sri Lanka Institute of Textile and Apparel
- SLMA – Sri Lanka Medical Association
- SLR – Sri Lanka Railways
- SLSSB – Sri Lanka Social Security Board
- SLTB – Sri Lanka Transport Board
- SME – Small Medium Enterprise
- SOP – Standard Operating Procedures
- SPHI – Supervising Public Health Inspector
- SRHR – Sexual and Reproductive Health and Rights
- SSN – Social Safety Net
- TCS – Tertiary Care service
- TFSGBV – Technology Facilitated Sexual and Gender Based Violence
- TOR – Terms of Reference
- ToT – Training of Trainer
- TRC – Telecommunication Regulatory Commission
- TSHDA – Tea Small Holding Development Authority
- TVEC – Tertiary and Vocational Education Commission

- TVET – Technical and Vocational Education and Training
- UDHR – Universal Declaration on Human Rights
- UGC – University Grants Commission
- UNCRC – United Nations Convention on the Rights of the Child
- UNESCO – United Nations Educational, Scientific and Cultural Organization
- UNFPA – United Nations Population Fund
- UNICEF – United Nations Children's Fund
- UNIVOTEC – University of Vocational Technology
- VAW – Violence Against Women
- VAWG – Violence Against Women and Girls
- VTA – Vocational Training Authority
- VTC – Vocational Training Center
- W&C – Women & Child
- WB – World Bank
- WDO – Women Development Officer
- WHH – Women Headed Households
- WHO – World Health Organization
- YED – Youth, Elderly and Disabled Unit

Introduction: Policy Framework and Multi-Sectoral National Action Plan to address Sexual and Gender-Based Violence (SGBV) in Sri Lanka 2024-2028

The Multi-sectoral National Action Plan to Address Sexual and Gender-Based Violence (SGBV) in Sri Lanka 2024-2028 is an outcome of a comprehensive and consultative process led by the Ministry of Women, Child Affairs and Social Empowerment (MWCA&SE) along with 12 lead line ministries, sub sector ministries, academia, Civil Society Organizations (CSOs), NGOs, INGOs, trade unions, private sector, UN agencies, researchers, and experts. The entire process was technically led by UNDP Sri Lanka and UNFPA.

The vision of this policy framework and the Multi-sectoral National Action Plan to address Sexual and Gender-Based Violence (SGBV) in Sri Lanka 2024-2028 is "a violence free life for women, men, girls and boys and those with diverse gender identities and sexual orientations" and the underlying principle is "zero tolerance of Sexual and Gender-based Violence in Sri Lanka."

This National Action Plan (NAP) consists of 13 main sectors with 5 sub sectors, namely Gender Empowerment, Child Affairs, Social Protection & Welfare, Education (General Education, Higher Education, Vocational and Technical Education & Training), Health & Indigenous Medicine, Economic Empowerment, Plantation, Justice and Law Reform, Labour and Foreign Employment, Disaster Management, Mass Media, Youth & Sports, and Transport.

Relevant National Laws and Policy Frameworks

The NAP was guided by the following national laws and frameworks:

- At the 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 National Policy on Gender Equality and Women's Empowerment with its vision "to create a country that provides for and guarantees gender equality, equal opportunity and equitable justice for all" has Thematic Area 07: Freedom from Gender-based Violence that calls for the policy commitment in "Ending all forms of sexual and gender-based violence against women and girls in the private, public, professional and digital spheres." This NAP is developed in line with the objectives laid out under the thematic area 07 that includes:
  I. To ensure adequate preventive measures are taken to educate and raise awareness on gender-based violence and gender norms that perpetuate violence.
  II. To ensure the availability, accessibility, and affordability of survivor friendly medical, legal, psychosocial, shelter and emergency support services to respond to survivors of gender-based violence.
  III. To ensure prevention of gender-based violence due to harmful gender norms, gender stereotyping and socio-cultural beliefs and the institutionalizing of such through legislation and support services.
- 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.

Other policy frameworks: 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 most recent plan is Sri Lanka's National Action Plan for the Implementation of the UN Security Council's Resolutions on Women, Peace and Security 2023 – 2027.

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, based on 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 the 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.

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. This 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.

Equal access to justice is enshrined in core international human rights instruments such as the Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW) and the United Nations Convention on the Rights of the Child (UNCRC). Access to justice is also enshrined in Articles 6 and 13 of the European Convention on Human Rights and in Article 47 of the EU Charter of Fundamental Rights, which guarantee the right to a fair trial and to an effective remedy, as interpreted by the European Court of Human Rights and the Court of Justice of the European Union, respectively. Core elements of these rights include effective access to a dispute resolution body; the right to fair proceedings and the timely resolution of disputes; the right to adequate redress and the general application of the principles of efficiency and effectiveness to the delivery of justice.[1]

1. European Union Agency for Fundamental Rights and Council of Europe, 2016.

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 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. This NAP is developed in line with the above recommendations and followed by a review conducted on the implementation of the previous 2016-2020 NAP to address SGBV.

A few strategic interventions are now in place: the National Legal Aid Policy led by the Ministry of Justice, Legal Aid Commission supported by UNDP, the National Anti-Trafficking Action Plan led by the National Anti-Trafficking Task Force and resourced by the International Organisation on Migration (IOM), the National SGBV Shelter Guidelines formulated by the Ministry of Women's Affairs technically supported by UNDP awaiting Cabinet approval, the SGBV referral system introduced by MWCA&SE supported by UNFPA and UNDP, the UNDP led initiatives on video-conferencing facility with Sri Lanka Police Service, and the Victim and Witness Protection Act in implementation.

The SGBV prevention and intervention response include services by the Women and Child Unit of the MWCA&SE Counseling Unit at the Divisional Secretariat, health professionals and volunteers at the Mithuru Piyasa/Natpu Nilayam befriending clinics in state hospitals, women officers of the Police Women and Child Desks, and Attorneys –at-Law of the Legal Aid Commission and NGOs.[2] Para legal training will be provided to all WDOs and Counsellors who are engaged in activities connected with gender-based violence by using a comprehensive handbook developed with technical support from UNDP. Additionally, a Law Directory was prepared in all three languages to be used by the legal sector as well as service providers working on GBV and promoting women's rights.[3] With the support of UNDP, the MWCA&SE has launched a trilingual media campaign to engage men and boys to advance gender equality in Sri Lanka.[4]

The United Nations Joint Global Programme on Essential Services Package (ESP) for women and girls subjected to violence was launched in 2018 in Sri Lanka, which outlines a detailed package of interventions in the police and justice sectors as well as four other sectors. This NAP has taken into consideration the directions stipulated in the ESP.

2. Government of Sri Lanka, 2022
3. Government of Sri Lanka, 2022
4. Government of Sri Lanka, 2022

National Action Plan to address SGBV for Sri Lanka: A three-pronged approach

In line with the Policy Framework and National Action Plan for Sri Lanka to address SGBV (2016-2020)[5] this Multi-Sectoral National Action Plan to address SGBV (2024-2028) follows the same three-pronged approach: Prevention (Primary prevention of SGBV), Intervention (responding to SGBV and assisting those affected by SGBV), and Policy & Advocacy (Strengthening policy response and advocating for their implementation).

Prevention:

Prevention plays a pivotal role in efforts to eradicate the root causes of SGBV and thereby reach the goal of zero tolerance to SGBV in the country. Prevention is aimed at taking measures before SGBV occurs, to address the underlying causes of SGBV and eliminate or modify risk factors and promote protective factors related to SGBV, at individual, family/relationship, community, and societal levels, through engagement with the community and especially with groups who are at risk of perpetrating or being subjected to violence (because of their circumstances, personal experience, environment etc).

Over the past decade or so, there has been a significant increase in the work on SGBV prevention and research on identifying effective approaches to reduce the prevalence, frequency, and severity of SGBV using evidence-based methodologies and well proven good practices. Some of the International Frameworks such as the RESPECT framework on prevention programming (UNFPA & WHO)[6] developed specifically for preventing SGBV were used for guidance in developing this NAP.

The NAP 2024-2028 attempts to go well beyond the traditional attempts at awareness-raising on SGBV, to mobilizing the society towards a transformative change on gender norms, roles and relationships in reducing gender inequality, addressing the power imbalance and promoting respect for human rights and thereby, deal with the root causes of SGBV. In the National Plan of Action to address SGBV 2024-2028 there are a number of strategies that come under this approach. In almost all sectors the preventive work planned include, systematic social mobilization on: understanding the contribution of gender in propagating SGBV, promoting positive gender relations, challenging gender stereotyping and toxic masculinities, engaging men as change makers in denouncing SGBV and promoting men's contribution to combat SGBV (male engagement).

In addition, strategies and activities for capacitating the vulnerable groups and the society at large, on the existing laws, and redress mechanisms to harness skills on responding to SGBV especially, sexual harassment and "say no," particularly targeting girls, boys and young women, and improving social responsibility through establishment of vigilant groups in the community are some of the strategies used by some sectors in this NAP (2024-2028).

The NAP (2024-2028) uses an inclusive approach and targets prevention of SGBV in women, girls, men, boys and individuals with multiple gender identities and sexual orientations but recognizes that women and girls are predominantly affected.

Intervention:

The term intervention in the context of the NAP (2024-2028), focuses on responding to individuals (sometimes vulnerable groups) that suffer acts of Sexual and Gender based Violence: Survivors/Victims. In a country of 22 million ,where 51% are females, of whom, 1 in 5 are either suffering or have suffered from SGBV.[7]Providing services for a group of such magnitude is a considerable task. The NAP (2024-2028) attempts this through strategies, implemented by multiple sectors

5. UNDP Sri Lanka, 2016
6. WHO and UN Women, 2020
7. Department of Census and Statistics, 2019

with different responsibilities and capacities, covering multiple dimensions of SGBV. The consequences of SGBV to individuals and their children are multifaceted, debilitating, often long-lasting and sometimes fatal. In order to ensure that responses to survivors/victims are all encompassing (within available resources), essential services have been identified through the consensus of international agencies working on the subject, as the "Essential Services Package,[8] which was used for guidance in developing this Plan.

Upscaling services and geographical expansion of GBV service points (Complaints Center, Mithuru Piyasa/Natpu Nilayam, Women in Need centers), Hot lines/Help lines and Temporary Accommodation (Shelters) to provide services and protection for the survivors and their children; hold the perpetrator responsible, inclusive of those who perpetrate sexual harassment in public spaces and provide psycho social and other assistance to the survivors/victims. The NAP addresses the emerging issues (new faces of the old enemy) such as: Technology Facilitated SGBV (TFSGBV) and trafficking of women and girls (within and out of the country). Within the NAP, every effort was made to plan interventions and approach service delivery issues through modern technology: Hotlines, Mobile Apps, i Websites/Chatbots etc. A systematic referral mechanism to be set in place and strengthened is a key strategy under this approach.

Policy & Advocacy: This involves advocacy for reviewing and revamping policy response to SGBV through policies, laws, regulations, practices and standards. Gender Equality and Women Empowerment Policy, New Employment Policy, effective implementation of the Right to Information Act and Victim and Witness Protection Act are some important policies and Acts that are referred in this NAP. The effective implementation of the laws and policies that contribute positively to addressing SGBV and removal of discriminatory legislation is key to this approach. The lack of a coordinated all-inclusive system to manage information and data on SGBV with clear and uniform definitions (aligned with SDGs and international terminology) is a major drawback and strategies are proposed to streamline data management systems and promote information sharing. It is also proposed to strengthen research on key aspects of SGBV and its intersectionality with other allied issues. Most sectors plan to review the current policies and laws to explore the gaps and areas that need strengthening and harmonize jurisdictions.

Guiding Principles

The Multi Sectoral National Action Plan to address SGBV in Sri Lanka (2024-2028) adheres to the following Guiding Principles.

Human Rights Approach

Rights-based approach ensures that human rights principles are reflected in policies and national development frameworks. Human rights are the minimum standards that people require to live in freedom with dignity, based on the principles of universality, indivisibility, interdependence, equality and non-discrimination. The essential attributes of a human rights-based approach are that the development of policies and programmes should fulfil human rights. A human rights-based approach identifies rights holders and their entitlements, and corresponding duty bearers and their obligations, and works towards strengthening the capacities of rights-holders to make their claims and of duty bearers to meet their obligations. Principles and standards derived from international human rights treaties would guide all actors and in all phases of the programming process.

8. UNFPA, 2015

Intersectionality
Intersectionality refers to overlapping social disparities, identities and the related systems of discrimination that use these to marginalize and exclude individuals. Although all women in a patriarchal society face gender discrimination, some may face multiple forms of discrimination because of their disabilities, gender identities and sexual orientations, socioeconomic background, marital status, ethnicity, and religion, which in turn, shape their experiences of violence. Intersectionality takes into account the relationships between these different forms of discrimination and plan more effective interventions and promotes more inclusive responses. SGBV is above all a form of gender discrimination, and other forms of discrimination and disadvantage can increase women's risk of violence and/or make access to systems of support and justice more difficult.

The National Action Plan recognizes that women's experience of violence is shaped by different factors and the multi sectoral approach to the NAP has taken such factors into consideration in designing the strategies and activities to reduce the multiple discrimination as a result of it.

Survivor/Victim-centered "A victim-centered approach primarily places a systematic focus on the needs and concerns of a survivor/victim to ensure the compassionate and sensitive delivery of services in a non-judgmental manner while recognizing and respecting her/his autonomy to make her/his own decisions. It seeks to minimize revictimization through service delivery processes such as criminal justice processes, by providing support of victim advocates and service providers, empowering survivors as engaged participants in the process, and providing survivors an opportunity to play a role in seeing their offenders brought to justice. A survivor-centered approach is the hallmark of quality GBV programming and promotes the dignity, rights, agency, and empowerment of survivors of GBV. This approach is implemented by keeping survivors safe, protecting confidentiality, demonstrating respect for survivor's dignity and self-determination, and practicing non-discrimination.[9]

Whole of Government and Whole of Society Programming
Whole of Government (WoG) is defined as an approach "in which public service agencies work across portfolio boundaries" to develop integrated policies and programmes towards the achievement of shared or complementary, interdependent goals.

Whole of Society (WoS) represents a broader approach, moving beyond public authorities and engaging "all relevant stakeholders, including individuals, families and communities, intergovernmental organizations, religious institutions, civil society, academia, the media, voluntary associations and the private sector and industry."[10] These terms are also used interchangeably without rigid demarcation, and sometimes used interchangeably with the terms 'multisectoral,' 'intersectoral' or 'cross-sectoral.' This approach recognizes that addressing SGBV is highly dependent on sectors beyond a single agency, and a multi-dimensional and transdisciplinary contribution, and cooperation is necessary and overcomes departmentalism and siloed work practices.

Data and evidence-based Programming
National level SGBV data is available based on the 2019 Women's Wellbeing Survey, published in 2021 (DCS), which is in alignment to international standards of SGBV data. However, the sector-specific data will be made available through baseline surveys as per the relevant key activities.

9. USAID, 2021
10. World Health Organization 2016

Review on the Implementation of the National Plan of Action to Address SGBV 2016-2020

The National Plan of Action to Address SGBV 2016-2020 became a landmark plan in that it brought a multi-sectoral and holistic approach to addressing SGBV in Sri Lanka and received acceptance as an exercise that was recognized in granting the GSP+ status for the country. The CEDAW Committee in its deliberations commented: "This activity is a progressive step taken in addressing SGBV by the country."

The Ministry of Women and Child Affairs as the lead ministry, invited fourteen sector ministries to engage in the process and developed nine sector plans to address SGBV, which were later compiled into one NAP. The sector plans were developed by respective Sectoral Committees that comprised of officials and experts from the sector ministries, UN agencies, INGOs, NGOs and academia. The overall process was coordinated by a NAP Steering Committee chaired by the Ministry of Women and Child Affairs.

It was necessary to look back and reflect on the implementation of the NAP to understand what change was brought about by the effective implementation of the NAP and to assess the challenges that the multiple partners faced in its implementation. In 2021 a review was done with support from UNDP and with all sector ministries and with key actors who were part of the implementation.

The objectives of the Review of the Implementation of National Action Plan (NAP) to address Sexual and Gender-Based Violence 2016-2020:

1. To understand the level of implementation of the NAP, its impact within each sector and countrywide.
2. To identify new areas of interventions and other emerging challenges and opportunities.
3. To give direction in the formulation of the new NAP to address SGBV (2024 – 2028).

The review findings and suggestions were an invaluable input to this Multi-Sectoral NAP to address SGBV 2024-2028.

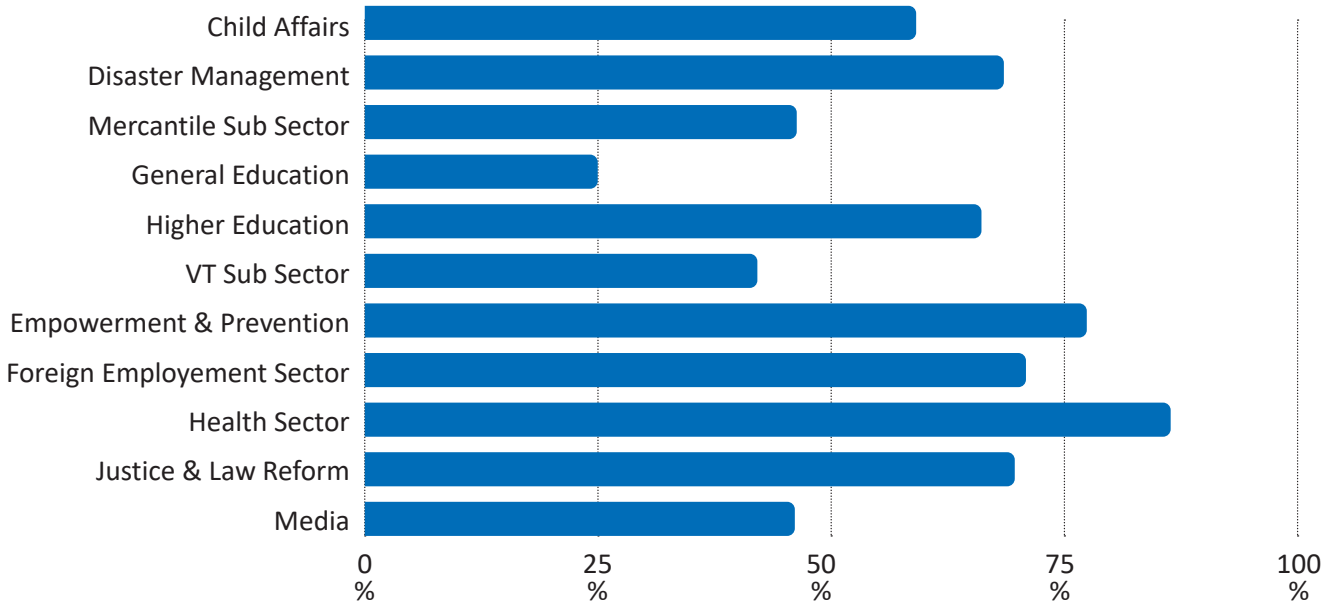
By 2021, the overall implementation of activities stipulated in the NAP was 62% and out of the 419 planned key activities, 106 were completed, 154 were ongoing and 159 were not yet implemented.

Prevention: The implementation of the activities under prevention was 64%, which is more than half of the planned activities. All sectors have carried out activities to prevent SGBV both at primary and at secondary levels which are essential in addressing SGBV. The preventive work was multi-dimensional in nature and was supported by donors, INGOs and UN agencies and supplemented by State funding. Preventive activities included community awareness and sensitization on issues of SGBV, initiatives that aim at attitudinal and behavior changes, community vigilance, men engagement, empowering and capacitating women and girls to say no to violence, and media campaigns both electronic and print.

Intervention: The progress of sector-wise implementation of interventions was 57%. Most of the interventions to address SGBV were part of the sectoral programmes under the annual sector plans and budgets.

Policy & Advocacy: The implementation of the activities under Policy & Advocacy was 67%. Almost all sectors had sector policies that had provisions for addressing SGBV issues relevant to that sector.

Sector wise Progress by 2021



Recommendations/Suggestions of the review:

1. Ensure horizontal Policy Congruence: It is necessary to do a detailed analysis of sectoral policies to identify the policy provisions that are relevant to address SGBV in the respective sector. This will give a strong foundation for collaborative and multisectoral strategic planning to address SGBV in the country.
2. Ensure a Whole of Government and a Whole of Society approach to the formulation and implementation of the National Action Plan. NAP implementation at different levels of governance structure and engagement of women, men and other gender identities in the formulation and implementation of the NAP is essential in ensuring zero tolerance and a violence free society in Sri Lanka.
3. The review report on the 2016-2020 NAP implementation and the DCS Women Wellbeing Study 2019 is to be utilized as the baseline in the formulation of the next NAP to address SGBV.
4. SDG 2030 Agenda: SDG Goal 5 and cross-cutting targets are to be referred to in the next NAP format.
5. Broader consultation: Expand the consultation to include provincial, district and divisional level stakeholders.
6. Include strategies to address multiple and intersecting forms of discrimination/manifestations related to SGBV: ethnic, racial, HIV, conflict, LGBT, disability, sex work, migration, refugee, pandemic, and conflict situations etc.
7. Budget Allocation: There must be a budget line dedicated for the implementation of sectoral plans to address SGBV under each line Ministry.
8. Each sector needs to formulate a resource mobilization strategy to implement the next NAP.
9. Establish a comprehensive, well-coordinated and multi-sectoral monitoring mechanism to track the implementation of the NAP and for trouble shooting.

Formulation Process of the Multi-Sectoral National Action Plan to Address SGBV in Sri Lanka 2024-2028

1. Gender Empowerment

Gender Empowerment Sector

1. Background

The Ministry of Women, Child Affairs and Social Empowerment (MWCASE) was established as per the Gazette Extraordinary No: 2283/34 of 9th of June 2022. According to this extraordinary gazette, 29 priorities related to women and children's affairs and social empowerment have been assigned to this ministry. The Sri Lanka Women's Bureau, the National Committee on Women, the Department of Probation and Child Services, the National Child Protection Authority, the National Secretariat for Early Childhood Development, and all the divisions which function under the Social Empowerment sector operate under this ministry. The MWCASE, as the line ministry for the subject of Gender Empowerment, is mandated to formulate policies, guidelines, and national action plans to protect the rights of women and children in Sri Lanka.

The vision of the Ministry is "an advanced society that enjoys the full benefits of development fairly and equally." The mission is to formulate and execute programmes for providing and enhancing legal, institutional, and human resource services for the economic empowerment and social protection of women, children, as well as vulnerable and disadvantaged people, considering national priorities and requirements along with international standards.

Through the Cabinet memorandum No. 01/2017, the Ministry has established gender focal persons at a higher level (Additional Secretary level) in all ministries and has also positioned middle level cadre. This structure is expected to enable the mainstreaming of gender equality in the other development sectors. The same Cabinet memorandum has directed the line ministries to establish committees to address workplace harassment. The MWCASE also coordinated with the line ministries and provincial, district level, and divisional structures to ensure gender equality in their programmes and plans.

While ensuring the multi sector collaboration in the implementation of policies and National Action Plans, this ministry also plans and implements effective programmes to minimize gender inequalities in the country and address SGBV as a strategic priority.

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

Equality is at the heart of the United Nations' objectives as stipulated by the United Nations Charter (Article 3 and 55) and it is the first element addressed by the Universal Declaration of Human Rights (Article1 and 2).

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for

national action to end such discrimination. Sri Lanka ratified CEDAW in 1981. Upon ratification, Sri Lanka periodically reports to the CEDAW committee every 4 years and working on the concluding observations. In addition to the Constitution of Sri Lanka, the MWCASE has promoted several legislative enactments giving effect to the provisions of the CEDAW including the amendment of criminal laws, the repeal of discriminatory provisions in the Land Development Ordinance, and the amendment of the Protection of Victims of Crimes and Witnesses Act etc.

The ILO adopted landmark instruments that would become key to the promotion of gender equality such as The Equal Remuneration Convention (C100) and Recommendation 1951, The Maternity Protection Convention (Revised) (C103, 1952), Discrimination (Employment and Occupation) Convention (C111, 1958), and Employment - Women with Family Responsibilities, (C123, 1965).

International Best Practices/Lessons Learnt

The inter-agency minimum standards for gender based violence in emergency programming - UN
The essential service package for women and girls subjected to violence - UN
Quality guidelines for shelters for victims of violence against women and domestic violence - Council of Europe

National Policies

Gender equality is guaranteed by the 1978 Constitution through the following articles:
Article 12(1): All persons are equal before the law and are entitled to the equal protection of the law.
Article 12(2): No citizen shall be discriminated against on the grounds of race, religion, language, caste, sex, political opinion, place of birth, or any one of such grounds.
Article 12(4) of the Constitution enables special provisions to be made by law, subordinate legislation, or executive action for the advancement of women

The legal framework in Sri Lanka is in place to protect women and girls from sexual violence as well as other offences such as murder, rape, sexual abuse and harassment, incest, trafficking, and child abuse. The Penal Code recognizes several specific instances that strengthen the State's protection of the physical integrity of women and girl children.

The MWCASE has formulated a number of policies that protect the rights of women and National Action Plans that advance the rights of women and promote gender equality namely, the Women's Charter, the Multi Sectoral National Policy Framework and the National Action Plan to Address SGBV 2016 - 2020, the Implementation Plan for the Prevention of Domestic Violence Act No. 34, the National Action Plan on UN SCR 1325, the National Action Plan to Address Issues of Female Headed Households, and the National Policy on Gender Equality and Women Empowerment.

Women's Charter: In the year 1993, Parliament adopted the Sri Lanka Women's Charter which is the principal policy statement by the Government regarding the rights of women. This was an adaptation of the CEDAW to local needs and has seven sections: civil and political rights, rights within the family, the right to health, rights to education and training, economic rights, and the right to not be socially discriminated against and freedom from gender-based violence. The Women's Charter was amended in November 2019 to impose tougher penalties on human traffickers. In terms of the Sri Lanka Women's Charter, the National Committee of Women was established in 1994 comprising 15 members to monitor the implementation of rights under the Women's Charter.

In addition, policies such as the Education Ordinance Act No.31, the Maintenance Act No.37 of 1990, and the Sex Disqualification Removal (legal profession) Ordinance No.25 of 1933 have been enacted to secure gender equality.

The National policy on Gender Equality and Women Empowerment was formulated by the MWCASE and was endorsed by the Cabinet in 2023. This policy has eight thematic areas that address significant gender inequalities in the country. The National Gender Equality and Women's Empowerment Policy envisions a just society where the equality of women and men is upheld, all women enjoy fundamental rights and freedoms, and both women and men are able to realize their full potential and participate equally and equitably in and benefit from democracy and development, both in public and private life. The thematic area 6 of this policy is Freedom from Gender-based Violence and has the policy commitment as "Ending all forms of sexual and gender-based violence against women and girls in the private, public, professional and digital spheres."

The Women's Empowerment Act includes protection of women's rights and non-discrimination as stipulated in the CEDAW Convention. In particular, provisions for the establishment of an independent women's commission are included in this act.

The Cabinet has approved the proposal submitted by the Cabinet Ministry of Education dated 19th September 2020 on establishing a National Policy to collect sex and age disaggregated data and information.

3. SDG Goals, Targets and Indicators as Relevant to Gender Empowerment Sector

SDG 5: Gender Equality	
Target	**Indicators**
5.1: End all forms of discrimination against all women and girls everywhere.	5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.
5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.	5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months by form of violence and by age. 5.2.2: Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence.
5.3: Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.	5.3.1: Proportion of women aged 20 to 24 years who were married or in a union before age 15 and before age 18. 5.3.2: Proportion of girls and women aged 15-49 years who have undergone female genital mutilation /Cutting (FGM/C), by age – Not relevant to all countries.
5.6: Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the programme of action of the ICPD and the Beijing Platform for Action and the outcome documents of their review conferences.	5.6.1: Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health.

SDG 11: Sustainable Cities and Communities	
11.7: By 2030, provide universal access to safe, inclusive, and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.	11.7.2: Proportion of persons who are victims of physical or sexual harassment, by sex, age, disability, status and place of occurrence, in the previous 12 months.
SDG 16: Peace, Justice and Strong Institutions	
16.1: Significantly reduce all forms of violence and related death rates everywhere.	16.1.1: Number of victims of intentional homicide per 100,000 population, by sex and age. 16.1.3: Proportion of population subjected to physical violence, psychological violence or sexual violence in the previous 12 months.
16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children.	16.2.2: Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation. 16.2.3: Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18.
16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all.	16.3.1: Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms.

4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Women and Child Affairs and Social Empowerment
- Sri Lanka Women's Bureau
- The National Committee on Women
- Department of Probation and Child Care Services
- National Child Protection Authority
- The National Secretariat of Early Childhood Development

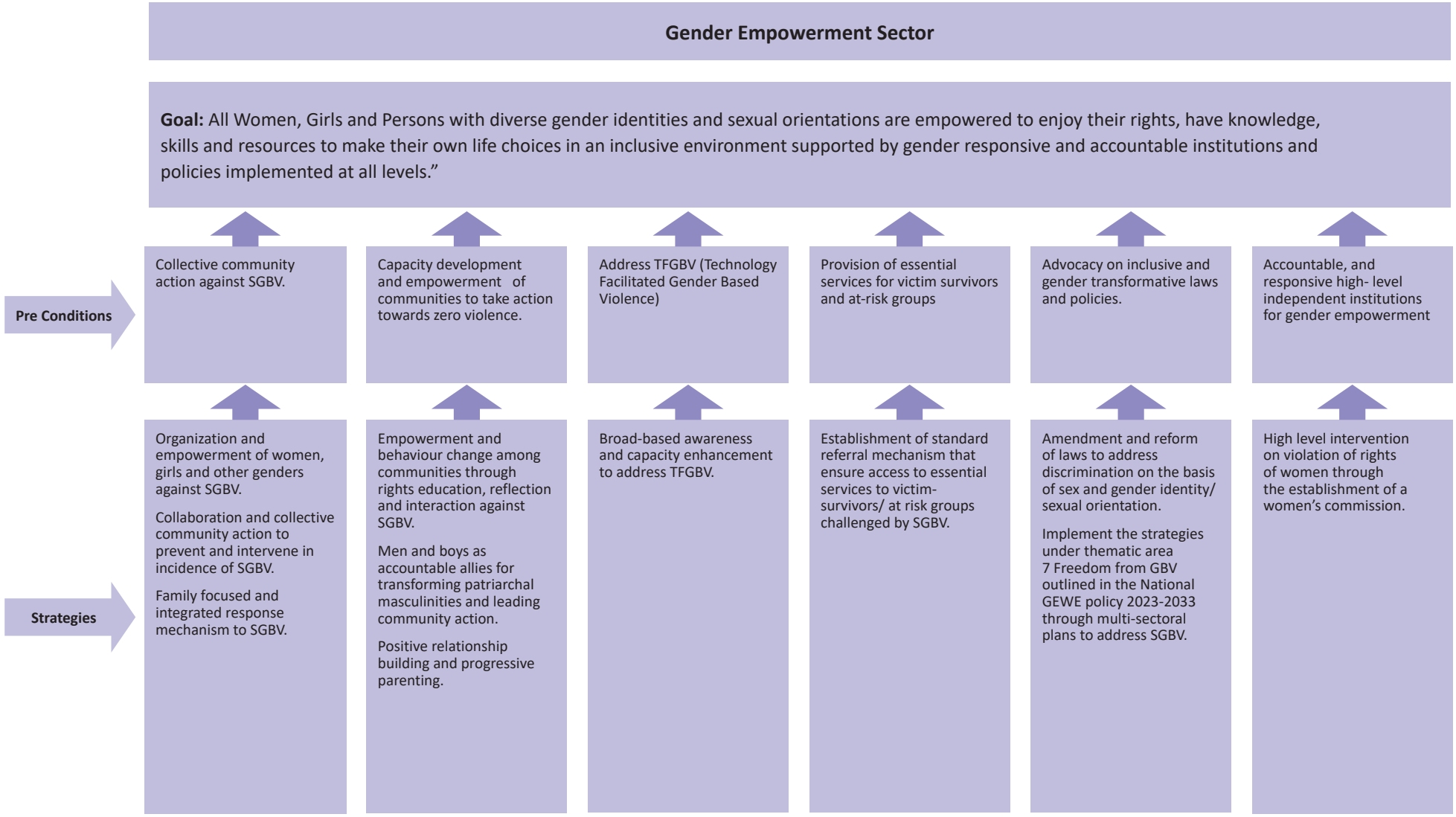
5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

The empowerment and prevention sector plan was developed under the participation and direction of the Ministry of Women and Child Affairs (MWCA). The other statutory institutions affiliated to this Ministry are the Sri Lanka Women's Bureau, the National Committee on Women, the Department of Probation and Child Care Services, the National Child Protection Authority and the Children's Secretariat.

The performance of the proposed activities under this sector is 77.3 % at the time of the review of the previous NAP.
As a good practice, the review highlighted the following:

- Allocations were released to construct new Women and Children Bureau desks in 42 police stations and provided equipment for 45 police stations.
- Capacity building programmes were conducted for the officers of the Police Child and Women Bureau on responding to SGBV.
- Under the focus area of transitional justice of affected communities, the approach was more aligned to the prevention of SGBV by empowering women economically. It was a conscious decision made to provide livelihood assistance for the affected women as part of this plan, in view of the lack of income of the women, especially the Female Headed Households (FHHs) in the affected communities.
- Guidelines for district and divisional level referral systems have been formulated..

6. Theory of Change



Sector: Gender Empowerment

Lead Ministry: Ministry of Women, Child Affairs and Social Empowerment
Other Ministries/Agencies: Sri Lanka Women's Bureau
Total Budget: SL Rs. 266 Mn
SDG Targets: 5.1, 5.2, 5.3, 5.6, 11.7, 16.1, 16.2, 16.3

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1.Collective community action against SGBV.	1.1 Organization and empowerment of women, girls and other genders against SGBV.	Collective actions to stop SGBV are effected by informed and empowered communities at all levels.	# of community based/action implemented at GN divisions, divisional and district levels to address SGBV	1.1.1 Introduce self-care and reflection processes (based on power relations and gender equality) towards attitudinal and behaviour changes. 1.1.2 Organize community leaders to expand the outreach to communities, at risk groups and other genders to prevent SGBV. 1.1.3 Facilitate horizontal alliances and collectives / networks to act as vigilant groups to prevent and respond to SGBV.	# of community collectives mobilized against SGBV. # of community collectives competent to facilitate reflection processes among women, men and other genders. # of districts and divisions with strong alliances and forums against SGBV. # of organizations working with different gender groups and creating safe spaces	Divisional and district level child and women development progress reports District progress report DS Reports GN records, CBO records Attendance sheets of forums.	CERT, CSOs, Divisional/ District secretariats, DPCCS, DSS, FHB, NGOs, FPA, Family Health Bureau, ICTA, Ministry of Health, Ministry of Media, Ministry of Sports and Youth Affairs, MOT, MWCA&SE, NCPA, NGOs, NYSC Youth groups, SL Police, SLIIT, Telecom Service Providers, TRC, UNICEF, VTA, WB DPCCS, Women's Federations, MOE, INGOs, UN agencies, MOH, WB, NCW,	2024-2028	40

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.4 Support different gender groups to create safe and SGBV free community spaces and encourage self -reflection. 1.1.5. Facilitate inter-regional networking among other genders and build solidarity. 1.1.6 Comprehensive mapping of the groups/ societies/ collectives/networks at different levels to develop a baseline on the community engagement against SGBV. 1.1.7 Develop a comprehensive package on behaviour change, reflection, and prevention of SGBV and empower community groups and alliances.	# of CSOs who have obtained inter-regional network memberships building regional alliances # of CSOs who are members of national alliances representing LGBTQ groups Comprehensive mapping available on actors/CSOs/alliances working against SGBV Shelf ready training pack on behaviour change and prevention of SGBV.	Divisional/ district Women's federations' records. Minutes of meetings and decisions taken. Programme/ project records at district and divisional level. Training packages on SBGV at national/ district/ divisional level.	(... continued) NSECD, UGC, Dept of Social Services, NSPD, MoM	2024- 2028	
	1.2 Collaboration and collective community action to prevent and intervene in incidence of SGBV.			1.2.1 Support community collective action on prevention and intervention on SGBV and facilitate sharing of information.	# of inter district forum meetings on prevention of SGBV	Minutes of meetings and records at divisional level.		2024-2028	15

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1. 2.2 Promote the engagement of other genders in collective action against SGBV. 1.2.3 Facilitate movement building on zero violence and right to bodily integrity. 1.2.4 Strengthen the interface and partnership between the community collectives and other state and non-state actors for enhanced service delivery.	# of divisions and districts with strong interface between forums against SGBV/ CSOs and government agencies to address SGBV # of divisions in which risk assessments/ vulnerability assessments are conducted at family levels. # of organizational and individual members of the movement against SGBV and violence against other genders	Progress reports and recordings. Meeting records at national level WDO records. Divisional Secretariat records.W&C development center records. Vulnerability assessment reports at divisional C&W units Family development plans at divisional level		2024-2028	

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.2.5 Strengthen and capacitate the women development societies to support SGBV victim-survivors to be economically independent.	# of women development societies proactively engaged in prevention and intervention of SGBV in the respective divisions # of family development plans formulated to address risks towards SGBV.			2024-2028	
	1.3. Family focused and integrated response mechanism to SGBV.			1.3.1 Conduct assessment on the potential risks and vulnerabilities towards SGBV at family and community level. 1.3.2 Develop an integrated family development plan that includes action to address SGBV and mitigate risks.				2024-2028	30

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
2. Capacity development and empowerment of communities to take action towards zero violence.	2.1 Empowerment and behaviour change among communities through rights education, reflection and interaction to address SGBV.	Communities of women, men, girls and boys and other genders well informed of their rights and empowered to say no to violence.	# of districts with empowered communities/ groups claiming rights and interacting against SGBV.	2.1.1 Compile, standardize and prepare shelf ready resources for capacity development on gender, gender identities, right to bodily integrity and intervention to address SGBV.	# of manuals and other educational resources on gender, behaviour change and addressing SGBV Comprehensive learning programme on SRHR. Reflect tool available to facilitate community reflection	Developed material on SGBV Training manuals on SGBV		2024-2028	35
				2.1.2 Develop a package on comprehensive and inclusive SRHR, targeting communities and conduct broad based capacity building.	# of comprehensive training and reflection carried out with youth clubs and schools, VTA institutions, Youth Services Council, Youth Corps universities and other youth focused institutions.	Attendance records		2024-2028	

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				2.1.3 Develop a training tool on self-reflection and self and collective care for addressing SGBV. 2.1.4 Conduct peer facilitated interaction, information sharing towards behaviour change/transformation on gender norms. 2.1.5 Educate and empower people/communities with physical and mental disabilities on zero SGBV and related rights. 2.1.6 Engage social media groups/influencers to develop social media interventions and national campaigns on zero SGBV and counter the negative messaging.	# of peer facilitation programmes conducted with schools on "say no to violence." # of media/social media programmes on addressing SGBV/ zero SGBV. # of national media programmes/ campaigns held on zero violence and rights of other genders.	Training tools on SGBV at relevant institutions Records at divisional, district and national levels School records, Media recordings, videos, Media releases/ programmes Materials/tools at district and national level.		2024-2028	

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.7 Develop a tool/ method to inform violence against all genders to police stations. (Example: a mobile application) 2.1.8 Broad based awareness on rights and laws on other gender identities and sexual orientations.				2024-2028	
	2.2. Men and boys as accountable allies for transforming patriarchal masculinities and leading community action.	Community collectives and alliances organized to combat SGBV and challenge patriarchal masculinities at all levels. Mutually respectful and healthy relationships that prevent SGBV and ensure shared responsibility.	# of national level and sub-national level alliances that intervene in incidents of toxic masculinities and SGBV # of programmes designed and implemented to promote positive parenting and healthy relationship building.	2.2.1 Mobilize and organize men and boys/peer groups at community level against patriarchal masculinities. 2.2.2 Conduct men engagement programmes at institutional levels to address SGBV/harassment. 2.2.3 Create awareness and engage men and boys in reflective exercises on power and privilege and on self-accountability/self-care.	# of districts with men engagement alliances active and engaging to prevent SGBV # of state and non-state institutions conducting sessions on men engagement to prevent SGBV in the respective institutions. # of schools/VT institutions and other agencies conducting reflective sessions on power, privileges and self-accountability and promoting help seeking behaviour.	Recordsof active men's alliances, periodic publications, Training materials, Training manuals Attendance records at all levels. Programmes, manuals, attendance sheets, records.		2024-2028	12.5

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				2.2.4 Strengthen access and promote help seeking behaviour of men and boys among victim-survivors through peer groups and institutional interventions. 2.2.5 Mobilize and educate young males to reflect and act as accountable change agents against SGBV. 2.2.6 Facilitate youth led online and offline campaigns to influence social change to counter patriarchal masculinities and harmful gender norms.	# of online and offline campaigns that influence social and behaviour changes and transforming gender norms	District and Division level progress meeting records, Campaign materials/ records/ publications. Available material developed, handouts, Attendance records		2024-2028	
	2.3 Positive relationship building and progressive parenting			2.3.1 Conduct reflective sessions with couples in relationships to provide guidance and information on healthy and equitable relationships. 2.3.2 Facilitate progressive parenting and fatherhood programmes to ensure shared care role and family responsibility.	# of age ncies/NGOs conducting reflection sessions with couples in relationships # of state and non-state led programmes on positive parenthood and family responsibility				12.5

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
3. Address Technology Facilitated Sexual Gender Based Violence (TFSGBV)	3.1 Broad-based awareness and capacity enhancement to address TFSGBV	Well informed and effective institutional and community action against TFGBV at all levels	# of institutional mechanisms established to address TFSGBV # of legal reforms introduced to combat TFSGBV # of community led alliances established /initiatives implemented to prevent TFGBV	3.1.1 Conduct a broad based awareness and media campaign on TFSGBV targeting at risk groups at all levels. 3.1.2 Establish a mechanism within the National Women and Child Bureau of SL Police dedicated to prevent and address TFSGBV. 3.1.3 Develop a mobile app to inform and report the incidents of SGBV to the National Women and Child Bureau of SL Police. 3.1.4 Review and strengthen the comprehensive legal framework and procedures on TFSGBV as per international standards. 3.1.5 Develop and operationalize a web-based and youth interactive application to educate, support and overcome incidences of TFSGBV.	# of divisional campaigns on TFGBV National bureau responsible to prevent and address TFSGBV with competent human resource and fund allocations. Strong legal and policy framework in place to address TFGBV. # of online interactive apps to educate youth on preventing/ handling TFGBV. # of media institutions running online campaigns on the safe use of cyberspace, digital devices and prevention of TFGBV	Progress records at divisional level Developed/ available legal and policy frameworks Media/online tools available, Database at relevant institutions, Training manuals, attendance sheets, District and divisional level records Training Manuals		2024-2028	30

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				3.1.6 Mobilize groups and collectives to campaign against online and offline SGBV at district, divisional and national levels. 3.1.7 Educate and empower the youth on responsible and safe use of cyberspace, digital devices, and prevent TFSGBV. 3.1.8 Develop a database through law enforcement authorities on the convicts of cyber-crimes as per international standards and agreements. 3.1.9 Conduct a capacity assessment on the SL police institutions to address TFSGBV and strengthen police stations. 3.1.10 Capacitate the law enforcement officials on TFSGBV and related laws and required skills.	Database on the convicts of TFGBV made available to institutions to take informed decisions. # of police officers/ law enforcement officers trained on preventing/handling TFGBV. # of reforms/ measures introduced to SL Police to prevent/handle TFGBV.			2024-2028	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Intervention									
4. Provision of essential services for victim-survivors and at risk groups.	4.1 Establishment of standard referral mechanisms that ensure access to essential services to victim-survivors/ at-risk groups challenged by SGBV.	Essential services are provided through an effective referral mechanism at all levels.	# of CSOs connected to referral systems. # of service providers/ institutions registered under the referral mechanism	4.1. 1 Review the existing SGBV referral system at district and divisional level for improvement. 4.1.2 Based on the review findings, develop a SOP for a well-coordinated referral system led and monitored by MWCA&SE. 4.1.3 Develop attitudes and skills of service providers towards efficient, ethical and victim-survivor centered service provision.	# of district referral systems assessed and improvements made to enhance the services. # of SPO on referral systems in place and followed. # of institutions/ district offices conducting capacity building programmes with staff to ensure efficient and victim centric service provision. # of divisions/districts with effective SGBV case management programmes. Standardized MIS system that incorporates district level integrated family development plans/ SGBV data with a network at national level attached to MWCA&SE.	District and divisional level records. Sop available /records at NDOs. Training manual at District level/ attendance records. Case management records at district/ divisional level. Available MIS systems at national level. Number working meeting Networking and meeting schedules	MWCA&SE, SL Police, WB, MWCA&SE Divisional Secretariat, W&C units, Police Women and Child units, DPCCS, UN Agencies, MWCA&SE	2024-2028	40
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
				4.1.4 Set up a mechanism at district level for follow up on the reported cases which ensure safety, socio-economic and psychological empowerment of the victim-survivors and their families. 4.1.5 Develop a comprehensive standardized electronic database with information on the family integrated plan and SGBV data at district level with a link to MIS at MWCA&SE level.			MWCA&SE, Ministry of Justice, Ministry of Media, Ministry of Labour	2024-2028	
5. Advocacy on inclusive and gender transformative laws, and policies.	5.1 Amendment and reformation of laws to address discrimination on the basis of sex and gender identity/ sexual orientation. (Please refer Justice and Law Reform Sector)	National commitments on gender equality and non-discrimination are achieved through transformative laws and policy revisions/ formulation.	# of laws, policies, plans and development strategies that have incorporated gender equality and are gender transformative	5.1.1 Implement the provisions of the Gender Equality and Women Empowerment policy.	# of CSOs/ organizations facilitating advocacy and lobbying on discriminatory law reform # of reforms introduced to change discriminatory laws.	Advocacy lobby records/reports. Records at national level. MWCASE records MWCA&SE records and publications MWCA&SE and District W&C development unit records		2024-2028	40

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				5.1.2 Submit the Gender Equality Bill to the Cabinet for approval and facilitate subsequent implementation. 5.1.3 Expedite the reform of personal laws, MMDA, Kandyan Marriage and Thesawalamai laws. 5.1.4 Reform the legal framework to decriminalize same sex relationships/ penal code 365 and 365 (A) of 1995 of 22 revision to be amended. 5.1.5 Formulate a gender responsive bill on social media. 5.1.6 Incorporate gender responsive laws to the proposed Employment Act. 5.1.7 Community mobilization and advocacy for the effective implementation of gender responsive and transformative laws, policies and to address harmful practices.	# of established institutional mechanisms to implement provisions in the Gender Equality Bill. Cabinet approved progressive bill on gender equitable social media.			2024-2028	

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				5.1.8 Strengthen the policy interventions on anti-sexual harassment at public sector institutions. 5.1.9 Strengthen the existing anti-harassment committees in ministries by capacity development.					
	5.2 Implement the strategies under thematic area 7 Freedom from GBV outlined in the National GEWE (Gender Equality and Women Empowerment policy) 2023-2033 through multi-sectoral plans to address SGBV.	Horizontal and vertical plans and programmes are gender equitable and responsive.		5.2.1 Mapping of the sectoral plans and programmes in line with strategies stipulated in GEWE policy. 5.2.2 Conduct sector based planning sessions with line ministries to ensure GEWE policy provisions and strategies are effectively incorporated in sector annual plans. 5.2.3 Advocacy on gender responsive budget allocations to the established institutional mechanisms.	# of line ministries/ agencies capacitated to mainstream GEWE in their respective sectors. % of gender responsive budget allocations in respective ministries.	Quarterly progress review records at national level. Discussion/ follow up records at national level. Attendance sheets, advocacy documents.		2024-2028	1

Goal: All Women, Girls and Persons with diverse gender identities and sexual orientations are empowered to enjoy their rights, have knowledge, skills and resources to make their own life choices in an inclusive environment supported by gender responsive and accountable institutions and policies implemented at all levels.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
6. Accountable, and responsive high-level independent institutions for gender empowerment.	6.1 High level intervention on violation of rights of women through the establishment of a National Commission on Women.	Women and girls benefit from high level investigation and intervention on the violation of their rights.	# of women's rights violations investigated and referred for redress by the Commission on Women.	6.1.1 Establish the National Commission on Women and ensure necessary infrastructure. 6.1.2 Establishment of an institution on gender transformation and ensure rights of other genders and sexual orientations. 6.1.3 Appointment of an Ombudswoman on gender equality.	National Commission on Women established with infrastructure and human resources for effective implementation of the bill. Ombudswoman in place with necessary facilities to carry out the mandate.	Legal records at national level Records at national level.		2024-2025	10
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

2. Social Protection and Welfare

Social Protection and Welfare Sector

1. Background

The Social Protection and Welfare sector has undergone several reforms recently, mainly due to the economic crisis that the country is facing which "has exerted a particularly heavy toll on the poor and vulnerable, weakening resilience and leading to deterioration of human capital."[1] The Government of Sri Lanka had started taking steps to reform its social protection system, specifically the tax-financed, poverty-targeted social assistance scheme Samurdhi. The Social Safety Net (SSN) programmes consisting of the Samurdhi programme, the allowance for disabled people, the assistance to the elderly, and financial support provided to kidney patients are being monitored, as part of the reforms.

Priorities have been suggested to operationalizing a Welfare Benefits Board which is responsible for coordinating all SSN programmes and reforms, establish a social registry, select beneficiaries, and coordinate all payments, developing a Social Registry and eligibility criteria in an effort to improve targeting and coverage, introducing a new Welfare Benefit Payment Scheme. Identifies the start of the programme, the benefit amount, the benefit duration, as well as the total number of beneficiaries for these four safety net programmes.

The Ministry of Women, Child Affairs and Social Empowerment was established by the Gazette Extra-ordinary No.2289/43 dated 22.07.2022 of the Democratic Socialist Republic of Sri Lanka and has the mandate to implement programmes in regard to social protection and welfare.

2. Relevant International Frameworks, National Policies and Best Practices

Definition

Social protection is defined as the set of policies and programmes aimed at preventing or protecting all people against poverty, vulnerability, and social exclusion throughout their lifetime, with a particular emphasis towards vulnerable groups. Social protection can be provided in cash or kind, through non-contributory schemes providing universal, categorical, or poverty-targeted benefits (such as social assistance), contributory schemes with social insurance being the most common form, and by building human capital, productive assets, and providing access to jobs.[2]

Social protection is fundamentally about managing risk. It's about having a real safety net that prevents people from falling into poverty and helps those who lose their incomes recover.

1. Ministry of Finance and Ministry of Women, Child Affairs and Social Empowerment, 2023)
2. Resource sheet on gender based violence & Social Protection, n.d.

International Framework

Under human rights laws, States are legally obligated to establish social protection systems. This duty flows directly from the right to social security, which is articulated most prominently in Article 9 of the International Covenant on Economic, Social and Cultural Rights (ICESCR), International Labour Organization's (ILO) Social Protection Floors Recommendation, 2012 (No. 202) and Social Security (Minimum Standards) Convention, 1952 (No. 102), as well as the Sustainable Development Goals (SDGs) target 1.3.

International Best Practices/Lessons Learnt

Although many countries have made significant progress in extending social protection coverage, the right to social security is not yet a reality for most people: 53.1% of the world's population lack effective coverage from even a single social protection scheme or programme (ILO 2021c). In many nations, the devastating impacts of the COVID-19 pandemic have highlighted the limitations of national social protection systems, which are struggling to provide comprehensive and adequate social protection for all.

Synergies at the highest level of planning can be used to create a clear mandate for coordinating services through programme design and implementation. For example, the goals of Canada's National Action Plan on VAW/GBV include the elimination of "systemic barriers to gender equality and economic justice, including those that hinder access to and use of social protection and public services by VAW/GBV survivors, putting the needs of the most marginalized at the centre while ensuring access for everyone." Measures in the plan include a minimum income guarantee for working-age people experiencing violence, improved social security and social assistance mechanisms, and the extension of financial support to low-income Canadians affected by COVID-19–related unemployment.

Some regional efforts also link social protection and GBV. For example, Southern Africa's Regional Strategy and Framework for Action on GBV includes efforts around protection, care support services and capacity development, as well as coordination, networking and partnerships. While an increasing number of countries are producing national social protection strategies and national action plans to end VAW, there remains significant potential to increase synergies between the two, paying attention to intersecting forms of discrimination.[3]

National Policies

An extraordinary gazette introducing the "Aswesuma" Welfare Benefit Payment Scheme for the poor and vulnerable is to be effective from 01st July 2023. Under the benefit scheme, 400,000 'severely poor' families will receive a monthly welfare allowance of Rs.15,000 per family for 03 years from 01st July 2023, while 800,000 'poor' families will receive Rs.8,500 per family. In addition, under schedule II, persons with disabilities will be receiving support of Rs.5000/-, People with renal diseases will receive support of Rs. 5000/-, and elderly people will receive support of Rs.2000/-.

3. UN Women, n.d.

3. SDG Goals, Targets and Indicators as Relevant to Social Protection & Welfare Sector

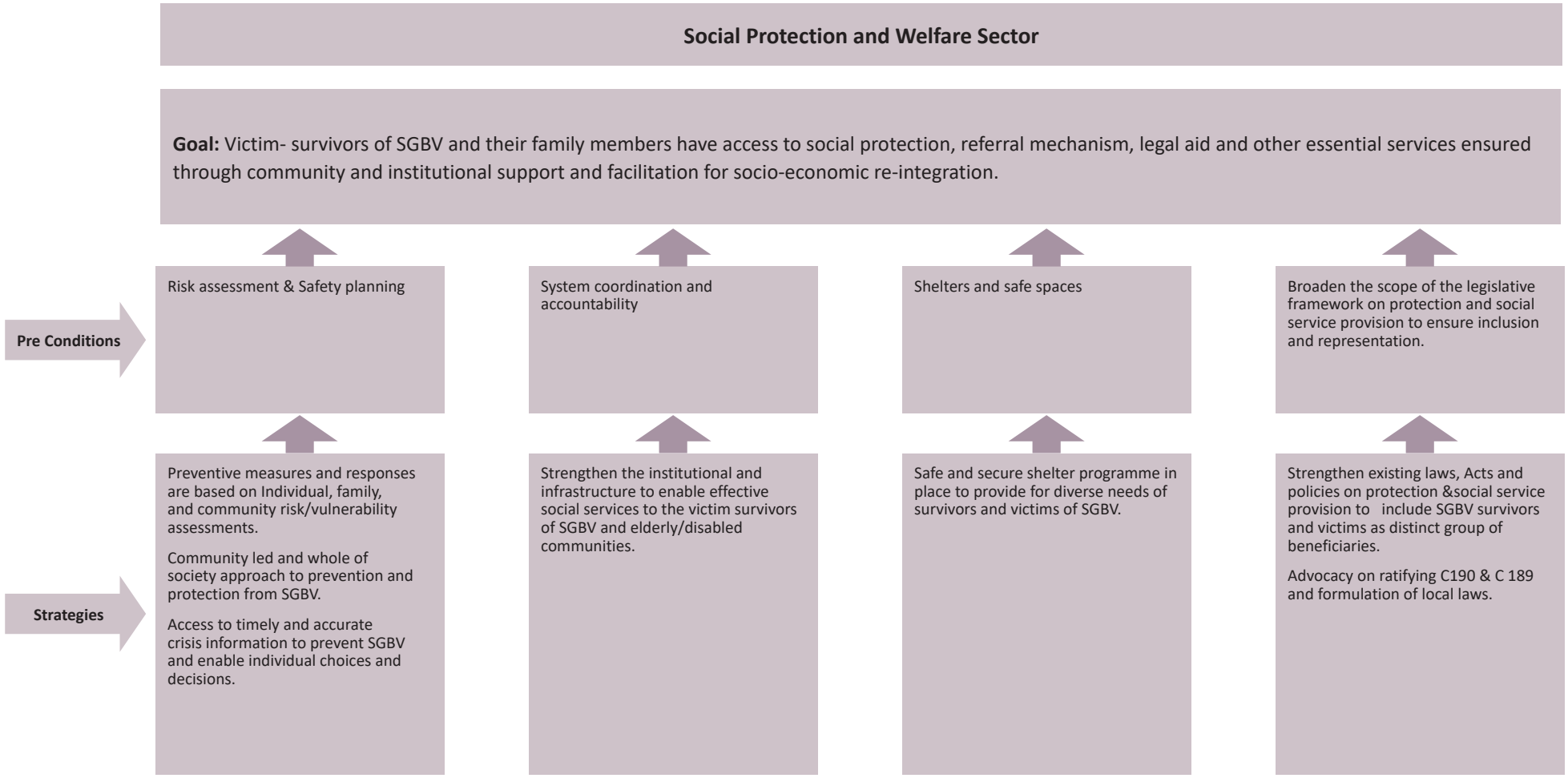
SDG 1: No Poverty	
Target	**Indicators**
1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.	1.3.1: Percentage of the population covered by social protection floors/systems, disaggregated by sex, and distinguishing children, the unemployed, old-age persons, persons with disabilities, pregnant women/newborns, work injury victims, the poor and the vulnerable.
SDG 3: Good Health and Well-Being	
3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	3.8.1: Coverage of essential health services 3.8.2: Proportion of population with large household expenditures on health as a share of total household expenditure or income
SDG 5: Gender Equality	
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as appropriate.	5.4.1 Percentage of time spent on unpaid domestic and care work, by sex, age group and location.
SDG 8: Decent work and Economic Growth	
8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8.5.1 Average hourly earnings of female and male employees, by occupation, age group and persons with disabilities. 8.5.2 Unemployment rate, by sex, age group and persons with disabilities.
SDG 10: Reduced Inequalities	
10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	10.4.1: Labour share of GDP.

4. Institutional Landscape/Mechanism/Structure/Outreach

Ministry of Women, Child Affairs and Social Empowerment as the lead ministry has the following affiliated agencies working on social protection:

i. Department of Samurdhi Development (DSD)
ii. Department of Social Services (DSS)
iii. Saubhagya Development Bureau (SDB)
iv. National Secretariat for Persons with Disabilities (NSPD)
v. National Secretariat for Elders (NSE)
vi. National Institute of Social Development (NISD)
vii. Sri Lanka Social Security Board (SLSSB)
viii. Rural Development Training and Research Institute (RDTRI)ix.
ix. Counseling Division.
x. Welfare Benefit Board (WBB)

5. Theory of Change



Sector: Social Protection and Welfare

Lead Line Ministry: Ministry of Women, Child Affairs and Social Empowerment

Other Ministries/Agencies: Department of Samurdhi Development (DSD), Department of Social Services (DSS), Saubagya Development Bureau (SDB), National Secretariat for Persons with Disabilities (NSPD), National Secretariat for Elders (NSE), Welfare Benefit Board (WBB), National Institute of Social Development (NISD), Sri Lanka Social Security Board (SLSSB), Rural Development Training and Research Institute (RDTRI), Counseling Division

Total Budget: SL Rs. 127 million.

SDG Targets: 1.3, 3.8, 5.4, 8.5, 10.4

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Risk assessment & Safety planning	1.1. Preventive measures and responses are based on Individual, family, and community risk/ vulnerability assessments.	Individuals, families and communities are strengthened through targeted preventive and safety measures/ tools and family development plans.	# of coordinated and targeted prevention measures/ safety plans/ family development plans implemented through a multi sectoral approach	1.1.1 Develop a vulnerability assessment tool to assess the risks within families to SGBV. 1.1.2 Orient the divisional and district level officers on the tool and conduct family risk assessments. 1.1.3 Based on the assessment to formulate a data base and a plan to assist the families to mitigate risks and address SGBV.	# of SGBV risk/ vulnerability assessments conducted at family level # of integrated family development plans include measures to prevent/address SGBV	Developed tools related to SGBV assessment District and Divisional progress reports Family Development Plans at Divisional Level WDOs records	MWCA&SE-Social Empowerment sector, Ministry of Health, Ministry of Public Administration, Sri Lanka Police, W&C Development units of the districts/Divisions, Min. of Public Administration, Min. Of Education (Zonal Education units), Disaster Management Centre, CBOs, CSOs, and all other agencies	2024 2024 2024-2025	40

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.4 To discuss the family development plans and related risks at the divisional and district committees and take action. 1.1.5 To refer the risks and incidents to the referral system, helpline and service delivery mechanisms.	# of families access services through referral systems # of District and Divisional committees put forward / discussed that action. # Referral reports	W&C Development unit records. Attendance sheets. programme reports. Meeting Records Attendance sheets Progress Reports Analysis reports of Help line Referral services provision documents.		2024-2028 2024-2028	

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.2 Community led and whole of society approach to prevention and protection from SGBV.	Organized community action and vigilance to prevent and act against SGBV.	# of communities organized/ community action that are implemented to prevent SGBV	*Refer activities under strategy 1 of gender empowerment sector*	# of community actions completed	Programme reports District and Divisional Records		2024-2028	40

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.3. Access to timely and accurate crisis information to prevent SGBV and enable individual choices and decisions.	Crisis information is widely and timely available and accessible to at risk groups.		1.3.1 Strengthen the linkages between the ground level officers and the community policing unit. 1.3.2 Information dissemination to communities on prevention of SGBV and crisis through community police units and the local level community groups and divisional secretariat staff. 1.3.3 Empower and prepare the families to face and overcome crisis/identified situation supported by village level government officers/ CBOs/CSOs	# of districts/ divisional secretariats where community police, ground level officials and CSOs/groups work on community awareness raising SGBV and crisis information dissemination. # of programmes implemented to support and empower families/ villagers.	District and divisional records Attendance Records Information Project sheets reports. WDOs records. Programme Records/ Reports		2024-2028 2024-2028 2024-2028	15
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Intervention									
2. System coordination and accountability	2.1 Strengthen the institutional and infrastructure to enable effective social services to the victim survivors of SGBV and elderly/disabled communities.	Effective and timely service delivery to the target population through strong institutional coordination and outreach Victim-survivors and at risk groups have access and benefit from effective and standardized support services/ referral systems.	# Institutional reforms introduced for improved information management, outreach and inclusion, equitable service delivery schemes and accountability mechanisms. # of support services providers/units coordinated through referral pathways and benefit the target population	2.1.1 Develop an effective inter agency coordination mechanism within the social protection and social empowerment services sector at all levels. 2.1.2 Facilitate Institutional capacity and competent human resource to ensure Optimal service delivery to victim-survivors and at risk groups 2.1.3 Refer the identified survivors and victims for social protection mechanisms through the regular referral mechanism/ integrated family development care plan system/police women & child desk.	# of Agencies/ Institutions linked to the coordinated mechanisms on social protection. # Of staff members whose capacity is developed/ with enhanced competencies. # Of line ministries/ agencies included in the referral mechanism/services provision for victim-survivors of SGBV. # of referrals to police women & child units # of community awareness programmes on the referral mechanisms	District Divisional Progress Reports. National Level Policy decisions/ Meeting decisions. Training manual improved. Services at all levels. National level meeting records. Guidelines/ Instructions sheets Data Records at Police W&C unit. Training manuals.	Department of Social Services, Welfare Benefit Board (WBB), INGOs, NGOs, CSOs, MWCA&SE, WDOs, WB, UN agencies, Donors, District Secretaries, Divisional Secretaries, MOH-FHB, SL Police, MOH	2024-2025 2024-2025 2024-2028	12

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
3. Shelters and safe spaces	3.1 Safe and secure shelter programme in place to provide for diverse needs of survivors and victims of SGBV.	SGBV victims and survivors have access to shelters with predetermined standards.	# of shelters/ crisis centers operational as per protocol.	3.1.1 Assess all the existing shelters using the shelter guidelines/SOPs and feed into a baseline and update annually. 3.1.2 Develop and implement action plans for each shelter to upgrade facilities and services as per SOP. 3.1.3. Develop a shelter cluster network at different levels led by experienced and professional shelters to support and maintain standards. 3.1.4 Develop safe accommodation and shelter services for special risk groups such as mentally disturbed/ trafficked/ drug addicted.	# of shelters assessed using the guidelines/ SOP # of shelters upgraded following assessment # of district-based shelter clusters networked # of districts with shelters for special risk groups # of new shelters established # of transitional shelters established/ upgraded	SOP Assessment reports/ Action Plan Shelter maintain SOP. Proper shelter guidelines Shelter Records. Meeting minutes. Programme Reports. Programme Records. District Records.		2024 2024 2024-2025 2024-2028	15

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				3.1.5 Expand the number of shelters per district and ensure SOP. 3.1.6 Facilitate crisis center services in each district with linkages to district shelters. 3.1.7 Develop intermediary shelters/transitional shelters in all districts.	# of Linkages created by shelter	Progrmee Records. District Records. Guidelines SOPs		2024-2028 2024-2028	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Policy & Advocacy									
4.Broaden the scope of the legislative framework on protection and social service provision to ensure inclusion and representation	4.1 Strengthen existing laws, acts and policies on protection & social service provision to include SGBV survivors and victims as distinct groups of beneficiaries.	SGBV survivors and victims benefit from representative and inclusive protection and social service provision.	# Social service programmes and budgetary allocations introduced to serve the SGBV victim-survivors /at risk groups # of SGBV victim -survivors/ at risk groups accessing protection and social welfare services	4.1.1 Conduct action research/assessment on the provisions, gaps and issues of exclusion of vulnerable groups/SGBV victim-survivors in the existing social services and welfare programmes. 4.1.2 Conduct research on SGBV against elderly community and make recommendations for amendments to the existing Act on protection of rights of elders 2000.	# of studies/research done on exclusion of disadvantaged groups from social security benefits # of policy dialogues facilitated on research findings and inclusivity in social protection measures # of districts with a well-functioning referral system.	Research/ study reports Decision records Referral guideline	MOJ, MWCA&SE, DSS, SL Police, NGOs, WB, MOH-FHB, INGOs, NGOs, UN Agencies, SPB	2024-2028	5

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				4.1.3 Introduce reforms/ changes to the existing legislative and policy frameworks on social protection based on assessment / research findings/recommendations. 4.1.4 WPC or select committee on gender to lead an advocacy on the effective implementation of the amended Social Services Act. 4.1.5 Facilitate a CSO led media campaign to include SGBV survivors/victims in the social protection scheme. 4.1.6 Strengthen the Social Security Board and develop a contributory pension scheme for old age and domestic/ informal sector workers and orient the public on it.	# of policy reforms introduced to the Act on protection of rights of elders 2000. # of new pension schemes introduced through the social security board. # of social media/ regular media on the new social security schemes	Reformed Policy Document SSB Records. Meeting Minutes. Research reports/Records Committee reports. Media Publications/ Documents		2024-2028	

Goal: Victim- survivors of SGBV and their family members have access to social protection, referral mechanism, legal aid and other essential services ensured through community and institutional support and facilitation for socio-economic re-integration.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				4.1.7 Provide broad based awareness and updated and simplified information on the new laws/policy provisions/measures to the communities/at risk groups. 4.1.8 Survivor-victim assistance fund to be established at the Child and Women Desks of the Police station and continue the resource mobilization.	# of committees held # of campaigns # of divisions that have established survivor-victim funds	District and Divisional SSB documents related to contributory pension schemes Policy/Legal Documents Police Station records. W&C Development unit Records.			
	4.2 Advocacy on ratifying C190 & C 189 and formulation of local laws.			4.2.1 Strengthen the advocacy on C190/C189 through research and CSO mobilization. 4.2.2 Strong campaign on the need for ratifying C190/C189. 4.2.3 Lobby to incorporate SGBV in the proposed unified labour law as a specific issue.		Advocacy Reports. Attendance sheets. Programme Document. Programme Report National Level Records.			
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

3. Child Affairs

Child Affairs Sector

1. Background

Throughout history, the state's responsibility of both women and children have been jointly mandated under a single ministry. As per the Gazette Extraordinary No.2283/34 of 9th of June 2022, the Ministry of Women, Child Affairs and Social Empowerment (MWCA&SE) was established and the key institutions which governs the welfare and protection of children, the National Secretariat for Early Childhood Development, the National Child Protection Authority, the Department of Probation and Child Services comes under the purview of the line ministry..

The National Secretariat for Early Childhood Development (ECCD) has its vision as “The creation of a physically, psychosocially and cognitively developed generation of Sri Lankan children in their early childhood.”[1] The Secretariat established in 1979 functions as the key institution mandated for the formulation of policies and for conducting programmes for early childhood care and development, with the objective of fostering a physically and mentally healthy child, coordinating activities with the provincial level committees and monitoring the follow-up plans. 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 addressing child abuse and the protection and treatment of children who are victims of such abuse. It is also mandatory responsibility of the Authority to coordinate and monitor actions against all forms of child abuse. The Authority, while supporting policy formulation and advocacy, entertains complaints about child abuse and investigates and initiates legal proceedings through the toll free child helpline - 1929. The Department of Probation and Childcare Services (DPCCS) operates under two sectors; the Probation sector and the Child Care Services sector.

The vision of the Department of Probation and Child Services stands as creating a sensitive and a friendly society for children which ensures child rights of all children. Moreover, the mission of the Department also mentions that the department is dedicated to ensuring the rights of all children and providing them equal opportunities in line with national policies and international standards with specific attention to orphaned, abandoned and destitute children and children in conflict with law..

The field level services in the child sector are provided by officers comprising of Early Childhood Development Assistants, Child Rights Promotion Officers, Child Rights Promotion Assistants, District Child Protection Officers, District Psychosocial Officers, and Divisional Child Protection Officers.[2] TThere are a total of 1,754 officers, of which 1,435 are female..

1. Women and Child Sector, 2024
2. State Ministry of Women and Child Development, Pre School and Primary Education, School Infrastructure and Education Services, 2021

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

Universal Declaration of Human Rights (UDHR)
Adopted by the United Nations in 1948, the UDHR sets a common standard for human rights. Although the UDHR is not legally binding, its principles emphasize equal treatment and respect for all individuals, regardless of nationality, ethnicity or other factors. So this automatically applies to children.

International Convention on the Rights of the Child (ICRC):
This treaty made a global impact by specifically focusing on children's rights. This convention outlines the rights and responsibilities of children, emphasizing their well-being, protection, and participation. The ICRC has been ratified by Sri Lanka making it a powerful framework for promoting and safeguarding children's rights. The Convention on the Rights of the Child explains who children are, all their rights, and the responsibilities of governments towards the children. Sri Lanka is a signatory to the Convention (1990) and is expected to report to the Committee under article 12 (1) of the Optional Protocol to the Convention on the Rights of the Child which was signed in 2000, and the optional protocol on the sale of children, child prostitution and child pornography which was signed subsequently in 2002.[3]

Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
The Convention defines the term "torture" as "any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person for such purposes as obtaining from him or a third person information or a confession, punishing him for an act he or a third person has committed or is suspected of having committed" and the article 2 specifies that "an order from a superior officer or a public authority may not be invoked as a justification for torture."

Convention on the Rights of Persons with Disabilities[4]
The Convention ensures that "Recognizing that children with disabilities should have full enjoyment of all human rights and fundamental freedoms on an equal basis with other children and recalling obligations to that end undertaken by States Parties to the Convention on the Rights of the Child."

Article 3 ensures "Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities."
Article 7 regarding children with disabilities declares that State Parties shall take all necessary measures to ensure planning and providing care to survivors of SGBV to ensure the best interests of the child as a primary consideration.

International Convention for the Protection of All Persons from Enforced Disappearance
This Convention addresses wrongful removal of children who are subjected to enforced disappearance, children whose father, mother or legal guardian is subjected to enforced disappearance, or children born during the captivity of a mother subjected to enforced disappearance. This convention ensures the best interests of the child as a primary consideration, and declares that a child who is capable of forming his or her own views shall have the right to express those views freely and be given due attention in accordance with the age and maturity of the child.

3. United Nations, 1984
4. United Nations, 2006

Sri Lanka has become a party to the World Declaration for Education for All (EFA) Goals (1990) which was reaffirmed in the Dakar Framework of Action (2000) and the Moscow Framework for Action (2010). The first EFA goal directly focuses on the education of children in early childhood.

National Policies

Sri Lanka Charter on the Rights of the Child (1992)
After the ratification of the ICRC, the Government introduced the Charter on the Rights of the Child in 1992 which indicates that Sri Lanka has recognized children as rights holders. The Articles addresses the concept of the best interests of the child and the rights of the child.

The National Child Protection Policy (2013)
This is a very comprehensive policy document addressing child abuse in detail under four areas: 1. Recognition of children's best interests 2. Protection against any form of harm, exploitation or abuse 3. Coordinated response to child protection 4. Early intervention and prevention

The Action Plan on Children for 2016-2020 has been developed by the Ministry of Women, Child Affairs and Social Empowerment and is being implemented. The Action Plan focuses on the following six main sectors: 1. Early childhood care and development 2. Access, quality and relevance in education 3. Quality health care and nutrition status of children 4. Protection and care for children 5. Access to clean water supply and sanitation facilities 6. Monitoring mechanism

The National Alternative Care Policy for Children in Sri Lanka[5]
Sri Lanka's National Policy on the Alternative Care of Children outlines a comprehensive range of alternative care options and encourages the reforming of all formal structures that provide at-home and out of home services for children deprived of care and protection or are at risk of being so. This policy also extends to children who are in conflict with the law. Alternative care is defined as any care provided to a child away from his or her parental home. It is further classified as "family-based care" with kin, foster or adoptive parents and "family-like care" in residential settings that resemble family environments such as and not limited to safe houses, emergency shelters, respite care, group homes, and volunteer homes. This policy aims to guide the work of the government, its service provider agencies, developmental partners, private service providers and all other stakeholders to implement their obligations towards children deprived of or at risk of losing their family environment.

The National Policy on Early Childhood Care and Development [6]
The National Policy on Early Childhood Care and Development, was approved in 2018 and it is the first government policy initiative that focused on the holistic development of children aged 0-5 years. Its vision was to ensure the right of every Sri Lankan child to start life healthy, be nurtured in a safe, caring and stimulating environment that enables him or her to be physically healthy, mentally alert, emotionally secure, socially competent, and intellectually able to learn. Under its section on definition, the policy recognizes the most vulnerable and disadvantaged children as, including children who are orphans, abused and neglected children, children without families, refugees, children with a disability and street children.

5. Department of Probation and Child Care Services, 2019
6. Ministry of Women, Child Affairs and Social Empowerment, n.d.

According to this Policy's specific objective 3 under the area of Childcare and Protection Specific Objective is the policy aims to: “Assure that all children in early childhood, especially those who need care and protection from violence, abuse and neglect, have equitable access to quality care and protection.”

The 6th Strategy is to: “Promote and facilitate prevention networks to protect children in early childhood from violence, abuse and exploitation.” The guiding principles include the following: “Promote and facilitate prevention networks to protect children in early childhood from violence, abuse and exploitation.”

The Constitution

The Constitution of the Democratic Socialist Republic of Sri Lanka has stated that the state shall promote with special care the interests of children and youth, so as to ensure their full development, physical, mental, moral, religious and social, and to protect them from exploitation and discrimination (Chapter VI, Article 27[13]).

The 13th Amendment to the Constitution of Sri Lanka (1987) by Article 154G (1) has devolved the subject of preschool education to Provincial Councils (PCs). This has empowered the PCs to make necessary legislation for supervision and management of preschools. As a result, most of the Provincial Councils have passed statutes on preschool education/ECCD and all of them have established Authorities/Bureaus/Units for ECCD/preschool education.

National Case Management Guidelines for prevention of all forms of violence against children of Sri Lanka (2018) [7]

A comprehensive guide to providing services to victims of violence including that of Sexual and Gender Based Violence.

Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography[8]

Under the objectives it mentions: “To empower children to protect themselves from such violence and to live as members of a responsible society” and “to provide parents and adults with the knowledge required to protect children from violence covered under this Optional Protocol, and to prevent adults themselves from subjecting children to such violence.” Articles describe the achievement of these objectives.

7.Department of Probation and Child Care Services, 2018

8.Department of Probation and Child Care Services, State Ministry of Women and Child Development, Preschool and Primary Education, School Infrastructure and Education Services, 2021

3. SDG Goals, Targets and Indicators as Relevant to Child Affairs Sector

SDG 3: Good Health and Well-being	
Target	**Indicators**
3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births	3.2.1 Under-5 mortality rate 3.2.2 Neonatal mortality rate
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease 3.4.2 Suicide mortality rate
3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol	3.5.1 Coverage of treatment interventions (pharmacological, psychosocial and rehabilitation and aftercare services) for substance use disorders 3.5.2 Alcohol per capita consumption (aged 15 years and older) within a calendar year in litres of pure alcohol
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group
SDG 4: Quality Education	
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	4.2.1 Proportion of children aged 24–59 months who are developmentally on track in health, learning and psychosocial well-being, by sex 4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex
SDG 5: Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age

SDG 16. Peace and Justice Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.2 End abuse, exploitation, trafficking, and all forms of violence against and torture of children	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Women, Child Affairs and Social Empowerment (MWCASE)
- National Child Protection Authority
- Department of Probation and Childcare Services (DPCCS)
- The National Secretariat for Early Childhood Development
- Provincial Departments of Probation and Childcare Services (certified schools, detention homes, voluntary children's homes)
- Department of Social Service
- National Secretariat for Persons with Disabilities (NSPD)

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

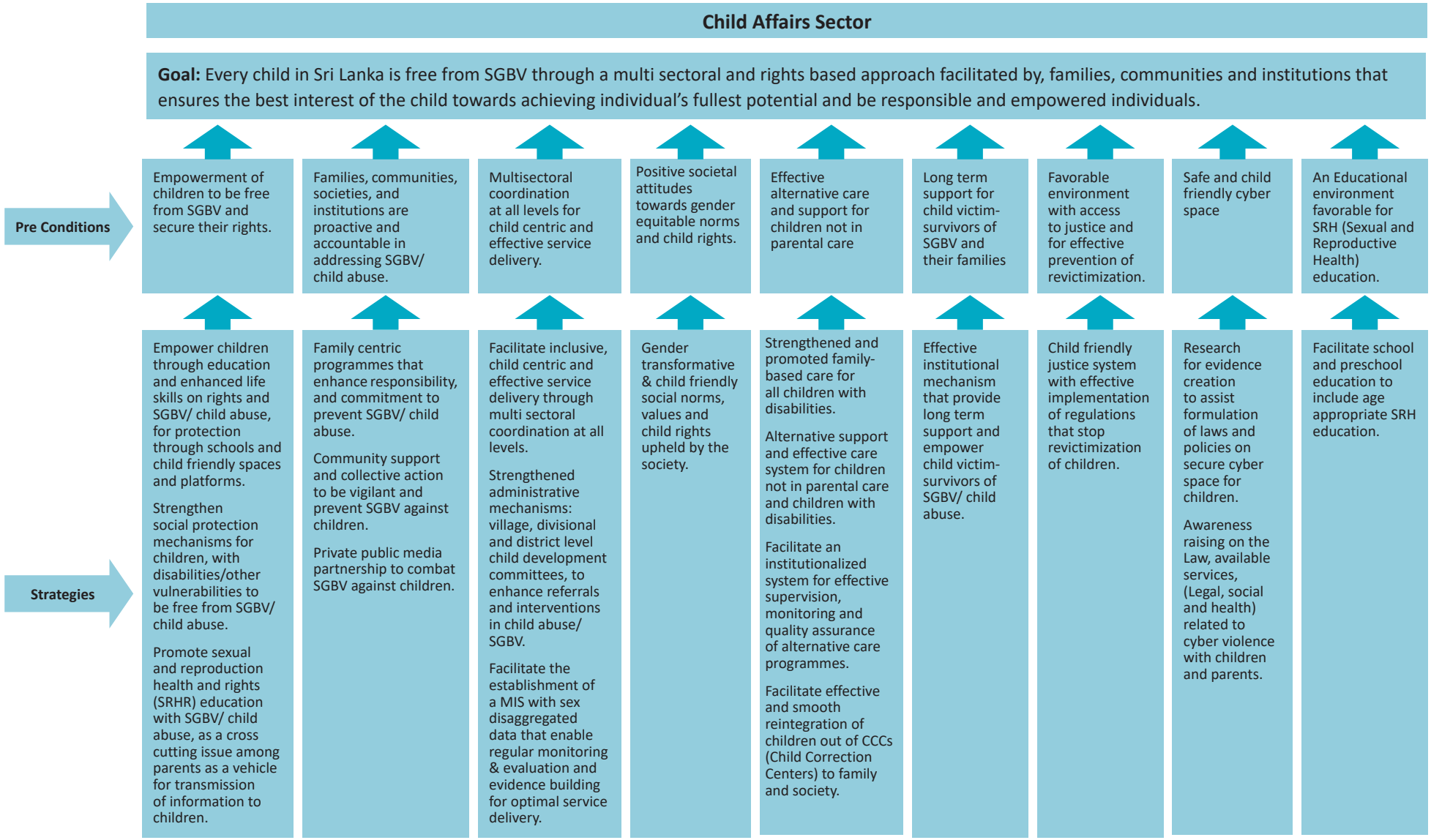
Setting up of District Child Development Committees

At the district level, District Child Development Committees have been set up to facilitate the monitoring of the advancement of child rights in each district consisting of government officials drawn from different sectors, representatives from non-governmental organizations (NGOs) and religious leaders. The committee reports to the District Secretary and is also responsible for referrals.

Programme for Preventing Teenage Pregnancy

A training module with training tools specifically designed for preventing teenage pregnancy was developed. Two Training of Trainer (ToT) programmes were conducted with officials responsible for securing the rights of children at the District and Divisional levels. 89 ripple effect trainings were conducted by the trainers who participated in the ToT, and each WDOs/CRPOs developed a plan to conduct activities related to the prevention of teenage pregnancy at District and Divisional levels.

6. Theory of Change



Sector: Child Affairs

Lead Ministry: Ministry of Women, Child Affairs and Social Empowerment

Other Ministries/Agencies: National Child Protection Authority, Department of Probation and Child Care Services (DPCCS), Children's Secretariat, Provincial Department of Probation and Child Care Services (certified schools, detention homes, voluntary children's homes), 1929 helpline

Total Budget: SL Rs. 471 Mn.

SDG Targets: 3.2, 3.4, 3.5, 3.7, 4.2, 5.1, 5.2, 5.3, 16.1, 16.2

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Empowerment of children to be free from SGBV and secure their rights.	1.1 Empower children through education and enhanced life skills on rights and SGBV/ child abuse, for protection through schools and child friendly spaces and platforms.	Children are empowered through rights education and are protected from SGBV/ child abuse.	# of changes introduced to curriculum/ new programmes on child rights/SRHR in education institutions # of child friendly social media programmes. # of child friendly spaces/ platforms strengthened/ established	1.1.1 Conduct a child focused innovative broad based awareness campaign: IEC materials/ social media/through school administration, school child protection committees/ children's clubs/day care centers.	# of IEC material online/offline developed # of schools participating # of districts covered # of incidents reported from schools # of School Ambassador Programmes integrating child abuse/SGBV	School records, Media documents, Attendance records, IEC Materials	NCPA, Min. of Education, Provincial Councils, MWCA&SE, DPCCS, C&W units of SL Police, UNICEF, NSECD, Save the Children, NIE, NEC, Dept of social services, Dept of Samurdhi MOH-FHB, CD, Min Of Media, Min of Justice, DPCCS and Provincial DPCCS, Legal aid commission, MOWCE&SE, CPA (University Ambassador National Program), Universities	2024-2028	15

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.2 Advocate and Integrate a module on SGBV/child abuse to the curriculum on life skills in schools, PATHS-Positive Adolescent Training through Holistic Social Development and in the Teacher Training Programmes. 1.1.3 Develop and integrate a module on protection from SGBV/ child abuse in the School Ambassador Programme (national).		Attendance Records Developed final modules		2024-2028 2024-2025	
	1.2 Strengthen social protection mechanisms for children, with disabilities/ other vulnerabilities to be free from SGBV/ child abuse.		# of modules upgraded. # of new initiatives in disability friendly communication established.	1.2.1 Upgrade and include SGBV/ child abuse in the awareness raising modules, conduct a TOT followed by cascade training for social protection officials for children and other stakeholders working with disabilities/ other vulnerabilities. 1.2.2 Make available disability friendly communication/ interpretation services such as sign language at survivor-service interface at police, judicial medical officer, hospital and court systems.		Attendance records, Training manuals, Training Modules Appointment letters, Police records, Hospital records, Attendance records		2024-2028 2024-2028	20

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.3 Promote sexual and reproductive health and rights (SRHR) education with SGBV/ child abuse, as a cross cutting issue among parents as a vehicle for transmission of information to children.		# of target groups covered in the capacitating programme.	1.3.1 Develop a module and IEC material for capacitating parents to discuss SRH issues with their children and conduct programmes with parents, existing parent committees/ mother support groups/ religious and cultural societies. 1.3.2 Conduct a broad-based media programme targeting parents on the importance of SRH education of children in preventing SGBV.		IEC materials, Committee meeting records, Records at religious places/ societies Media programme records DVDs/CDs IEC materials		2024-2028 2024-2028	20
2. Families, communities, societies, and institutions are proactive and accountable in addressing SGBV/ child abuse.	2.1Family centric programmes that enhance responsibility, and commitment to prevent SGBV/ child abuse.	Security and protection of children ensured through interventions/ programmes implemented that assure accountability of families, communities, and institutions.	# of positive parenting / happy family programmes designed and implemented with families. # Districts where community responses/ vigilant mechanisms are effectively operational.	2.1.1 Roll out the comprehensive positive parenting IEC Materials ,/ Develop with SGBV concepts		Manuals and creations		2024-2028	95

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			# of institutions that have projects/ programmes/ established mechanisms aiming at child protection and security/ addressing SGBV against children # of media campaigns carried out through public – private partnership to prevent SGBV.	2.1.2 Advocacy through media programmes on positive parenting towards zero tolerance to corporal punishment. 2.1.3 Engage with parents and schools to discourage corporal punishment and to promote positive disciplining/ parenting. 2.1.4. Promote targeted programmes on healthy family relationships such as *happy family* and ensure islandwide implementation. 2.1.5. Develop, disseminate and promote an administrative directive/ guideline/ handbook to prevent violence against children especially within the child care institutions.	Administrative directive/ guideline/ handbook available. % of institutions provided with the guideline.	Advocacy materials media publications, Attendance records District/ Divisional Records/ Reports Progress reports Hand books, Guidelines, Administrative directives/ Records		2024-2028	
	2.2 Community support and collective action to be vigilant and prevent SGBV against children.			2.2.1. Advocate for necessary legal and administrative changes for inclusion of referrals from CSOs.	Legal aid commission accepts referrals from CSOs as beneficiaries.	CSO records, Legal reports, Attendance Reports/ Records		2024-2028	20

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.2.2 Advocate and integrate activities related to SGBV/ child abuse in the vigilant committees /Voluntary groups already established in the community.		Committee records, Attendance reports/ Registers, District records, Divisional reports, Field officers' notebooks			
	2. 3 Private-public media partnership to combat SGBV against children.			2.3.1. Develop a handbook on ethical aspects of reportage of child abuse/ SGBV and conduct workshops with media professionals to discourage detrimental media reportage. 2.3.2. Conduct public awareness campaign on the right to anonymity in instances of child abuse/ SGBV in media publications.	Handbook on ethical aspects on reportage available. # of workshops conducted with media professionals. # of media professionals reached.	Hand books, Media materials, Attendance, Meeting minutes/ records Media materials, Publications Media records			22

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.3.3. Conduct a study on available opportunities in the penal code to address child abuse/ SGBV in the context of current social/ technological/ communication environment and advocate for effective implementation of the Law.	Study report available # of advocacy meetings held # of partners participated	Study reports, Attendance records, Advocacy meeting reports, District divisional records			
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
3. Multisectoral coordination at all levels for child centric and effective service delivery .	3.1 Facilitate inclusive, child centric and effective service delivery through multi sectoral coordination at all levels.	Children benefit through inclusive, well-coordinated and optimal service delivery through public, private partnership and multi sector interventions.	# of safety networks and services that implement programmes for children. # of divisions/ districts that have conducted awareness raising programmes through village level mechanisms.	3.1.1. Conduct a study of available safety networks/ services for survivors of child abuse/ SGBV and vulnerable groups and make recommendations to ensure "no one is left behind".	Report on safety networks/ services for survivors of child abuse/ SGBV and vulnerable groups available. # of recommendations implemented.	Study reports, Records at National level, District level divisional level recommendation records	NCPA with Universities, NCPA, DPCCS/Provincial DPCCS, MOWCE&SE, DSS, SL Police, Provincial Councils, District Secretariats, Divisional Secretariats, NCW, NSECD, MOE, MOH, Min Of Media, Religious Affairs Ministry, Ministry of Plantation, PHDT, NCPA in Collaboration with other Stakeholders, Universities		28

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			# of institutions networked through a MIS to monitor services to children	3.1.2. Conduct awareness raising programmes (recommendations on 3.1.1.) to village-level mechanisms to utilize their full potential as a network (Community Police, Jana Sabha, VCDC, Children's Clubs).		Attendance records, Village level meeting reports/ police reports/ records, VCDC records, Children club meeting minutes, Janasaba records			
				3.1.3. Finalize, disseminate and implement the Guideline on Most vulnerable children by MWCA&SE.	% of development officers reached through the guideline.	Guidelines Field officers records Attendance sheets			
				3.1.4. Review the pilot of the MEAL project for consideration for islandwide implementation.		IEC materials			

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.2 Strengthened administrative mechanisms: village, divisional and district level child development committees, to enhance referrals and interventions in child abuse/ SGBV.			3.2.1. Conduct capacity building in relation to the existing mechanism(s) for better multi stakeholder coordination based on the recommendations of 3.1.1. 3.2.2. Conduct an advocacy programmes with national, provincial and regional authorities for allocating adequate resources (financial/ human/administrative and logistics)		Attendance records Recommendation sheets Capacity building materials Training materials Attendance sheets Awareness materials/ documents Financial records Vouchers Action plans Documents at district and divisional level			25

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.2.3 Develop a guideline/ handbook for hotline operators on providing support survivors of SGBV/ child abuse and parents on providing emotional support and conduct training.	Guideline/ handbook for hotline operators available. % of hotlines provided with training of operators.	Guidelines Hand book psychosocial service records police records attendance sheets Training manuals			
	3.3 Facilitate the establishment of a MIS with sex disaggregated data that enable regular monitoring & evaluation and evidence building for optimal service delivery.			3.3.1 Establish a national data base on child abuse/ SGBV by upgrading the national database at NCPA, to include data from all available sources and regularize the definitions to make information uniform. 3.3.2. Generate annual reports on the patterns and trends of accessing different services for planning purposes.		Database at National Level Data sheet at implementing agencies Meeting notes Concept notes Action plans Implementing plans SOPs Annual reports Charts/ maps etc.			10

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
4. Positive societal attitudes towards gender equitable norms and child rights.	4.1 Gender transformative & child friendly social norms, values and child rights upheld by the society.	A positive ecosystem that secure child rights and promote transformative gender relations.	# of programmes designed and implemented by different stakeholders/ media agencies to promote positive gender and social norms/ child rights. # of organizations/ networks working with men and boys to prevent child abuse.	4.1.1. Develop a comprehensive and objectively designed awareness programmes/ IEC material on social norms, values and child rights for parents, teachers and community and implement it at national level.	# of awareness programmes conducted # of stakeholder groups reached.	IEC materials Training manuals Attendance records Programme report at national level Programme reports			33

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			# of inter/ intra cultural and religious dialogues initiated.	4.1.2 Adapt the awareness raising material (4.1.1) in an age-appropriate manner and conduct programmes with children through children's clubs/sports clubs and youth clubs /Volunteer groups or settings /School Child Protection committees, School Student ambassador National Program, relevant officials/stakeholders.	# of programmes conducted # of districts covered.	Records at children clubs Records at youth clubs District and Divisional records			
				4.1.3. Develop and disseminate a handbook/ guideline/ online module for preschool teachers/ staff on gender transformative social norms, values and child rights.	Handbook/ guideline/ online module available. # of preschools reached through the guideline.	Hand books Guidelines Modules			
				4.1.4 Establish an inter faith group/ forum of religious leaders to initiate a dialogue and reach consensus in addressing child abuse/SGBV as an unacceptable to all faiths and religions.	Inter faith group/ forum established and TOR available. Consensus statement on zero tolerance to SGBV/ child abuse available	Discussion records Attendance sheets Outcome reports			
				4.1.5 Conduct a series of awareness programmes/ online /mass media through the inter faith group/forum members for clergy and faith-based organizations and public.	# of programmes conducted	Attendance sheets Data sheets Meeting sheets/ reports			

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
5. Effective alternative care and support for children not in parental care?.	5.1 Strengthened and promoted family-based care for all children with disabilities or in need of social support.	Well established and standardized alternative care systems that benefit children not in parental care or with special needs. Strengthened family support system to prevent children entering into CCCs.	# of well-functioning and regulated alternative care systems/ institutions in place. # of care institutions monitored through an established mechanism using SOPs. # of families enrolled in a support system to prevent their children from entering into CCs. # of programmes implemented to successfully reintegrate into their families/ communities.	5.1.1. Promote enhancing family-based care through formalizing and monitoring formulation of individual care plans for children identified as at high risk of losing parental care.	A directive/ circular from the ministry available.	Monitoring records/reports Care plans Assessment tools			20

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			# of educational and socio-economic development programmes implemented for children leaving institutional care.	5.1.2. Formulate a guideline for effective gatekeeping and conduct awareness with relevant stakeholders	Guideline available # of guidelines distributed. # of stakeholder groups reached.	Attendance sheets Guide lines Program reports			
	5.2 Alternative support and effective care system for children not in parental care and children with special needs.			5.2.1 Develop, formalize, and disseminate (printed and online) a guideline for care providers and officials involved in institutional care of children (including children with disabilities) on prevention and responding to child abuse/SGBV within institutions. 5.2.2 Conduct training programmes on the guideline 5.2.1 for relevant stakeholders including institutional staff and non-government organizations.	Guideline available. % of institutions supplied with the guideline. # of training programmes conducted. % of institutions reached through the training	Guidelines SOPs Distribution reports Awareness tools Attendance sheets Training manuals Program records Attendance sheets Training manuals Guidelines District reports			23

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				5.2.3. Introduce an effective mechanism to establish and monitor a "complaint box"/ Committed phone lines with outgoing facility for Hotlines(1929,119, 1926,1927) online mechanism at all childcare institutions.	A directive issued by the ministry available. % of institutions with a complaint mechanism established.	Complaint boxes Monitoring records Mechanism Follow up records			
				5.2.4. Conduct a study on the existing psycho-social interventions to support children in institutions, identify good practices and expand island wide through partnerships with state and non-state organizations.	Study records, Records at government institutions & Non government institutions				
				5.2.5 Develop a system to support and capacitate children leaving care homes to integrate into the labour force or engage in an income generation activity.	# of initiatives to integrate children into labour force/ engage in IGP				
				5.2.6 Empower and protect girls who are leaving care homes and support their reintegration to families or society	# of protective mechanisms and social reintegration initiatives that support girls who leave care homes.				

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	5.3. Facilitate an institutionalized system for effective supervision, monitoring and quality assurance of alternative care programmes.			5.3.1. Introduce a guideline and regularize supervision of child care institutions by relevant authorities. 5.3.2. Submit a report on the assessment of childcare institutions according to 5.4.1 by the respective provincial commissioner annually. 5.3.3 Initiate a consultative dialogue on special needs children (hyper-active, addictions, slow-learners, teenage pregnant girls etc.) in institutions and provide guidance documents to the care providers of institutions.	Guidelines Supervision reports Records at child care institutions Assessment reports Field books Child care institution records Guidance reports/ attendance sheets Care providers name lists Institutions lists				11

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	5.4 Facilitate effective and smooth reintegration of children out of CCCs (Child Correction Centers) to family and society .			5.4.1. Identify and establish effective mechanisms at central/provincial-level to ensure continued educational/vocational and skill development support beyond school/ CCCs.	National level records Training tool kits Training manuals Programme manuals Child care institutions records Vocational training manuals				10
6. Long term support for child victim-survivors of SGBV and their families	6.1 Effective institutional mechanism that provide long term support and empower child victim-survivors of SGBV/ child abuse.	Child victim-survivors of SGBV benefit from systematic referrals and a long term support system.	# of action plans/ programmes implemented to provide long termed support to child victim-survivors. # of districts with effective referral system for SGBV against children # of Legal and educational sector changes made to ensure stigmatization.	6.1.1. Establish a follow up system to provide necessary assistance to address the long-term issues faced by SGBV/ child abuse victims. 6.1.2. Advocate with school authorities to Implement mechanisms within schools to prevent stigmatization and preserve the protection rights and dignity of children attending schools from alternative care centers.	Follow up mechanism established and available. # of advocacy meetings conducted with school authorities. # of measures instituted as a result of advocacy.	Follow up systems Records at police stations Follow up individual Protection plans of child abused victims Meeting minutes School records Attendance sheets			20
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
7. Favorable environment with access to justice and for effective prevention of revictimization.	7.1 Child friendly justice system with effective implementation of regulations that stop revictimization of children	Children and families benefit from child friendly and accessible justice systems that prevent re-victimization.	# of reforms introduced to justice system to stop revictimization of children # of courts practicing child friendly hearing/ court procedures	7.1.1 Revisit existing policies, regulations and practices to ensure continuity of education for child survivors /teenage pregnancies and prevent stigmatization and revictimization within the school environment e.g., Compulsory Education Act 7.1.2.Revisit and make necessary changes to the justice delivery mechanism* to protect child rights & prevent revictimization, in line with international best practices and standards. 7.1.3. Conduct a capacity building programme for justice sector stakeholders on SGBV/ child abuse, and child centric response from the legal sector.	# of recommendations made % of recommendations implemented. # of programmes conducted # of categories of staff reached	School records Recommendation reports Attendance sheets Police records JMO records AGs records Attendance sheets Programme sheets Legal records Training manuals	MOWCA&SE, SL Police, MOJ, MOH, JMO, AG Dept, Legal Aid Commission, Court systems, DPCCS//Provincial DPCCS, NCPA IN Collaboration with other Stakeholders, MOT, ICTA, CERT, TRC, Univer-sities, MOE, NIE, Religious Affairs Ministry		24

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				7.1.4 Advocate with Legal Aid Commission to include " Children in conflict with the law" as its beneficiaries	Children in conflict with the law are accepted as beneficiaries.	Legal aid records Beneficiary records Attendance sheets			
8. Safe and child friendly cyber space	8.1. Research for evidence creation to assist formulation of laws and policies on secure cyberspace for children.	Children and families benefit from evidence based laws and policies on cyber security	# of action research with evidence on cyber violence against children and identified gaps. # of legal reforms/ policies that ensure cyber security for children	8.1.1. Conduct a national level study to identify risk and protective factors and other dimensions of TFSGBV that would guide planning of interventions (short and long term) and disseminate the information to all stakeholders. 8.1.2 Based on 8.1.1. recommendations, strengthen the legal/social/information management responses to TFSGBV against children.	# of recommendations to guide planning % of recommendations integrated into planning	Study reports Recommendation sheets Short term plans Long term plans SOPs Recommendation sheets			20

Goal: Every child in Sri Lanka is free from SGBV, through a multisectoral and rights-based approach facilitated by families, communities, and institutions, that ensure the best interest of the child towards achieving the individual's fullest potential and becoming responsible and empowered individuals.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	8.2. Awareness raising on the Law, available services, (Legal, social and health) on related to cyber violence with children and parents.			8.2.1. Conduct special awareness programmes using manuals and IEC material developed objectively (online and offline) to empower children, parents, and teachers on safe cyber practices.		IEC materials Manuals and materials Awareness programme reports Attendance sheets			20
9. An Educational environment favorable for SRH (Sexual and Reproductive Health) education	9.1 Facilitate school and preschool education to include age appropriate SRH education.	Child and youth population empowered with Sexual and Reproductive Health education and rights.	# of revisions/ additions integrated to school curriculum to introduce SRHR. # of teachers trained to teach SRHR modules in child friendly manner. % of CRPOs conducting awareness raising programs.	9.1.1. Conduct advocacy/ awareness raising sessions with parents and teachers on the importance of SRH education to children at school level	# of programmes conducted. % of schools participating.	Attendance sheets SOPs Training manuals Advocacy tools			35

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			#Awareness raising programs/ Trainings/ media campaigns conducted by NCPA	9.1.2. Advocate with education authorities to integrate basic relationship skills and values in the life skill modules in school curriculum.	Basic relationship skills integrated into the life skills module	Advocated materials Attendance sheets Meeting minutes Modules IEC Materials and manuals, Handbooks			
				9.1.3. Provide age-appropriate education on SRHR to all children including students at all religious educational institutions.	# of religious institutions participating	Records at district and divisional level SOPs Training manuals			
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

4. Education

4.1 General Education

Education Sector: Subsector - General Education

1. Background

Childhood experiences, both negative and positive, can have a profound impact on an individual's life. Childhood is the time where social and human values are inculcated in to the future behaviour of the individual growing in to a responsible adult.

Education is an important socializing mechanism, and it is critical for the social, emotional and psychological development of young people. As such, education is a vehicle for transforming individual behaviours and broader social norms around violence, gender equality and discrimination[1].

Therefore, the General Education sector has the responsibility of enhancing the positive and protective experiences of children under its wing while minimizing negative experiences of incidents of child abuse (SGBV), and those promoting children to be future perpetrators of violence. The child may experience SGBV within the school, on the way to or back from school (transport) and through modern communication technologies. In addition, children may experience SGBV at home or in the community which may impact their education and behaviour and school may be the place where help may be sought by children and the best place to provide assistance. Therefore, the response to SGBV from the education needs to be a complex and comprehensive one.

The Ministry of Education (MoE) directs the formulation and implementation of policies related to primary and secondary education (General Education) in Sri Lanka. The vision of the Ministry of Education is: "Future generations of Sri Lankan citizens equipped with competencies to meet the challenges of a changing, globalised, knowledge-driven economy" and its Mission is: "to develop an excellent education system which enables students to acquire knowledge, skills, attitudes and values to be future citizens who will perform their roles efficiently and effectively in a modern, globalized, knowledge-driven economy."[2]

2. Relevant International Frameworks, National Policies and Best Practices

World Declaration on Education for All: Meeting Basic Learning Needs 1990

Declaration ensured that, "societies should also insure a strong intellectual and scientific environment for basic education". The Declaration emphasized that "Every person — child, youth and adult — shall be able to benefit from educational opportunities designed to meet their basic learning needs."

1. UNICEF, n.d.
2. Policy and Planning Branch, Ministry of Education, 2013

Incheon Declaration: Education 2030: Framework for Action [3]

The Incheon Declaration (2015) is a declaration on education adopted at the World Education Forum and has the goal of ensuring education for all, and focused on equal opportunity as well as the position that students' views must also be taken into consideration. Gender equality is specifically mentioned as an important aspect of an educational system.[4]

World Programme for Human Rights Education [5]

In 2004 the General Assembly of the United Nations announced the World Programme for Human Rights Education through the General Assembly's resolution 59/113 of 2004 and seeks to promote a common understanding of basic principles and methodologies of human rights education.

The Convention on the Rights of Persons with Disabilities: [6]

Declares that States Parties recognize the right of persons with disabilities to education and was ratified by Sri Lanka in 2007. The aim of the document is to elaborate in detail the rights of persons with disabilities and ensure the equal rights and advancement of women and girls with disabilities (Article 6) and protect children with disabilities (Article 7).

CEDAW Committee Report 2019 [7]

Sri Lanka has ratified the CEDAW Convention and the optional protocol which necessitates the submission of regular reports to the CEDAW Committee. The response from the Committee to the last report submitted was in 2019 and the comments relevant to the education sector is given below:

> 30. The Committee commends the high literacy of women, the near universal enrolment of girls and boys at the primary level of education, and the increase in the compulsory education age from 14 to 16. However, the Committee notes with concern:
>
> a) The low education level among women from low-income families and, in particular from ethnic minority groups, schools located nearby fisheries and plantations in the Northern and Eastern provinces, in poor urban and rural areas, among children of migrant workers whose parents work abroad, girls from women heads of households, victims of child and early marriages and girls with disabilities.
>
> 31. The Committee, in line with Sustainable Development Goal 4, target 4.5 to eliminate gender disparities in education further recommends that the State party:
>
> (e) Institutionalize age-appropriate comprehensive education on sexual and reproductive health and rights, addressing responsible sexual behavior with special attention to the prevention of early pregnancy.

3. (Unesco, n.d.)
4. (Unesco, 2015)
5. UNHCR https://www.ohchr.org/en/resources/educators/human-rights-education-training/world-programme-human-rights-education
6. https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/the-convention-in-brief.html
7. Concluding observations on the eighth periodic report of Sri Lanka https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&CountryID=164&DocTypeID=5

International Best Practices/Lessons Learned

National policies
National level policies in Sri Lanka in the education sector have integrated addressing gender issues and Gender-based to varying degrees.

National Education Policy Framework (2020-2030) [8]
This is a very comprehensive and a forward thinking policy document with the goal: "Nurturing a society of productive, caring, and patriotic citizens."

Aim 2: Core Area - Equity and Inclusiveness – ensures "Access to education regardless of gender, race, religion or social status."

Aim 3: Core Area - Quality Education – ensures: "Learning environments that are healthy, safe, protective, and gender sensitive." Also, "Curriculum content and delivery that aims to promote the acquisition of basic life skills, especially in the areas of literacy, numeracy and skills for life, creativity and critical thinking, and knowledge in such areas as gender, health, nutrition."

Policy-Early childhood care and education (ECCE) 1.1: "All children around the age of 3 to 5 years should have access to at least a year of affordable early childhood care and education": The NSECD shall provide funds and guidance to PAEs of ECCE to provide mandatory support for children at risk from poverty, disability, violence, disasters, gender biases.

Core Area – IS 3: Learners and Learning Environment DP 2: The learning environment must be well resourced, clean and well kept, safe, protective, and gender sensitive.

National Policy on Preschool Education: National Education Commission Sri Lanka 2019 [9]

Guiding principles:
"Every child should be valued and supported equally. To ensure that they are provided with safe and caring environments, a preschool setting shall be free from any form of discrimination on the basis of actual or perceived ethnicity, language, colour, ancestry, national origin, religion, religious practice, parental status, physical or mental disability, gender, or socioeconomic conditions."

Strategies
Strengthen a network of preschools managed by Provincial Regulatory Authorities, to especially cater to children at risk from poverty, disability, violence, disasters, gender biases, institutionalized care, truancy and children residing with their mothers in prison.

8. National Education Policy Framework (2020-2030): http://nec.gov.lk/wp-content/uploads/2022/10/NATIONAL-EDUCATION-POLICY-FRAMEWORK-2020-2030_Full-Text.pdf
9. National Policy on Preschool Education 2019: http://nec.gov.lk/wp-content/uploads/2019/11/PreSchoolPolicy_EN.pdf

National Policy and a Comprehensive Framework of Actions on Education for Social Cohesion and Peace (ESCP) [10]
Development of teacher curriculum and training material for teacher education to ensure that every teacher is familiar with the goals of the policy.

Our School: How good it is? Process of evaluation and monitoring for assuring the Quality in education (2014) [11] The standards identified, and criteria used to evaluate related to gender are:
Under 5. Student welfare Standard given is "strengthen student's mental and physical development:
"Availability of systematic counselling process" "Ensuring students' sanitation".

These are two areas which are crucial in addressing SGBV in schools through provision of gender responsive changing/sanitary facilities in schools and adequate counselling/emotional support for those affected by SGBV.

Information Communication and Technology (ICT) Services Policy of the Ministry of Education 2011 [12]
The Policy is mandatory for providing a unified approach in implementing ICT services
Under electronic communication topic its mentioned that Unlawful communications, including threats of violence, obscenity, pornography, and harassing communications, are prohibited (9.1).

Socio-emotional skills approach Published by School Activities Branch (2022) [13]
This document deals extensively on relationships mainly interpersonal relationships and can be used to institute information on healthy relationships to prevent SGBV.

Lama Mithuru Praveshaya pilibanda Upedes Sangrahaya Published by Primary Education Unit MoE.
The second chapter is dedicated to addressing gender socialization towards ensuring gender equity (at primary school level!)
Chapter 2 addresses gender socialization and gender equity.

10. Ministry of Education, 2008: https://www.academia.edu/34555987/NATIONAL_POLICY_AND_A_COMPREHENSIVE_FRAMEWORK_OF_ACTIONS_On_EDUCATION_FOR_SOCIAL_COHESION_AND_PEACE_ESCP_Social_Cohesion_and_Peace_Education_Unit_Ministry_of_Education
11. UNESCO, n.d.: https://planipolis.iiep.unesco.org/sites/default/files/ressources/sri_lanka_quality_assurance.pdf
12. ICT Services Policy, n.d.: moe.gov.lk
13. Ministry of Education, n.d.: guruwaraya.lk

3. SDG Goals, Targets and Indicators as Relevant to General Education Sector

SDG 3: Good Health and Well-being	
Target	**Indicators**
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being (SDGI 3.4.2.).	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease 3.4.2 Suicide mortality rate
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group
SDG 4: Quality Education	
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.	4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.	4.a.1 Proportion of schools offering basic services, by type of service
SDG 5: Gender Equality	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriages and female genital mutilation.	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age

SDG 11: Sustainable Cities and Communities	
11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.	11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months
11.A Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning.	
SDG 16: Peace, Justice and Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere.	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

4. Institutional Landscape/Mechanism/Structure/Outreach

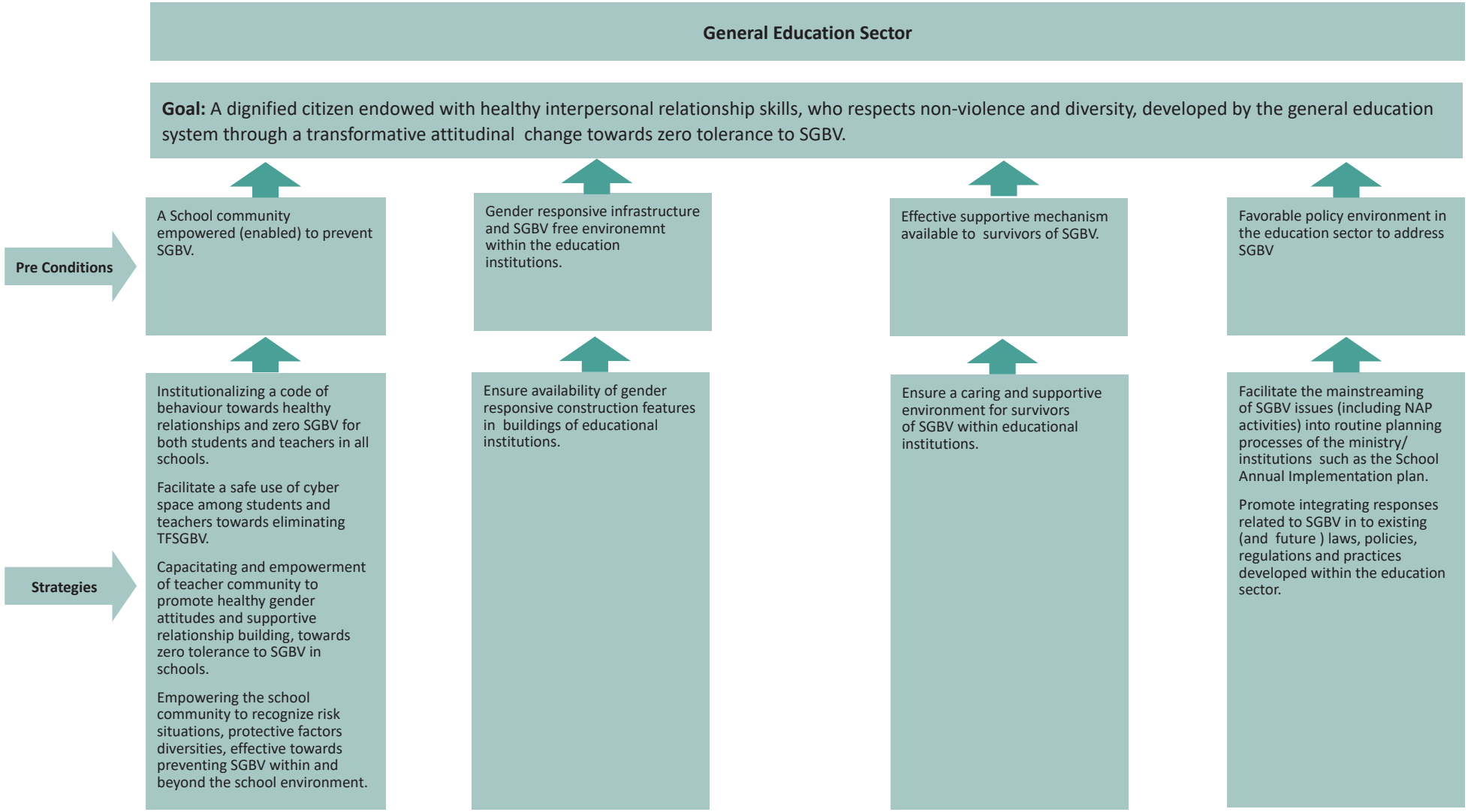
- Ministry of Education
- Department of Examinations Information
- Division of Pirivena Education Board
- National Colleges of Education
- Teacher's Colleges
- National Education Commission
- National Research Council
- Sri Lanka National Commission for UNESCO
- Information Technology & Digital Education

- Education Services Establishments
- Teacher Education Division
- School Affairs Division
- Department of Examinations Information
- National Institute of Education Printing
- Education Publication Department Network Ltd
- Education Quality Development
- Procurement and Construction Division
- School Affairs Division
- National Research Council

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- Training and establishment of 10 master school teachers on cyber safety and security, covering 99 education zones (990 teachers in total) in collaboration with SLCERT, ICTA.
- Zonal training modules developed and training of Principals of schools in the Western Province and about half of the teachers in schools where ICT is taught completed.
- Conducted an awareness-raising workshop for high and middle level officials of the Ministry of Education.
- Hand book on counselling developed for teachers who are engaged in counselling has been completed.

6. Theory of Change



Sector: General Education

Lead Ministry: Ministry of Education

Other Ministries/Agencies: National Institute of Education, Division of Pirivena Education Board, National Colleges of Education, National Education Commission, Teachers' Colleges, National Research Council, Sri Lanka National Commission for UNESCO, Information Technology Digital Education, Education Publication Department Network Ltd.

Total Budget: SL Rs. 50.75 Mn.

SDG Targets: 3.4, 3.7, 4.5, 4.a, 5.2, 5.3, 11.7, 11.A, 16.1, 16.2

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. A School community[14] empowered (enabled) to prevent SGBV.	1.1 Facilitate the institutionaliza-tion of a code of behavior related to SGBV & relationships targeting both students and teachers to cover all levels of schools.	All schools have taken necessary measures to adhere to the code of behaviour.	% of schools under each category that use the code of behaviour. % of schools that have fulfilled the quality assurance indicator of a code of behaviour. # of awareness programmes conducted through student clubs/ associations focused on 'child protection.	1.1.1 Review the existing code of ethics/measures taken in schools towards healthy behaviour and zero SGBV. 1.1.2 Following the review, develop a code of behaviour through consultation and consensus.	Finalized code of behaviour Circular / letter issued by the MoE on the use of the code of behaviour. # of teacher capacity building programmes with the code of ethics integrated		MoE, NIE, Provincial Ministry of Education, Teacher Training Schools, Schools Activities Branch, Donor Agencies, Provincial departments of education/ Zonal Education departments at district and divisional level/ Provincial Ministries, MoE: Core curricular counselling and guidance branch, Sri Lanka Police, Ministry of Transport, Pirivena, National Transport Commission	2024	3.75

14. the term school community typically refers to the various individuals, groups, businesses, and institutions that are invested in the welfare and vitality of a public school and its community—i.e., the neighborhoods and municipalities served by the school. The term encompasses the school administrators, teachers, and staff members who work in a school; the students who attend the school and their parents and families; and local residents and organizations that have a stake in the school's success.

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			# of measures introduced for protection of children in schools. Reduced % of behaviour-related complaints received by disciplinary committees in schools.	1.1.3 Disseminate the Code of behaviour to all schools and institutions including schools for special children and Pirivena and conduct awareness-raising programmes 1.1.4 Integrate the code of behaviour into the teacher capacity building programmes/curricular of Teacher Training Schools. 1.1.5 Publish the code of behaviour in the websites of MoE and other educational institutions. 1.1.6 Include the "Use of code of behaviour as a quality assurance indicator in the school assessment programmes	# of awareness-raising workshops conducted for teachers/ students. # of websites that have published the code of behaviour Quality Assurance programme with the indicators of code of behaviour			2024-2025 2024-2025	
	1.2 Promote a culture of "safety in the cyber-space"a mong students and teach-ers towards eliminating online SGBV.	Students and teachers enjoy the safe cyber space in a TFSGBV free environment.	# of districts where EDUCERT is implemented	1.2.1 Expand EDUCERT programme to achieve islandwide coverage using the existing training modules and developing trainers' pools at provincial and district levels.	# trainers pools to expand EDUCERT created at provincial and district level # of schools participating in the EDUCERT programme	Annual report on the EDUCERT programmeis available		2024-2025	13

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			% of schools where EDUCERT clubs are established at national level	1.2.2 Establish EDUCERT Clubs (school level clubs) in schools at all levels and capacitate membership for operationalization. 1.2.3 Establish National level EDUCERT centre/hub at ministerial level to provide support,coordinate the school level EDUCERT clubs and monitor the EDUCERT program.	# of incidences of online SGBV reported by students/ teachers # of students and teachers reached through the EDUCERT clubs. EDUCERT centre established at the MoE.			2024-2027 2024	
	1.3 Promote healthy gender attitudes and supportive relationships skills, with zero tolerance to SGBV.	Healthy gender attitudes and relationships accountable for SGBV created.	# of teacher training institutions using the handbook	1.3.1 Develop a handbook for teachers on gender and SGBV and assisting students to overcome related issues.	# of teachers trained on using the handbook. # of handbooks disseminated			2024-2025	10

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.3.2 Develop a pool of master trainers among teacher community on the use of the handbook.	# of teachers in the training pool			2025-2026	
				1.3.3 Conduct school level teacher capacity development programmes using the handbook.	# of teachers trained				
				1.3.4 Integrate the handbook to the curricular of the institution such as National College of Education and teacher centres, University education faculties, NIE, Pirivena education section.	# of institutions accepting the module for integrating in to their curricula			2024-2027	

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.4 Empowering the school community to recognize risk situations, protective factors diversities, effective towards preventing SGBV within and beyond the school environment.	School community empowered and SGBV / abuse of children prevented.	# of measures/ modalities/ programmes taken to prevent abuse and SGBV against school children. # of schools using IEC materials developed through the study on prevention of child abuse in school transport. # of districts where the programme was conducted	1.4.1 Conduct an islandwide study on prevalence, risk situations, protective factors relevant to SGBV/Child abuse prevention in and around school environment and make recommendations to address them towards eliminating SGBV. 1.4.2 Based on the study, facilitate a dialogue with different stake holders such as transport, probation and health to network, for an enhanced response to SGBV for school children. 1.4.3 Implement the study recommendations through collaboration with different stakeholders such as Schools' development committees, Associations of Transport, Past Pupils Association (PPA), Health institutions, Provincial authorities and police.	# of risk situations identified. Report on the study available. # of awareness programmes conducted With # of stakeholder.			2024-2025 2024-2025	5

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.4.4 Develop guideline/ handbook on prevention of Child Abuse/SGBV for school transport service providers and publish the same in the websites of MoE and MOT.	# of organisations state and private transport organizations agreeing to use the handbook				
				1.4.5 Develop IEC materials (bill boards, film clips etc.) targeting parents and students for awareness on child abuse/SGBV: risk situations, danger signs/red flags and publish also online.	IEC material developed and available for dissemination/ online				
				1.4.6 Integrate information on addressing SGBV/child abuse into the National Prefects Leadership Development Programme through a dedicated module and conduct training.	Module on addressing SGBV/ child abuse included into the National Prefects Leadership Development Programme				
				1.4.7 Integrate gender, SGBV / Child Abuse into the Agenda of the Students Parliament through a directive or guidance note to the teacher in charge.	SGBV included in the agenda of the Student's Parliament			2024-2028	

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
2. A safe environment free from SGBV within the education system	2.1 Ensure availability of gender responsive construction features in buildings of educational institutions.	Gender responsive construction features are available in educational institutions.	% of schools with gender-responsive infrastructure (e.g. sick rooms, toilets, changing rooms).	2.1.1 Develop criteria in relation to the gender responsive construction of toilets, changing rooms (sports/dancing/ gymnastics). 2.1.2 Conduct a gap analysis on the infrastructure in schools and introduce corrective measures.	A circular on the gender responsive construction features sent to all schools % of schools with separate changing rooms available in relevant departments:sports, dancing, gymnastics			2024-2028	5

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
3. Effective supportive mechanism available to survivors of SGBV.	3.1. Ensure a caring and supportive environment for survivors of SGBV within educational institutions.	Students benefit from an established mechanism to respond to SGBV victim survivors.	of schools / Pirivenas with measures established in accordance with the guidelines on responding to incidents of SGBV.	3.1.1 Initiate a dialouge with relavent stakeholders and develop a guideline to respond to incidents of SGBV divulged in the school enviorenment. 3.1.2 Establish incident reporting mechanism (formal and informal) to cover all levels of school.	Guideline on responding to SGBV incidents at school level. # of schools following the guideline / Circular. # of schools that have established an incident reporting method. # of incidents reported annually				6
				3.1.3 Capacity building of teachers identified as “counselling teacher” on responding to survivors of SGBV and make referrals.	# of training programmes conducted # of Counselling teachers trained				

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.1.4 Develop a hand book and conduct training (online/ offline) to cover all teachers on emotional first aid for student victims divulging SGBV.	Handbook for emotional first aid for survivors of SGBV Available Online module based on the hand book available # of teachers accessing the online module				
				3.1.5 Initiate a dialogue towards establishing “first line help” units within the Pirivena education institutes and conduct training on the handbook on emotional first aid.	Consensus reached in establishing “first line help” units in Pirivena Module for the “first line help” unit at Pirivenas available # of Pirivena teachers undergoing training # of pirivenas where “first line help” units have been established	% of pirivenas made aware and support mechanism established.			
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: A dignified citizen endowed with healthy interpersonal relationship skills, respects non-violence and diversity, developed by the general education system through a transformative attitudinal change towards zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
4. Favourable policy environment in the education sector to address SGBV	4.1 Facilitate the mainstreaming of SGBV issues (including NAP activities) into routine planning processes of the ministry/ institutions such as the School Annual Implementation plan.	Education Ministry annual plans and budgets have incorporated the key activities of the Education sector NAP to address SGBV.	% of resources allocated annually to implement education sector plan of NAP	4.1.1 Planning division of MoE to include the education sector plan of NAP in their routine planning.	# of key activities included in annual plans		MoE MWCA&SE Donor Agencies		5
	4.2 Promote integrating responses related to SGBV into existing and future laws, policies, regulations and practices developed within the education sector.	SGBV responses integrated into laws and policies of the education sector.	# of policies and laws reviewed and # revised.	4.2.1 Review the existing laws, policies, regulations and practices in the Education sector and identify opportunities to integrate SGBV and advocate for changes. 4.2.2 Based on the review, revise the policies and laws from a gender responsive perspective and to prevent SGBV. 4.2.3 Integrate gender, SGBV, equality and inclusivity into Heath and Physical Science curriculum In schools. 4.2.4 Develop and disseminate a anti sexual harassment policy/ guideline covering all institutions in the General Education sector and implement it.	Report on the review of existing laws, policies, regulations and practices in the Education sector is available			2024-2028 2024-2028 2024-2028	3
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

4.2 Higher Education

Education Sector: Subsector – Higher Education

1. Background

The Sri Lankan higher education system, which is predominantly public, with state authorities (University Grants Commission and Ministry of Education - Higher Education (M0HE) running most higher education institutions, with private institutions affiliated to universities based in other countries or institutions established under the Company Law of Sri Lanka. The State provides higher education to its citizens free of charge, while equity is protected by providing equal access to admission based admission based on merit and district quotas. Sri Lanka's higher education system has made significant contributions to the growth of human capital which in turn is largely responsible for Sri Lanka's continued resilience as a nation in the face of major economic and political setbacks[1] in the past. However, the present higher education system is answerable for some amount of lack of relevance with regard to emerging needs in local and global spheres, due to the rapid sociodemographic and technological advances taking place.

The Ministry of Education - Higher Education and University Grants Commission of Sri Lanka (referred hereafter as University Grants Commission - UGC), which was established under the University Act of 1978, govern the state funded university system of the country.

The Ministry of Education is responsible for formulating and implementing national policy on higher education and other subjects which come under its purview. Broadly, this involves the maintenance, expansion, standardization and general oversight and regulation of higher education institutions in the country. The vision of the Ministry is "Sri Lanka to be an international centre of excellence in higher education." The Mission is given as "To delight students and other stakeholders of the Higher Education System of Sri Lanka by formulating and implementing results-oriented policies and strategies."[2]

There are 17 state universities under UGC in Sri Lanka. In addition to that there are 5 universities established under the specific Acts (Buddhist and Pali University of Sri Lanka, Bhiksu University, and the Sri Lanka Institute of Advanced Technological Education.) with a substantial investment of state funds and some development agencies. The Open University of Sri Lanka (OUSL) is a state university established to provide lifelong learning opportunities through Open, Distance, and Flexible Education. In addition to state universities, there are a number of educational institutes that have obtained approval from the UGC, Sri Lanka to conduct courses at the tertiary education level. Institutes managed by the private sector under the approval of the UGC play a major role in providing opportunities for students to attend higher education. The Ministry of Higher Education lists 27 non-state universities with degree-granting status on its website.

The phenomenon of gender-based violence is a global phenomenon that affects mostly women and always negatively, including those in higher education. Literature on the subject has confirmed that "becoming aware of factors contributing to gender-based violence and strategies to address this scourge can minimize the occurrence of gender-based violence in higher education institutions."[3]

1. Karunathilake, 2022
2. Higher Education, Ministry of Education, 2022
3. Makhene, 2022

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

All international conventions applicable to general education applies to higher education as well.

European Conference in Education and Research (ECER) conference in Dublin), (2016) on the need to rethink and reconceptualize internationalization in higher education reflected on some of the significant impacts of internationalization in higher education, as well as pointing to choices.[4]

Global Convention on the Recognition of Qualifications concerning Higher Education (2019) Paris UNESCO

The objectives of this Convention included among others to: Promote and strengthen international cooperation in higher education; Support interregional, policies and innovations for international cooperation in higher education. Facilitate global mobility and the achievement of merit in higher education for the mutual benefit of qualification holders, higher-education institutions, employers, and any other stakeholders of the States Parties to this Convention, while understanding and respecting the diversity of the States Parties' higher-education systems and provide an inclusive global framework for the fair, transparent, consistent, coherent, timely and reliable recognition of qualifications concerning higher education.

UNESCO World Higher Education Conference 2022 Barcelona

The objective was to reshape ideas and practices in higher education to ensure sustainable development for the planet and humanity.

National Policies

Higher Education Act, No. 20 of 1966 defined higher education as “to mean the education provided in the Higher Educational Institutes under this Act” and established the National Council of Higher Education.

Universities Act No.16 of 1968 Sri Lanka established a University Grants Commission “which shall consist of the persons who are for the time being members of the Commission under this Act” and the establishment of the Buddhasravaka Bhikku University Act (No. 26 of 1996) - Sect 1: Established the Pirivena Universities in Sri Lanka.

Education Policy Framework (2020-2030)[5]

1.5. Learning Environment, Student Support Services and Student Conduct and Discipline

1.5.1. Learning Environment “An inclusive learning environment in a university encompasses several elements: learning resource centers; academic/student counselling and mentoring services; career guidance and career counselling services; needy student support services; gender equity centers; student accommodation and cafeteria services; recreational facilities; health care services etc.

4. Lavrov, 2014
5. National Education Commission, 2022

Core Area –
Policy HE 4: Learners and Learner Support, Learning Environment, and Learners' Welfare: "Nonetheless, all such services need further improvements in their capacity, efficacy, and efficiency in service provisions to ensure an inclusive learning environment that encompasses several elements: learning resource centres; academic/ student counselling and mentoring services; career guidance and career counselling services; needy student support services; gender equity centres; student accommodation."

Policy HE 4.3: Student harassment, gender violence, and inhuman 'ragging' must be condemned and eradicated from all universities.

The UGC shall take steps to design and issue circular instructions and guidelines to all universities and HEIs to reorganize and strengthen the Student Welfare System, Marshal System, and Proctorial system.

System in all universities and HEIs so as to eliminate any room and space for student harassment, gender violence, intimidation, or ragging.

Re-imaging education in Sri Lanka Vol. 11 Core Group Report Presidential Task Force on Sri Lanka's Education: Report on reforming Preschool and General Education System in Sri Lanka 2020[6]

Goal 2: Promote Efficiency in Higher education Institutions by Reforming Governance

"Establish a conducive and harmonious learning environment in national universities by eliminating all forms of intimidations such as inhuman 'ragging,' sexual and gender-based intimidation and violence, student agitations etc. by implementing appropriate deterrent measures, effected through law enforcement agencies and judicial measures.

Preventing Sexual and Gender-Based Violence (SGBV): Strategies for Universities[7] **(2015)**. This document published by the UGC and has identified many strategies at the Level of University Policies, at the Level of Institutional Mechanisms, at the Level of Institutional Practice, at the Level of Training and Advocacy, at the Level of Academic Programs and Practice and at the Level of Organizational Culture.

- Mandate a team of academics with specialized training on gender and SGBV to formulate and implement a complementary university policy on preventing SGBV in universities.
- Ensure that there is equal representation of men and women students as office bearers and members of student councils.
- Provide opportunities and encourage issues/complaints of SGBV to be taken up by the staff (academic and administrative) as well as student unions (especially the Federation of University Teachers - FUTA) and its constituent unions).
- Formulate codes of conduct for staff and for students that also cover staff-student relations including instances of interaction during classroom teaching, tutorials, research supervision, counseling, extra-curricular activities, ragging, etc
- Appoint psychologically trained counselors to handle victims of SGBV who are also authorized to follow up on victims of SGBV.
- Ensure that academic staff as well as officers of the university medical unit, counseling centers and departmental counselors are gender sensitized; are able to identify the symptoms of SGBV; and are equipped to handle instances of SGBV.

6. Presidential Task Force on Sri Lanka's Education Affairs, 2020
7. University Grants Commission, Federation of University Teachers' Associations and CARE International Sri Lanka, 2015

3. SDG Goals, Targets and Indicators as Relevant to Higher Education Sector

SDG 3.Good Health and Well-being	
Target	**Indicators**
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group
SDG 5. Gender Equality	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriages and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age
SDG 4. Quality Education	
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	4.a.1 Proportion of schools offering basic services, by type of service
SDG 11. Sustainable Cities and Communities	
11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months

4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Education - Higher Education Division
- University Grants Commission
- Board of Vice Chancellors and Senate of Universities
- Open University of Sri Lanka
- Sri Lanka Bhikkhu Universities
- Buddhist and Pali University of Sri Lanka
- Sri Lanka Institute of Advanced Technological Education
- Post Graduate Institutes
- Centre for Gender Equity/Equality (CGEE)

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- The Centre for Gender Equity/Equality (CGEE) was established and is the implementation arm of the UGC Standing Committee on Gender Equity/Equality. The Standing Committee is the standard setter, policy maker, regulator, and arbitrator of UGC policy on gender equity/ equality in Sri Lankan Universities. The Centre for Gender Equity/Equality is headed by a director and administrative staff who reports back to the Standing Committee. Comm. Circular No. 12/2019: Strategies/Actions to be implemented to combat Ragging & Sexual and Gender-Based Violence (SGBV) in State Universities and Higher Educational Institutes and Circular No. 04/2020: Complaints on Ragging and Sexual and Gender based violence (SGBV) made by student and staff members to the Universities/ Campuses/ Institutes outlines the mechanisms to be set up in universities to combat SGBV and ragging.

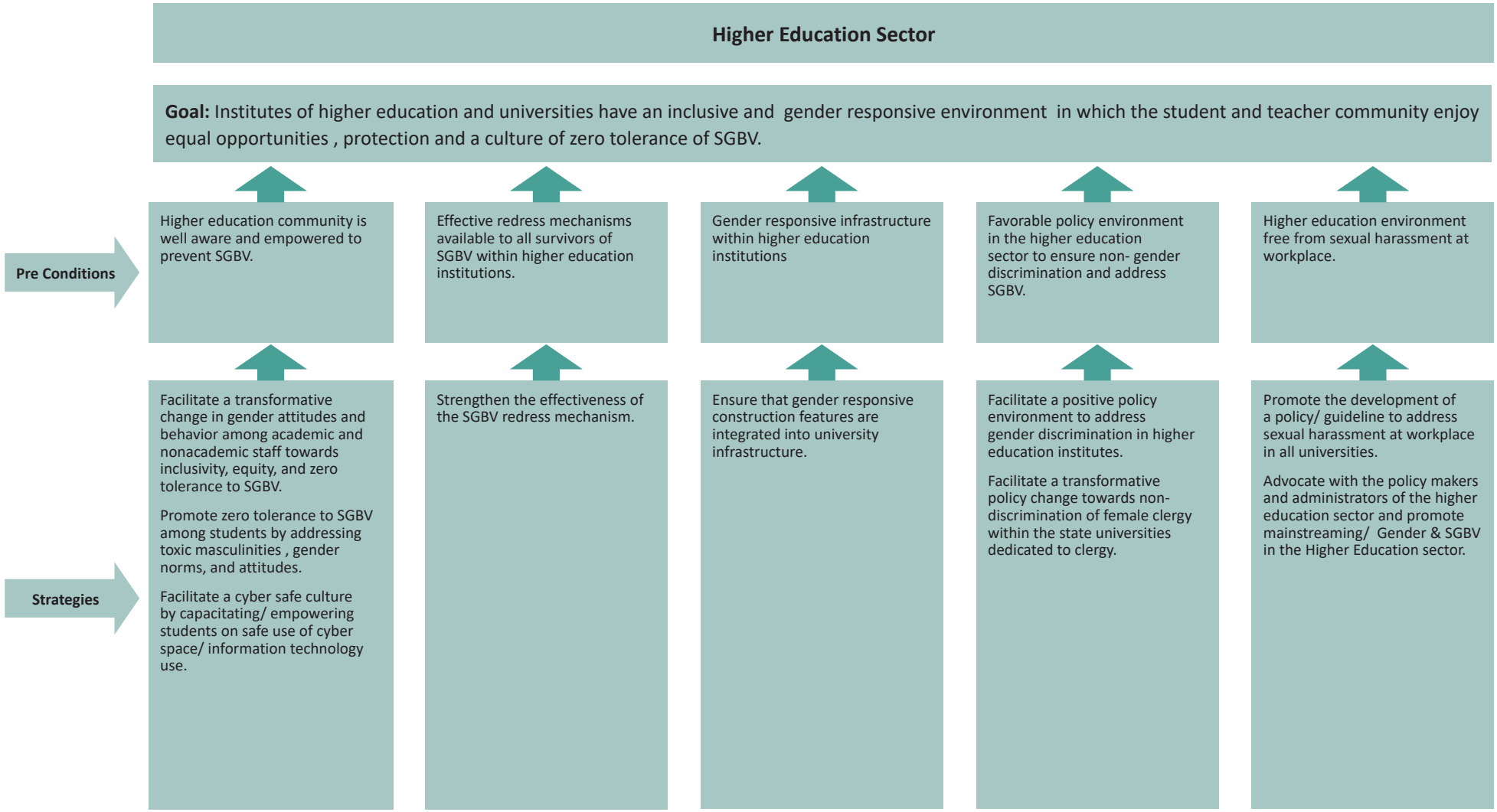
- Implementation of the strategies for addressing SGBV and ragging as recommended in the 2015 report; Preventing Sexual and Gender-based Violence (SGBV) Strategies for Universities.[8]

- Study on Prevalence of Ragging and Sexual and Gender Based Violence in Sri Lankan State Universities has been conducted and published.[9]

8 University Grants Commission, Federation of University Teachers' Associations and CARE International Sri Lanka, 2015

9 Wijewardene et al., 2022

7. Theory of Change



Sector: Higher Education

Lead Ministry: Ministry of Education

Other Ministries/Agencies: Ministry of Education - Higher Education Division, University Grants Commission, Board of Vice Chancellors and Senate of Universities, Open University of Sri Lanka, Sri Lanka Bhikkhu Universities, Buddhist and Pali University of Sri Lanka, Sri Lanka Institute of Advanced Technological Education, Post Graduate Institutes, Centre for Gender Equity/Equality (CGEE)

Total Budget: SL Rs. 73.5 Mn.

SDG Targets: 3.7, 5.2, 5.3, 4.5, 4.a, 11.7

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Higher education community[10] is well aware and empowered to prevent SGBV.	1.1 Facilitate a transformative change in gender attitudes and behavior among academic and nonacademic staff towards inclusivity, equity, and zero tolerance to SGBV.	Higher education community benefit from a safe, inclusive and gender equitable environment in the institutions.	# of capacity development programmes on gender and prevention/ responding to SGBV conducted with academic and non-academic staff in the higher education institutes	1.1.1. Develop a shelf ready module on gender and addressing SGBV based on the existing materials and the module on "learning to live with diversity" and include it in the curriculum of Certificate in Teaching in Higher Education (CTHE) , and other similar Continuous Professional Development (CPD) programmes. 1.1.2 Integrate topic of SGBV in the annual staff development sessions and outreach programmes for academic staff at the faculty/ institutional/ departmental levels 1.1.3 Conduct regular capacity building sessions on SGBV prevention for non-academic staff through Staff Development Centers.	A dedicated module on gender and addressing SGBV is available. # of programmes including CTHE using the new module # of different categories of female and male staff trained using the new module. % of Staff Development Centers conducting Capacity building on prevention of SGBV # of programmes integrating SGBV within annual staff development sessions	Finalized Module Curricula/ agenda of relevant programmes	Staff Development Centre of Universities, Ministry of Higher Education UGC, state and non-state univer-sities, SLIATE, Donor Agencies UNICEF, UNFPA, WHO, ADB, Gender Cells/Focal points Gender Departments in Universities	2024-2028 2024-2028	14

10 *Higher education community includes both State and non-state universities and education institutions*

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.4 Develop a specific module and conduct capacity development programmes with the staff responding to SGBV within the higher education institutes. (wardens, sub wardens, student councilors, Marshalls, proctors)	# of non academic staff capacitated. # of CTHE and other programmes conducted with the module integrated Total number of identified staff reached using the new module # of orientation programmes conducted with SGBV integrated # of students reached	Finalized Module and attendance lists		2024-2028	
	1.2 Promote zero tolerance of SGBV among students by addressing toxic masculinities , gender norms, and attitudes within higher education.	Zero tolerance of SGBV is accepted among the student community through behavioral change.	% of universities and affiliated institutions that implement programmes aiming at behavioral changes and addressing SGBV.	1.2.1. Create awareness on SGBV through orientation programmes for new students in all faculties/ institutions. 1.2.2 Develop IEC material (film clips, trailers, billboards) and conduct awareness raising sessions (onsite and online) on SGBV through students' organizations/ societies/ unions.	% of universities that have included gender course as a Credit Bearing Course # of students' organizations/ societies/ unions that implement student ambassador programmes.	Agendas/ curricula / attendance registers of the programmes conducted		2024-2028 2024-2028	11

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.2.3 Develop a comprehensive course (gender, SGBV, diversity, equity and inclusivity) to be included in the degree programme as a credit bearing course. 1.2.4 Design, capacitate and implement a programme of volunteer student ambassadors to work towards zero tolerance of SGBV in all universities and institutions. 1.2.5 Develop a short film on healthy intimate relationships targeting university student populations. 1.2.6 Conduct online and offline events such as film festivals, drama festivals, exhibitions highlighting gender identity issues and SGBV in all universities and affiliated institutions.	# of articles, poems, stories, plays related to SGBV included in the students' publications Film on positive relationships available				

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.3 Facilitate a cyber safe culture by capacitating/ empowering students on safe use of cyber space/ information technology use.	Cyber safe culture established through capacitating and empowering students.	% of universities that have taken measures to orient and support students on safe use of cyber space.	1.3.1. Create awareness on the legal framework on TFSGBV and cyber safety among the university students through the orientation programme with new students and other awareness raising activities. 1.3.2 Develop and disseminate IEC material (video clips, trailers, short films) on safe use of cyber space/ information technology, through university websites, LMS, student social media groups (WhatsApp, Facebook).	# of IEC materials developed. # of Orientation programmes conducted # of students reached. # of sites IEC materials displayed # of individuals accessing online source of information. % of faculties that has integrated TFGBV in the orientation.	Modules/ agendas of the programmes Copies of the materials developed		2024-2028 2024-2028	4
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
2. Effective redress mechanisms available to all survivors of SGBV within higher education institutions.	2.1 Strengthen the effectiveness of the SGBV redress mechanism.	Uniform effective redress mechanism established in all faculties.	# of faculties with grievance handling system established	2.1.1. Conduct a review on the SGBV complaint portal of the UGC and identify the gaps and areas for improvements. 2.1.2 Assess the effectiveness and coverage of the redress mechanism/ grievance handling system in all universities and make recommendations to the UGC.	Review Report with recommendations available grievance handling mechanism (formal and informal) developed # of Faculties within which Complaints portal is operational	Report of the Review	Ministry of Higher Education, UGC, state and non-state universities, SLIATE, Buddhasrawaka Bikkhu University, Donor Agencies UNICEF. UNFPA, WHO, ADB, MWCA&SE, MoH: Gender and Women's Health Unit	2024-2028	16.5

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.3 Based on the recommendations establish an effective and student friendly grievance mechanism in universities and ensure wider coverage.	# of students accessing the redress mechanism (formal and informal).			2024-2028	
				2.1.4 Develop a comprehensive module and capacity development programme for student and academic counsellors as first respondents to survivors of SGBV in all faculties and institutions.	# of trainings for student counselors and academic counselors conducted MOU/ LOA on the establishment of Mithurupiyasa in Universities.	Finalized module and attendance sheets for training		2024-2028	
				2.1.5 Conduct a dialogue with the Ministry of Health and University/ institution authorities on establishing a Mithuru Piyasa care point at each university/ institution/ faculty. 2.1.6 Develop and establish an “online application”/ “Chatbot” to provide information on available services/ helplines and referral points to victims of SGBV for quick access.	# of Mithurupiyasa centers established	Reports of establishment and number of attendees at the centres		2024-2028	

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
3. Gender responsive infrastructure within higher education institutions	3.1 Ensure that gender responsive construction features are integrated into university infrastructure.	Students and staff benefit through the establishment of the gender responsive infra structure.	# of higher education institutions that have gender responsive criteria for infrastructure quality assurance.	3.1.1. Define the criteria for gender responsive infrastructure and include them in new constructions. 3.1.2 Include gender responsive criteria in quality assurance processes and ensure compliance.	Criteria for gender constructive construction features finalized and shared with engineers and technical officers. # of quality assessment reports that have reference to gender responsive criteria	Finalised criteria Reports of assessments		2024-2028 2024-2028	6.5
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Policy & Advocacy									
4. Favorable policy environment in the higher education sector to ensure non- gender discrimination and address SGBV.	4.1 Facilitate a positive policy environment to address gender discrimination in higher education institutes.	Gender responsive policies within the higher education sector, guide the non-gender discrimination within higher education institutions.	# of reforms introduced to higher education sector policies	4.1.1 Conduct a gender analysis of the existing higher education sector policies and regulations to identify gaps and opportunities to address SGBV, in line with the National Gender Policy . 4.1.2 Based on the recommendations advocate and make necessary changes to relevant policies and regulations and inform the relevant stakeholders.	# of policies analysed from a gender perspective	Report on the gender analysis Copies of the changed policies	Ministry of Higher Education, UGC, State and non-state universities, SLIATE, Buddhasrawaka Bikkhu uni-versity, Donor Agencies UNICEF, UNFPA, WHO, ADB, Ministry of Women's Affairs, National Committee of Women Human Rights Commission, HRC, UGC, Universities /Institutions and Departments	2024-2028 2024-2028	2

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	Facilitate a transformative policy change towards non-discrimination of female clergy within the state universities dedicated to clergy.	Equal opportunities for male and female clergy ensured in universities.		4.2.3 Review the existing laws and policies including Buddhasravake Bikkhu University Act No.26 of 1996 and make necessary changes to ensure gender equality by including Bhikkhunis as an eligible group.	# of revisions proposed to the existing policies. Admission criteria changed to include Bikkhunis to the Buddhasravake Bikkhu University	Report of the review		2024-2028	1
5. Higher education environment free from anti-sexual harassment at workplace.	5.1 Promote the development of a policy/ guideline to address anti- sexual harassment at the workplace in all universities.	Policy provisions and mechanisms are available for addressing sexual harassment at higher education institutions.		5.1.1 Develop a sexual harassment workplace Policy/Guideline under the leadership of the Ministry of Higher Education 5.1.2 Disseminate the Policy/ Guideline to all Universities, Institutions Faculties and Administrative structures. 5.1.3 Establish and implement the redress mechanisms recommended by the Anti -Sexual Harassment Policy/ Guideline in all Universities and Institutions.	Sexual harassment at work place Policy/ Guideline available and operational # of universities using the guideline # of universities that have redress mechanisms in place	Finalised documents Reports of advocacy meetings		2024-2028 2024-2028 2024-2028	9

Goal: Institutes of higher education and universities have an inclusive and gender responsive environment in which the student and teacher community enjoy equal opportunities , protection and a culture of zero tolerance of SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	5.2 Advocate with the policy makers and administrators of the higher education sector on the effective implementation of the higher education sector plan of NAP to address SGBV.	Higher education sector plan is resourced, implemented and effectively monitored as part of the annual plans and budgets of the ministry/ universities.	# of mechanisms established for the effective implemen-tation of the higher education sector plan of the NAP.	5.2.1. Conduct a high-level workshop with policy makers and administrators of higher education sector on gender equality mainstreaming and the implementation of the NAP sector plan.	% of universities out of all universities participating	Report of the meeting		2024-2028	9.5
				5.2.2 Establish a Pool of Resource Persons to support the capacity building activities of the NAP 2024-2028 in the areas of Gender, SGBV, inclusivity and diversity.	Pool of Resource persons established	List of resource persons included and capacitated		2024-2028	
				5.2.3 Promote and prioritize research on the areas of SGBV, diversity and inclusivity utilizing university faculty research fund.	# of the Universities represented in the Resource Pool.	List of research conducted and published		2024-2028	
				5.2.4 Sectoral Technical Committee of NAP 2024-2028 to be formally appointed to act as Higher Education sector Focal Unit on all SGBV activities.	Formal acceptance by the authorities	Minutes of the sectoral committee meetings			
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

4.3 Technical & Vocational Education and Training

Education Sector: Subsector – Technical & Vocational Education and Training

1. Background

Technical education was established in Sri Lanka, then Ceylon, in 1893 with the establishment of the "Technical School" in Maradana.[1] The TVET delivery network in the country, around 1500 registered institutes are currently functioning island-wide, as public, private, charity and nongovernmental institutions conducting about 7000 registered courses and 3000 accredited courses island wide. The Department of Technical Education and Training (DTET) plays a key role in the Technical and Vocational Education and Training sector in Sri Lanka.

Limitations for employment, especially those based on gender are significant and opportunities available for females are significantly lower in the Sri Lankan context, where only 34.7% females were employed in comparison to 65.3% of males, indicating that females in permanent or casual jobs are almost half that of men. What is even more alarming is that, out of the unemployed persons, 30.1% of women have received vocational training, but are yet unable to secure employment. This number for men was much lower at 23.2%. (LM1, TVEC 1st Q, 2019) showing that men could secure employment easier than women after TVET, and females have a lesser demand in the labour force in spite of having undergone TVET.[2] Gender norms and attitudes prevailing in the Sri Lankan society appears to influence the choice of carreers, particularlty in the case of females. The key reason for the lower female participation in the labour force than men, are sociocultural perceptions and attitudes that impact a woman's decisions to enter the labour force. Another reason is the lack of childcare facilities.

With the emergence of economic hardships in the country, women are attempting to get employment abroad, whose opportunities as at present are limited to housemaids and unskilled workers. The TVET sector has a major role in upscaling their employment chances to skilled workers by promoting women to be qualified for a broader spectrum of vocations.

The Skills Development and Vocational Training Division of the Ministry of Education is the leading state response in the TVET sector.

Vision
"A highly skilled research-oriented innovative society"

Mission
"Create the foundation for a regional innovation hub through Developing a smart society equipped with knowledge, Vocational skills and talents as well as a Conducive national innovation eco-system"

1. Department of Technical Education & Training, n.d.
2. Ministry of Women, Child Affairs and Social Development, 2021f

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

Universal Declaration of Human Rights
Articles 23 and 26 of the Universal Declaration of Human Rights (1948).

International Covenant on Economic, Social and Cultural Rights (1966)
Articles 6.2 and 13 guarantees the right of everyone to work and to education.

Convention on the Elimination of All Forms of Discrimination against Women (1979)

Convention on Technical and Vocational Education (1989)

As per the recommendation concerning Technical and Vocational Education and Training (TVET), the member States should make TVET more accessible to all disadvantaged and vulnerable groups, including marginalized rural and remote populations, by providing targeted support to reduce the cost burden and to remove other obstacles.

Convention on the Rights of Persons with Disabilities (2006)

The International Labour Convention
Article No.142 and Recommendation No. 150 concerning Human Resources Development, which deals with vocational guidance and vocational training in the development of human resources, are the key ILO policy statements on TVET. Their articles and provisions cover "vocational training throughout life of both young persons and adults in all sectors of the economy and branches of activity and at all levels of skills and responsibility" (Article 4 of Convention and paragraph 5.2.c).

National Policies

National Policy on Technical and Vocational Education (2018)[3]

National Strategy on TVET Provision for Vulnerable People in Sri Lanka - Strategies and Action Plans [4]

Vulnerable Groups in Sri Lanka
For the purpose of policy and strategy for TVET provision, those aspects of vulnerabilities that prevent them from accessing to training provision are considered and the key underlying groups have been identified.

3. National Education Commission, 2018
4. Tertiary and Vocational Education Commission, 2010

Improving availability of sex disaggregated training provision data for national level policy planning and monitoring of VT provision for women: The data collected would assist to measure programme effectiveness of training provision, particularly such aspects as access, participation, and retention of vulnerable women.

Protection of the Rights of Persons with Disabilities Act No. 28 of 1996 and Protection of the Rights of Persons with Disabilities (amendment) Act No. 33 of 2003
This Act has set out provisions related to accessibility for education including vocational training as shown below.

- No person with a disability shall be discriminated against on the ground of such disability in recruitment for any employment or office or admission to any educational institution.
- No person with a disability shall, on the ground of such disability, be subject to any liability, restriction or condition with regard to access to, or use of, any building or place which any other member of the public has access to, or is entitled to use, whether on the payment of any fee or not.
- The manner and mode of providing facilities to allow access by disabled persons to public buildings, public places and common services, shall be as prescribed. Protection of the Rights of Persons with Disabilities Act No. 28 of 1996 specifically addresses equality in recruitment for employment and admission to educational institutes and for physical accessibility to public places.

National Policy on Disability for Sri Lanka - May 2003
This Act set out provisions on needs of disabled as given below: “The National Policy on Disability promotes and protects the rights of people who have disabilities in the spirit of social justice. They will have opportunities for enjoying a full and satisfying life and for contributing to national development by utilizing their knowledge, experience and particular skills and capabilities as equal citizens of Sri Lanka.”

National Policy Framework on Higher Education and Technical and Vocational Education, National Education Commission, June 2009
This document emphasizes that special attention needs to be paid to vulnerable/underprivileged groups to access TVET so that they too can become partners in the national development process.

National Strategy on TVET Provision for Vulnerable People in Sri Lanka - Strategies and Action Plans, Dec. 2010
The aim of this document is to convert the TVET Policy related to vulnerable people into action. The National Consultation on Skills Development for Vulnerable Group in July 2008, identified six groups as vulnerable groups which would require immediate attention to find awareness of Vocational Training. These six groups were subsequently incorporated in the section of vulnerable groups in the overall National TVET Policy as listed below. • Disadvantaged Women, especially those heading households. • People with disabilities (Mental and Physical) • Disadvantaged youth (including school dropout and former child labour) • Poor (including people in plantation areas, rural and urban poor) • Persons affected by conflict (including Internally Displaced Persons (IDPs) and ex-combatants) • Migrant Workers.

National Youth Policy (NYP) Sri Lanka, Ministry of Youth Affairs and Skills Development, 2014
This policy framework focuses on needs of a range of different youth groups targeting ensuring, enabling and empowering youth including differently abled youth.

Vision 2025 - the Development Policy Framework of the Government of Sri Lanka
Under Social Safety Nets section of the Vision 2025, it has committed to look after the interests of the differently abled persons as excerpted below. “We will improve

access to public services, education, and employment opportunities for the differently abled people. The Government will improve basic infrastructure facilities to empower differently abled persons to be independent and self-reliant. For example, the Government will provide wheelchair access for buildings, tactile paving for the visually impaired and audio video announcements in public places and public transport. Targeted education will facilitate the learning process and enable active participation in economic activities."

3. SDG Goals, Targets and Indicators as Relevant to Technical & Vocational Education & Training Sector

SDG Goal 3.Good Health and Well-being	
Target	**Indicators**
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group
SDG Goal 5. Gender Equality	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriages and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age
SDG Goal 4. Quality Education	
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	4.a.1 Proportion of schools offering basic services, by type of service

SDG 11. Sustainable Cities and Communities	
11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months

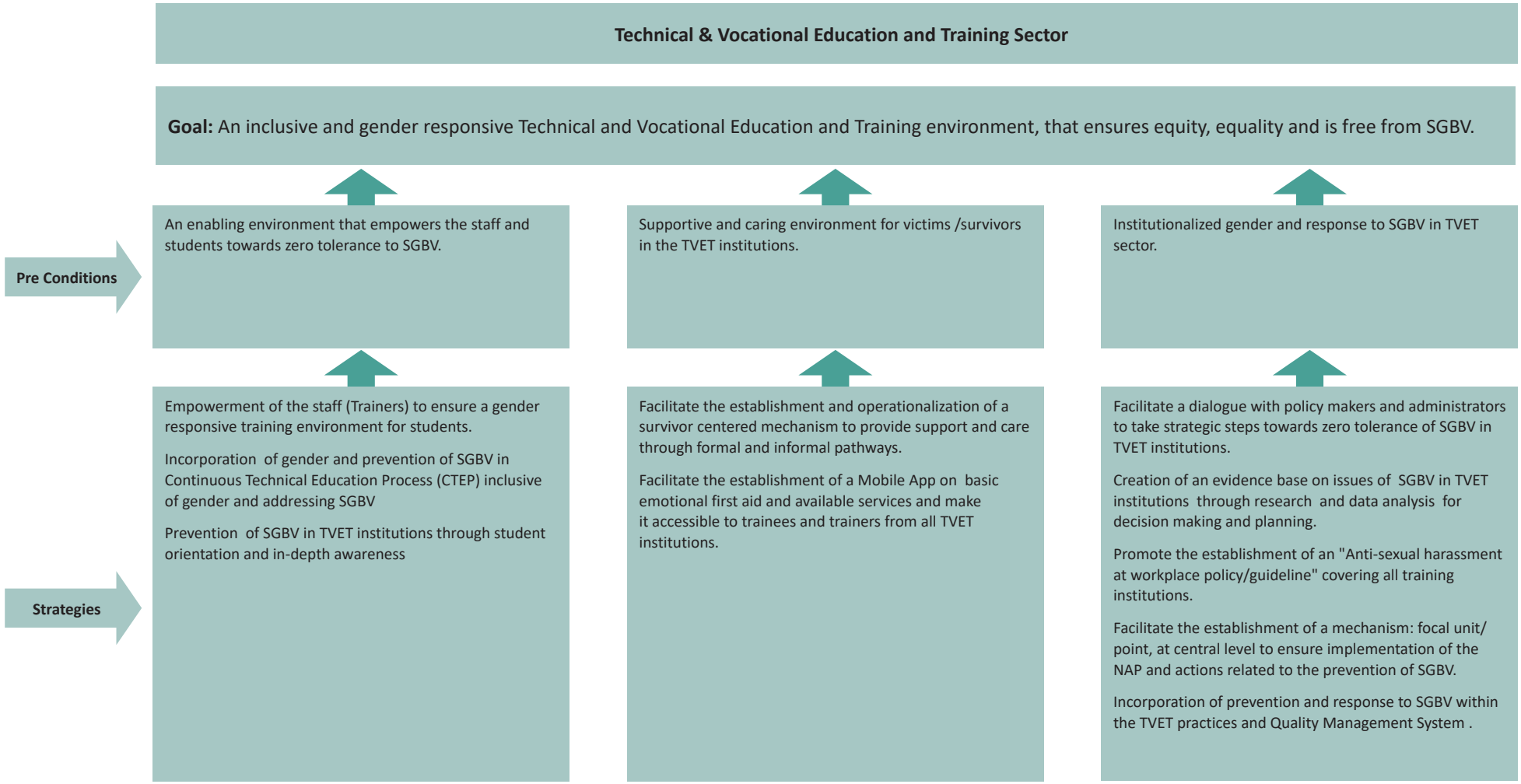
4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Education - Skills Development and Vocational Education Division
- Ministry of Sports & Youth Affairs
- Tertiary and Vocational Education Commission (TVEC) (Apex Body)
- Department of Technical Education and Training
- National Apprentice and Industrial Training Authority
- Vocational Training Authority (VTA)
- University of Vocational Technology opened in March 2009
- National Institute of Business Management
- National Youth Services Council (NYSC) established in 1970
- National Human Resources Development Council.
- Ministry of Higher Education - Institute of Technology of the University of Moratuwa.,
- Sri Lanka Institute of Advanced Technological Education. SLIATE
- Public Sector Technical and Vocational Education and Training Providers Functioning under other Ministries
- Private Provision of Technical and Vocational Education and Training Services
- Development Partners: UNDP, ILO, JICA and ADB
- The British Council
- Ceylon German Technical Training Institute (CGTTI),
- National School of Business Management (NSBM)
- Ocean University
- Courses conducted by NGO Service Providers
- Skills Development Fund (pvt) Ltd (SDFL)

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

A special quota for female students has been assigned in most courses, especially those usually considered as “male jobs” such as automobile and IT sectors.

6. Theory of Change



Sector: Technical and Vocational Education and Training (TVET)

Lead ministry: Ministry of Education - Skills Development & Vocational Education Division

Other Ministries/Agencies: Ministry of Sports & Youth Affairs, Tertiary and Vocational Education Commission (TVEC), Department of Technical Education and Training, National Apprentice and Industrial Training Authority, Vocational Training Authority (VTA), University of Vocational Technology, National Institute of Business Management, National Youth Services Council (NYSC), National Human Resources Development Council, Institute of Technology of the University of Moratuwa, Sri Lanka Institute of Advanced Technological Education(SLIATE), Ceylon German Technical Training Institute (CGTTI), Ocean University of Sri Lanka (OCUSL), National School of Business Management (NSBM), Skills Development Fund (Pvt) Ltd (SDFL), Public Sector Technical and Vocational Education and Training Providers Functioning under other Ministries

Total Budget: SL Rs. 155 Mn.

SDG Targets: 3.7, 5.2, 5.3, 4.5, 4.a, 11.7

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. An enabling environment that empowers the staff and students towards zero tolerance of SGBV.	1.1 Empowerment of the staff (Trainers) to ensure a gender responsive training environment for students.	A gender transformative training environment with zero tolerance to SGBV, ensured through an attitudinal change of trainers.	# of institutions conducting Technical & Vocational training that have incorporated gender and prevention of SGBV in the training programmmes.	1.1.1 Develop a module and educational materials on SGBV prevention and response to capacitate academic and nonacademic staff.	# and categories of educational material developed for staff Education materials such as: Training module/ /Training tools/ BCC material made available on digital platforms	Finalised module and training material	MoE/Skills Development and Vocational Education, Division, TVEC, TVET Institutes, Donor Agencies: UNESCO, ADB etc.	2024-2028	22

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.2 Establish a resource pool at central level through a TOT using the module and conduct cascade training at the institutional level. 1.1.3 Regular follow-up refresher training for resource pool to ensure sustainability. 1.1.4 Organize an awareness campaign for all staff and students and recognize the contributions made to mitigate SGBV through a reward/incentive programme.	# of Trainers in the training pool # of staff members who have received training Reward programme conducted	List of trainers completing the module/Report of the TOT/List of participants at cascade training		2024-2028	
	1.2 Incorporation of gender and prevention of SGBV in Continuous Technical Education Process (CTEP) inclusive of gender and addressing SGBV	Staff and students in the TVET institutions have gained sufficient knowledge and understanding to prevent SGBV.	# of students and # of staff members who have received awareness training on SGBV.	1.2.1. Integrate SGBV prevention into routine CTEP and capacitate instructors/ lecturers/ staff.	# of CTEP programmes that have included prevention of SGBV # of categories of staff trained	Modules with SGBV integrated/ List of staff capacitated through the integrated module	MoE/Skills Development and Vocational Education, Division, TVEC, TVET Institutes, Donor Agencies: UNESCO, ADB etc.	2024-2028	0.5

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.3 Prevention of SGBV in TVET institutions through student orientation and in-depth awareness			1.3.1 include a session on SGBV to Students' induction/ orientation programme.	SGBV session integrated in to Students' induction/ orientation programme # of students reached through the integrated orientation programmes	Module/ agenda of the programmes and participants lists		2024-2028	0.5
				1.3.2 initiate a dialogue, to promote SGBV prevention and response among the students through students' clubs and provision of technical support.		List of clubs agreeing to participate		2024-2028	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Intervention									
2. Supportive and caring environment for victims /survivors in the TVET institutions.	2.1 Facilitate the establishment and operationalization of a survivor centered mechanism to provide support and care through formal and informal pathways.	Students and staff members of TVET have easy access to survivor centered care and support.	# of institutions that have established mechanisms for addressing SGBV in a survivor centered manner	2.1.1. Develop a guideline and establish a survivor centered redress /support mechanism, which ensures confidentiality, and operationalize it in all training institutions.	Guideline/ TOR or SOP available % of training institutions which are implementing the guidelines	Copy of the finalized guideline ToRs and descriptions of those responsible/ Evidence of operationalising such as number accessing redress	MoE/Skills Development and Vocational Education, Division, TVEC, TVET Institutes, Donor Agencies: UNESCO, ADB etc.	2024-2028	12

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.2 Share information on the available mechanism with students online and offline. 2.1.3 Develop a pool of staff members to support the survivors/victims of SGBV in TVET training centres. 2.1.4 Develop a handbook and capacitate the pool of staff members on providing empathetic listening and survivor centered care. 2.1.5 Adapt the handbook mentioned under 2.1.4. as a self-learning web based educational tool and make the handbook available in the TVET sector websites.	Availability of information online # of Trainers/ Professionals working as volunteers Availability of the handbook on website % of volunteers who underwent capacity building workshops # of websites with the training handbook	Material available online and offline List of volunteers/ Report of the training workshop Finalised Handbook/ distribution lists Handbook accessible online		2024-2028 2024-2028 2024-2028	
	2.2 Facilitate the establishment of a Mobile App on basic emotional first aid and available services and make it accessible to trainees and trainers from all TVET institutions.	A helpline available to provide emotional first aid accessible to trainees and trainers.	# of users of the Mobile App with or without AI technology (Chatbot)	2.2.1. Develop a Mobile App with or without AI technology (Chatbot) to provide information, basic emotional first aid and available services and make it accessible to trainees and trainers. 2.2.2 Capacitate the members of the staff, particularly the first contact staff including those of NCG centers (National career guidance centers) in providing empathetic listening skills (emotional first aid) at all training Institutions.	Mobile App with or without AI technology (Chatbot) established and operational. Agenda/module for training/reports of trainings conducted	Mobile app with or without AI technology	MoE/Skills Development and Vocational Education, Division, TVEC, TVET Institutes, Donor Agencies: UNESCO, ADB etc.	2024-2028	10
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
3. Institutionalized gender and response to SGBV in TVET sector.	3.1 Facilitate a dialogue with policy makers and administrators to take strategic steps towards zero tolerance of SGBV in TVET institutions.	Policy makers and administrators are responsive and supportive towards zero tolerance to SGBV.	# of policy measures taken to prevent and respond to SGBV in TVET institutions.	3.1.1 Conduct an advocacy workshop with high level policy makers within the education sector on prevention of SGBV and promoting SGBV free environment.	# Senior level administrators informed # of institutions within TVET sector represented	Report of the workshop and list of participants	MoE/Skills Development and Vocational Education, Division, TVEC, TVET Institutes, Donor Agencies: UNESCO, ADB etc.	2024-2028	103
				3.1.2 Review and redefine the disciplinary procedures related to complaints of SGBV and ensure proportionate penalties. 3.1.3 Conduct a needs assessment of the gender responsive infrastructure facilities within the training institutions and hostels and advocate for improvement.	Disciplinary procedures in TVET sector reviewed and changed accordingly Report of the needs assessment available Criteria for gender responsive infrastructure agreed upon and shared	Report of the review conducted with recommendations		2024-2028 2024-2028	

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.2 Creation of an evidence base on issues of SGBV in TVET institution through research and data analysis for decision making and planning.	Decision making is supported evidence obtained by comprehensive analysis of data/research.	# of TVET policies/ practices and quality management system have provisions to recognize and address SGBV.	3.2.1 Conduct a prevalence study to assess the current situation of SGBV experienced by the trainees and trainers covering all training institutions.	% of institutions covered in the study/ survey Report of the study/ sample survey available		MoE/Skills Development and Vocational Education, Division, TVEC, TVET Institutes, Donor Agencies: UNESCO, ADB etc.	2024-2028	7
	3.3 Promote the establishment of an "Anti-sexual harassment at workplace policy/ guideline" covering all training institutions	A policy framework is available to address sexual harassment at workplace.		3.3.1 Develop a “Anti-sexual harassment at workplace policy/guideline" to address the sexual harassment in workplace in TVET sector. 3.3.2 Disseminate the Policy/ guideline and give publicity within the TVET sector institutions.	Anti -sexual harassment at workplace guideline adopted. # of awareness programmes conducted with different TVET institutions				
	3.4 Facilitate the establishment of a mechanism: focal unit/ point, at central level to ensure implementation of the NAP and actions related to the prevention of SGBV.	The focal mechanism effectively implements the NAP and other activities to address SGBV in the TVET sector.		3.4.1 Establish a focal unit at the central level to formalize the implementation of the NAP and oNAP and SGBV prevention related activities.	# of discussions/ meetings on planning, implementation and monitoring activities held biannually at the focal unit				

Goal : An inclusive and gender responsive Technical and Vocational Education and Training environment, that ensures equity, equality and is free from SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.5 Incorporation of prevention and response to SGBV within the TVET practices and Quality Management System.	SGBV prevention and response activities are monitored by the quality management system.	# of training institutions SGBV has been Incorporated in the Quality Management System	3.5.1 Incorporate activities targeted to prevent SGBV in the Quality Management System of the training institutions as a criteria in quality review. 3.5.2 Include the actions taken on SGBV in TVET sector as a criteria for accreditation (Tertiary and Vocational Education Commission)	Activities related to the prevention of SGBV are incorporated in the Quality management system of all training institutions. Accreditation criteria include prevention and intervention in SGBV issues			2024-2028	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

5. Economic Empowerment

Economic Empowerment Sector

1. Background

Sri Lanka is currently facing one of its most challenging economic crises since independence in 1948. The beginning of this can be traced back to the Easter Sunday attacks in 2019 further exacerbated this woes situation by the COVID-19 pandemic. In the face of this economic uncertainty, the Sri Lankan government undertook a series of measures aimed at stabilizing the situation. The economic downturn trickled down to households, where the real impact of the crisis became most evident. Many Sri Lankan households found themselves grappling with a range of challenges in managing their daily activities. These challenges extended to income management, fulfilment of commitments, and ensuring the well-being of family members.[1] This recent survey highlights that 60.5 % of households have decreased their total household average monthly income, 91.0% of households experienced an increase in their total household average monthly expenditure, 22% of households are indebted due to the economic crisis, 7% of the total population changed their health treatment procedure due to the economic crisis, 54.9% of individuals (aged 3-21) schooling has been affected by the economic crisis.

Women in Sri Lanka remain at the margins of economic development, their potential within the labour market untapped and their contributions largely unrecognized and undervalued. Labour Force Participation rate in 2023 was 31.3 for females 68.6 for males. Of the 8.1 Mn employed individuals in the Sri Lankan labour force, 2.7 Mn are women. The overall unemployment rate reported for females is 7.0 percent and it is 3.4 percent for males.[2] Despite the low female participation in the labour force, women constitute a major part of the MSME sector.

It is anecdotally evident that the economic crisis has resulted in increased SGBV in countries that have faced an economic crisis. Economic impoverishment can reaffirm and harden gender inequities by increasing women's financial dependence on men.[3] This can increase men's decision-making power within households, increase the risk of intimate partner violence[4] or lead to an increase in unsafe sexual practices.

In view of the above, and considering how economic independence can contribute to the decision making power of women and their empowerment, the multi sectoral national action plan included a sectoral plan on economic empowerment under the leadership of the Ministry of Industry.

1. Department of Census and Statistics, 2023
2. Department of Census and Statistics, 2023
3. Mohindra, Labonté and Spitzer, 2011
4. Kirigia et al., 2011

The Ministry of Industry was established in 1931 as one of the first ministries in Sri Lanka. It has the primary responsibility of promoting the industrial sector.

Vision
“Establish a Globally Competitive National Industry Base for Sustainable and Inclusive Growth of Sri Lanka”

Mission
“Encourage diversified, high value added, innovative industrial products, use of eco-friendly sustainable methods, high market access opportunities and industrial development that benefits through the creation of a conducive environment based on technology, knowledge, and innovative thinking”

According to the Extraordinary Gazette notification No. 2196/27 dated 06.10.2020 "Strengthening and promoting local industrial sector by adoption of advanced strategies in order to earn relatively large profit in the context of global competition by establishing links with the local, regional and international supply network through diversification of industries is the scope of the Ministry." The Ministry of Industry directs two (2) state Ministries 21 various statutory bodies and public corporations. Further, this Ministry is responsible for the implementation of the Industrial Development Act No. 46 of 1990 and the National Enterprise Development Authority Act No. 17 of 2006. This ministry is responsible for the industries ranging from food processing to textile and apparel covering more than 20 industries.

In addition to the Ministry of Industries, this sectoral plan includes the Ministry of Agriculture representing the agriculture sector and the Ministry of Fisheries representing the fisheries sector.

The Ministry of Agriculture has as its vision as “A vibrant and dynamic agricultural sector for food security and national prosperity” and its mission as “To achieve globally competitive production, processing and marketing enterprises through socially acceptable, innovative and commercially oriented agriculture, through sustainable management of natural resources of the country.” This ministry includes the Department of Agriculture, the Department of Agrarian Development, the Paddy Marketing board, and a number of other key institutions related to agricultural development in the country. The work of this ministry is guided by a NAP formulated in 2021.

The Ministry of Fisheries is one of the key institutions responsible for the blue economy of the country has its vision as “Sri Lanka to be the leader of conservation and sustainable utilization of fisheries and aquatic resources in the South Asian region” and the mission is “Managing the utilization of Fisheries and Aquatic Resources for the benefit of the present and future generation.” The sector is guided by the National Fisheries and Aquaculture Policy 2018. The institutional framework of the Ministry of Fisheries includes the Department of Fisheries & Aquatic Resources (DFAR), the National Aquatic Resources Research and Development Agency (NARA), the National Aquaculture Development Authority of Sri Lanka (NAQDA), the Ceylon Fisheries Corporation (CFC), the Ceylon Fishery Harbours Corporation (CHFC), and the Cey-Nor Foundation Limited.

2. Relevant International Frameworks, National Policies and Best Practices

Gender equality is one of the 17 global UN Sustainable Development Goals, which provide a roadmap for ending poverty, protecting the planet, and ensuring that all people enjoy peace and prosperity.

Non-discrimination and promoting equality have been fundamental principles underpinning the work of the International Labour Organisation (ILO) since its creation in 1919. These principles are also an integral component of the ILO Decent Work Agenda: to promote decent and productive work for women and men in conditions of freedom, equity, security and human dignity. All workers have the right to decent work, not only those working in the formal economy, but also the self-employed, casual and informal economy workers, as well as those predominantly women, working in the care economy and private households. International labour standards (Conventions and Recommendations) are one of the ILO's primary means of action to improve working and living conditions of women and men, and promote equality in the workplace for all workers. ILO standards apply equally to women and men, with some exceptions, in particular those standards addressing issues relating to maternity and women's reproductive role. The following ILO conventions are relevant to women's economic empowerment.

- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98), which contain enabling rights to pursue gender equality.
- In 2008, the International Labour Conference adopted the ILO Declaration on Social Justice for a Fair Globalization, which places gender equality at the core of the Decent Work Agenda.
- The Domestic Workers Convention, No. 189 and its Recommendation, No. 201 adopted in 2011.
- Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951
- Convention concerning Discrimination in Respect of Employment and Occupation, 1958
- Convention concerning Minimum Age for Admission to Employment, 1973
- Maternity Protection Convention No.183, and Recommendation No.191 with revisions in 2000.
- Workers with Family Responsibilities Convention, 1981,No. 156, and Recommendation No. 165.
- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998, No. 189
- Recommendation concerning the employment relationship, 2006.
- Night Work (Women) Convention (Revised), 1948, No 89, Protocol of 1990 to the Night Work (Women) Convention No. 89
- Night Work Convention, 1990, No. 171, and Recommendation No. 178
- Homework Convention, 1996, No. 177 and Recommendation No. 184
- Part-time Work Convention, 1994, No. 175, and Recommendation No. 182

National Policies:
Ministry of Industry. National Policy Framework for Small & Medium Enterprise (SME) Development.

MSMEs increase employment and overall output in an economy: MSMEs, being the largest segment involving a significantly large number of enterprises, provide employment opportunities for the majority of the population. This in turn help in increasing the purchasing power of the general public, which drives up consumption and boosts overall economic growth. As MSMEs span across multiple sectors of the economy, empowering a large number of people in terms of livelihood and contributing to reducing inequality, these establishments play an important role in achieving the Sustainable Development Goals (SDGs), thereby supporting respective economies to record sustainable growth episodes.

MSMEs are clearly critical to the economy, contributing to over half of the national GDP and employing 45% of the country's labour force. Most are micro-enterprises run by rural women that tend to be informal, low skilled and home based. Unlike men, women are not viewed or treated as capable entrepreneurs. So in addition to dealing with problems most MSMEs encounter, women contend with gender biased practices and stereotypical attitudes that devalue and question their business acumen and skills, while actively obstructing them.

International Best Practices:
ILO Women's Entrepreneurship Development programme works to unleash the socio-economic potential of women's enterprises to contribute to employment creation, gender equality, economic growth and poverty reduction within the framework of the Decent Work Agenda. The programme has an outreach to over 25 countries.

3. SDG Goals, Targets and Indicators as Relevant to Economic Empowerment Sector

SDG 1: No Poverty	
Target	**Indicators**
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	1.4.1 Proportion of population living in households with access to basic services 1.4.2 Proportion of total adult population with secure tenure rights to land, (a) with legally recognized documentation, and (b) who perceive their rights to land as secure, by sex and type of tenure
SDG 2: Zero Hunger	
2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment	2.3.1 Volume of production per labour unit by classes of farming/pastoral/forestry enterprise size 2.3.2 Average income of small-scale food producers, by sex and indigenous status

SDG 5: Gender Equality	
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure 5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
SDG 8: Decent Work and Economic Growth	
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	8.3.1 Proportion of informal employment in total employment, by sector and sex
8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8.5.1 Average hourly earnings of female and male employees, by occupation, age group and persons with disabilities. 8.5.2 Unemployment rate, by sex, age group and persons with disabilities.
SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	
9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries 9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets	9.2.1 Manufacturing value added as a proportion of GDP and per capita 9.2.2 Manufacturing employment as a proportion of total Employment 9.3.1 Proportion of small-scale industries in total industry value added 9.3.2 Proportion of small-scale industries with a loan or line of credit
SDG 10: Reduced Inequalities	
10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	10.4.1: Labour share of GDP, comprising wages and social protection transfers.

4. Institutional Landscape/Mechanism/Structure/Outreach

Ministry of Industries

1. Department of Textile Industry (DTI)
2. Department of the Registrar of the Companies (ROC)
3. Industrial Development Board of Ceylon (IDB)
4. National Enterprise Development Authority (NEDA)
5. Kahatagaha Graphite Lanka Limited (KGLL)
6. Ceylon Ceramics Corporation (CCC)
7. Lanka Mineral Sands Limited (LMSL)
8. National Paper Company (NPCL)
9. Lanka Cement PLC
10. Lanka Ashok Leyland Limited (LAL)
11. Lanka Leyland Limited (LLL)
12. Industrial Technology Institute (ITI)
13. Lanka Phosphate Limited (LPL)
14. National Design Center (NDC)
15. Sri Lanka Institute of Textile & Apparel (SLITA)
16. Sri Lanka Handicrafts Board (SLHB)
17. National Crafts Council (NCC)
18. Lanka Salusala Ltd (LSL)
19. Vidatha Centers
20. National Gem and Jewellery Authority (NGJA)
21. Gem and Jewellery Research and Training Institute (GJRTI)

Ministry of Agriculture

1. Department of Agriculture
2. Department of Agrarian Development
3. Agriculture and Agrarian Insurance Board
4. Paddy Marketing Board
5. Hector Kobbekaduwa Agrarian Research and Training Institute
6. Sri Lanka Council for Agricultural Research Policy

7. National Agricultural Diversification and Settlement Authority
8. Lanka Phosphate Limited
9. National Fertilizer Secretariat
10. Ceylon Fertilizer Company Ltd.
11. Colombo Commercial Fertilizer Company
12. Institute of Post-Harvest Technology
13. Department of Animal Production and Health
14. National Livestock Development Board and affiliated companies
15. Milco (Pvt.) Ltd
16. Mahaweli Livestock Enterprise Limited

Ministry of Fisheries

1. Department of Fisheries and Aquatic Resources (DFAR)
2. National Aquatic Resources Research and Development Agency (NARA)
3. National Aquaculture Development Authority of Sri Lanka (NAQDA)

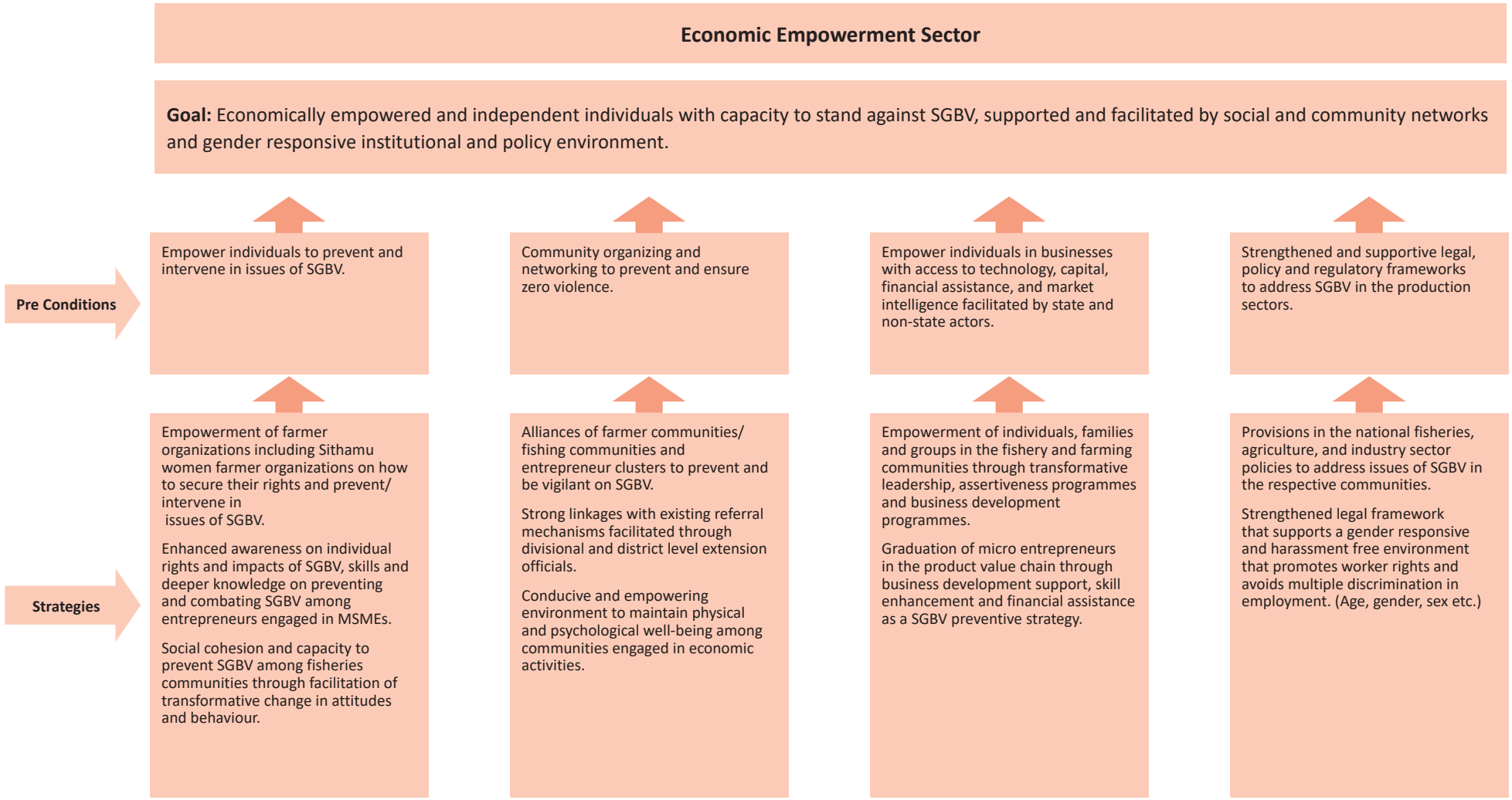
Development Authority

1. Ceylon Fisheries Corporation (CFC)
2. Ceylon Fishery Harbours Corporation (CFHC)
3. Cey-Nor Foundation Ltd (Cey-Nor Foundation Ltd

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- A GBV care point “Mithuru Piyasa/Natpu Nilayam” has been established at the Medical Officer of Health Office within the Katunayake export processing zone in collaboration with the MoH as a service point of the Mithuru Piyasa network and is functioning well.
- Action research on Domestic Workers in Sri Lanka is conducted by CENWOR, for which the Department of Labour has contributed through the facilitation of dialogues and forums. Accordingly, cabinet approval has been obtained to include domestic workers into the existing labour legislation.

6. Theory of Change



Sector: Economic Empowerment

Lead Line Ministry: Ministry of Industry

Other Ministries/Agencies: Ministry of Fisheries, Ministry of Agriculture, Ministry of Women & Child Affairs and Social Empowerment

Total Budget: SL Rs. 389.03 Mn.

SDG Targets: 1.4, 2.3, 5.a, 8.3, 8.5, 9.2, 9.3, 10.4

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1.Individual and community empowerment to prevent and intervene in issues of SGBV.	1.1 Empowerment of farmer organizations including Sithamu women farmer organizations on securing rights and preventing and intervening in issues of SGBV.	Individuals, families, and communities engaged in farming/ cultivation are empowered to counter issues of SGBV and ensure zero tolerance.	# of farmer organizations/ Sithamu farmer organizations that were given awareness on SGBV.	1.1.1 Facilitate understanding among farmer organizations on rights, impacts and laws on SGBV. 1.1.2 Educate members of the farmer organizations and their family members on the right to be free from violence and related laws. 1.1.3 Capacitate the Agriculture Instructors and other field level officials to educate and raise awareness among the farmer community to address SGBV. 1.1.4 Building family and community capacity towards protection and security against SGBV facilitated by extension officers.	# of awareness raising programmes conducted with the farmer communities on the right to be free from violence and related laws. # of extension officers/field staff with a deeper understanding of strategies to address issues of SGBV and to do referrals.		Dept. of Agriculture, Dept. of Agrarian Development, IDB, SLITA, Vidatha, DTI, NCC, NDC, Laksala, Department of Fisheries & Aquatic Resources (DFAR), NARA, NAQDA, MoI, NEDA, Laksala, MWCA&SE, Sri Lanka Women's Bureau	2024-2028 2024-2028 2024-2028 2024-2028	403.75

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.2 Comprehensive understanding among the entrepreneurs engaged in MSMEs on the individual right to be free from violence, impacts of SGBV, and related laws.		# of MSME communities/ entrepreneurs/ trade clusters educated and capacitated to address SGBV and use available legal provisions.	1.2.1 Conduct awareness programmes and facilitate deeper reflection on gender and causes and effects of SGBV among entrepreneurs/ self-employed communities. 1.2.2 Capacitate the MOI officers attached to the different institutions/DS divisions to understand and address SGBV and mobilize entrepreneurs/ self-employed communities/enterprise clusters against the issue.	# of reflection circles/ sessions conducted among community members. # of MOI officers with a deeper understanding on the issues of SGBV and proactive in addressing the same.			2024-2028	19.32
	1.3 Social cohesion and capacity to stop SGBV among fisheries communities through facilitation of transformative change in attitudes and behaviour.	Social acceptance and dignity among fishing communities that lead to economic independence and a violence-free and transformative family and community environment	# of organizations/ fisheries societies/ individuals facilitating and promoting behaviour change among fisheries communities towards gender transformation and mpowerment.	1.3.1 Facilitate positive attitudinal and behaviour change and gender transformative interaction among fishery societies and other community members. 1.3.2 Develop staff capacity and understanding on gender and addressing SGBV in the fisheries sector.	# of community processes/awareness programmes conducted that promote social cohesion and zero tolerance of SGBV among fisheries communities.	Consultative workshop report Participant registry Participant feedback report Annual report Policy documents and enforced laws.		2024-2028	38.3

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.3.3 Sensitize and capacitate the CBO leaders, community members on gender and addressing SGBV and enable wider awareness raising. 1.3.4 Educate the key informants/ leaders in the communities on gender and SGBV and promote behaviour change. 1.3.5 Develop and disseminate client friendly IEC materials to be used in awareness raising on gender and SGBV issues, laws, and policy provisions. 1.3.6 Develop a comprehensive module on gender, prevention of SGBV and cyber violence/existing referral mechanism and integrate it in all curricular of sectoral education/ training institutions/NVQ programmes. 1.3.7 Facilitate media/ social media campaigns on prevention of SGBV and related laws in collaboration with MWCASE.	# of fishery sector staff with a deeper understanding on prevention of SGBV and promoting community action against it. Learner friendly, innovative and shelf ready tools and IEC materials on gender, rights, and laws on SGBV and referral mechanism for SGBV victim-survivors. # of sector specific media campaigns on zero tolerance of SGBV	Records of police/Samatha Mandala/ Courts/religious institutions			

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
2. Community organizing and networking to prevent and ensure zero tolerance of SGBV	2.1 Alliances of farmer communities/ fishing communities and entrepreneur clusters actively engaging to prevent and be vigilant on SGBV.	Community led prevention and vigilance of SGBV promoted by different community organizations/ networks/ alliances/ societies/ cooperatives etc. Effective networking and collaboration among production clusters, trade societies, cooperatives, which foster partnerships and solidarity against SGBV.	# of community groups/ organizations/ alliances engaged in prevention and vigilance of SGBV.	2.1.1. Include prevention of SGBV to the existing code of conduct of fishery societies in the inland fishery sector and promote collective action. 2.1.2 Include the value of mutual respect and zero violence to the constitution of the fishery societies. 2.1.3 Include the core value of zero violence as a principle through amendment to the constitution/ articles of association. 2.1.4 Build a social dialogue on zero tolerance of SGBV among the farmer communities led by existing farmer organizations.	# of farmer organizations/ fisheries societies/ entrepreneur clusters in compliance with the standards set on zero violence of SGBV. # of community-based organizations actively engaged in social dialogue on zero tolerance of SGBV	Policy documents/ directives/laws enforced. Annual reports Cooperative Department records SME registry records		2024-2028	45.8

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
		Community based organizations and societies that represent fishery/ farming and industry sectors are linked with the existing referral system through extension officers and facilitate access to services by SGBV victim-survivors/at-risk groups.							

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.5 Promote collective action and support economic development initiatives to sustain the community collectives. 2.1.6 All apex level foundations of the community structures promote a quota for women leadership at executive bodies.	# of divisions/districts in which collective action against SGBV is led by farmer organizations/ fisheries societies, entrepreneur clusters % of women and men in decision making levels of the apex bodies of farmer organizations/ fishery societies and entrepreneur clusters.	SME ownership records/registry			

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	2.2 Strong linkages with existing referral mechanisms facilitated through divisional and district level extension officials.		# of networks of farmer organizations/ fishery societies and entrepreneur clusters that facilitate referrals of SGBV victim-survivors through extension officers.	2.2.1 Include the divisional and district level representatives of the fisheries/agricultural and industry sectors in the women and child development committees through inter-ministerial collaboration. 2.2.2 Selected representatives of apex federations of the sectors to be included in the women and child development committees.	# of districts and divisions where extensions officers are included in the women and child development committee. # of representatives of apex federations included in the women and child development committee at district and divisional levels.	Meeting minutes/ register Annual reports Field records Attendance registry		2024-2028	4.4
	2.3 Conducive and empowering environment to maintain physical and psychological well-being among communities engaged in economic activities.	Economically independent communities are increasingly capacitated and psycho-socially empowered to address SGBV against them.	# of programmes conducted to support the physical and psychological wellbeing of the economically engaged communities.	2.3.1 Facilitate infrastructure for day care of the children of entrepreneurs and ensure breast feeding facilities in workplaces. 2.3. 2 Counselling support services are made available for survivors and at-risk groups of SGBV by the employers/ business cluster leaders.	# of workplaces with infrastructure facilitated for day care and breast feeding. # of enterprises/ businesses that have secured counselling services enabling access by the employees	Observation reports Annual balance sheet of the enterprise Employee feedback reports Entry reports Enterprise registry		2024-2028	14
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Intervention									
3. Empower individuals in businesses with access to technology, financial assistance and market intelligence facilitated by state and non-state actors.	3.1 Economic empowerment of individuals, families and groups in the fishery and farming communities through transformative capacity development programmes on assertiveness, leadership, and start your business programmes (SYB).	Members of fishery/ farming and entrepreneur communities benefit from the BDS, and capacity development to initiate and sustain businesses.	# of farmers/ fishery community members/ entrepreneurs benefitting from business development programmes.	3.1.1 Identify community members/SGBV at- risk groups with business interest/ aptitude and develop their skills and capacities in relation to income generation activities in agriculture/ fisheries and industries. 3.1.2 In the selection of the entrepreneurs for skill training and BDS/financial assistance provision, provide opportunities for victim-survivors of SGBV. 3.1.3 Promotion of loan schemes, RLF, bank loans for economic ventures based on individual/group collateral system in all sectors.	# of individuals and community groups supported with financial assistance and BDS. # of BDS service providers promoting their services and enabling easy access for the communities # of loan schemes accessed by at-risk groups/community members/farmers/ fishers/entrepreneurs	Reports of capacity development Participant registry Annual registry records of Authority Loans issued registry Bank records Feedback records of SME Annual SME registry records Annual reports	Dept. of Fisheries, NARA, NAQDA, MoI, IDB, SLITA, Vidatha, DTI, NCC, DTI	2024-2028	188.72
				3.1.4 Facilitate a fund for SGBV survivors and at-risk groups through public and private intervention and formulate micro entrepreneur groups in rural and urban areas.					

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.1.5 Facilitate financial assistance and business development service provisions in an equitable manner to MSMEs. 3.1.6 Foster an entrepreneurial ecosystem incubation and positive support to small businesses for enhancement of entrepreneurship (Hands-on learning and experimental opportunities/ adaptation) 3.1.7 Enhance and expand access to industry sector for quality education and vocational training for better employability and entrepreneurship. 3.1. 8 Create and introduce digital platforms to facilitate business processes and increase the digital literacy of individuals. 3.1.9 Quality assurance and promotion of direct market access specifically with at- risk and SGBV affected communities.					

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.1.10 Implement mechanisms to make easy access to marketing information through digitalization and new innovations (for post-shelter programmes).					
	3.2 Graduation of micro entrepreneurs in the product value chain through business development support, skill enhancement and financial assistance as a SGBV preventive strategy.	Members of fishing / farming communities and entrepreneur clusters, especially the survivors and at-risk groups of SGBV benefit from BDS and value chain development.	# of public and private sector organizations using the value chain approach to support survivors/ at-risk groups of SGBV to develop businesses and benefit from value chain development.	3.2.1 Opening avenues for export /local markets/e-businesses through value addition, quality assurance and strengthening the market channels with a minimal involvement of middlemen.	# of crops/products selected for value chain development	Training/ workshop reports Attendance registry Available new products/ market reports		2024-2028	73.36
				3.2.2 Develop value chain processes in selected products to promote value addition and market access.	# of public and private sector institutions supporting value chain development support to survivors/ at-risk groups of SGBV	Observation reports Annual reports of business registry Annual reports of authority			

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.2.3 Develop knowledge, skills, competencies, and attitudes of the agro and non-agro based entrepreneurs to sustain and climb up in the value chain. 3.2.4 Introduce public-private partnership for the whole value chain development. 3.2.5 Establish mentorship programmes where experienced business professionals guide and advise individuals in developing their business mindset. 3.2.6 Enhance the capacity of the value chain players and share information on the consumer needs and satisfaction to aim at higher profit. 3.2.7 In commemoration of international days and events particular to the relevance sector, promote successful businesswomen and highlight their achievements.	# of women, men and other gender groups supported to climb up in the value chains. # of women in businesses who receive awards/ appreciated for the business's achievements	Experts' attendance registry/records Annual loss and profits Sales volume records Trade shows/ fair records/ attendance registry/ locations			
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Economically empowered and independent individuals with capacity to stand against SGBV, supported and facilitated by social and community networks and gender responsive institutional and policy environment.									
Pre Conditions	**Strategy**	**Outcome**	**KPI (Outcome level)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
4. Strengthened and supportive legal, policy and regulatory frameworks to address SGBV in the industry/ fishery and agriculture sectors.	4.1 Provisions in the national fisheries, agriculture, and industry sector policies to address issues of SGBV and support at-risk groups in the respective communities. 4.2 Strengthened legal framework that supports a gender responsive and harassment free environment that promotes worker rights and avoids multiple discrimination in employment. (Age, gender, sex etc.)	Individuals and communities in the fishery/ farming and industry sectors are economically independent and are empowered to address SGBV against them.	Updated national fishery policy and plans that include strategies to address SGBV. # of agriculture sector national plans that are inclusive of strategies to address SGBV issues. # of industry policies that are inclusive of strategies to address SGBV.	4.1.1 Facilitate policy provision for the small holders and MSMEs to export fishery products and benefit from GSP+. 4.1.2 Revisit the national fisheries policy provisions to ensure gender equality and strengthen policy interventions to address SGBV. 4.2.2 Introduce policy measures to ensure zero violence among the farming communities and empower them to address SGBV. 4.2.2 Implement gender equality equitable provisions in the industry policies through annual action plans of affiliated institutions and enable budget allocations.	# of fishery small holders / entrepreneurs supported to export fish products. # of programmes designed to address SGBV in the fisheries sector. # of agriculture sector programmes that are targeted to support at risk groups/survivors of SGBV # of affiliated agencies in the industry sector that have adopted policy provisions to support survivors/at-risk groups of SGBV	Policy document Laws enforced. External trade records Export destination records SME records /Registry with exports Observation reports/ feedback reports of employee authority Annual allocation reports of policy sectors Annual institutional allocation reports	Dept. of Fisheries	2024-2028	2
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

6. Health & Indigenous Medicine

6.1 Health

Health Sector

1. Background

The robust Sri Lankan health sector is well known for its achievements including health gains which has been recognised as a "Health Miracle"[1] producing excellent health indicators such as Maternal Mortality Rates, Immunization coverage etc., which had been achieved on a relatively low government spending on health.

The Health Sector has two distinct but inter-linked domains: preventive and curative. The health delivery system is spread throughout the island to be accessible to every household through a network of multiple level health institutions and domiciliary visits by providers such as the Public Health Midwife (PHM). Curative care is delivered through 1124 health institutions: 2 National Level hospitals, 10 Teaching hospitals, 21 Provincial and District general hospitals, 81 Base hospitals and 992 primary care institutions spread throughout the country. All specialist hospitals are targeted to be provided with a SGBV care center in the near future. Preventive care is delivered through the Medical Officer of Health with a team of Public Health Midwives, Public Health Nurses, and Public Health Inspectors who conduct home visits. In addition, the health sector is supported by the pharmaceutical, bioengineering, Universities and other academic institutions.

The State agency responsible for health is the Ministry of Health established in 1947, with its vision being "A healthier nation that contributes to its economic, social, mental and spiritual development" and its mission being "to contribute to the social and economic development of Sri Lanka by achieving the highest attainable health status through promotive, preventive, curative and rehabilitative services of high quality made available and accessible to people of Sri Lanka."[2]

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW),[3] entered into force in 1981, in which State Parties agree to "condemn discrimination against women in all its forms was interpreted as covering violence against women" provided a platform to take forward many strategies to address SGBV. The Committee on the Elimination of All Forms of Discrimination against Women, the monitoring body of CEDAW, explicitly includes gender-based violence and specifically domestic violence as a form of discrimination covered by CEDAW (Recommendation 19). The General Assembly adopted the Optional Protocol to the Convention 1999 and Sri Lanka became a party to it and submits regular reports and the CEDAW committee give their recommendations every four years.

The last report of the CEDAW Committee (2019) in Recommendation: 31 "recommends that the State party:(e) Institutionalize age-appropriate comprehensive education on sexual and reproductive health and rights, addressing responsible sexual behaviour with special attention to the prevention of early pregnancy " draws attention to Sustainable Development Goal 3, targets 3.1 and 3.7 and recommends that the State party: (a) Amend its legislation to legalize abortion not only in cases in which the life of the pregnant woman is threatened, but also in all cases of rape, incest and severe fetal impairment, and to decriminalize abortion in all other cases; (b) Remove barriers to women's access safe abortion services, such as the requirement of a judicial inquiry as to whether there should be a medical termination of the pregnancy and the need for a medical certificate authorizing an abortion.

1. Rannan-Eliya, 2006
2. Ministry of Health, 2024
3. UN Women, 2009

International Best Practices/Lessons Learnt

Essential Services Package, MISP Policy brief WHO have been launched in Sri Lanka and had been used in planning and implementing the activities in the health sector.

National Policies

The National Strategic Framework for Development of Health Services (2016–2025) Sri Lanka,[4]
Vol I under Public health, in section 1.1 under 1.1.6 gap analysis reveals that gender issues have not been addressed and recommends "to establish a programme to manage Gender issues in health."

Vol. II on Preventive Services, Under Goal H recommends "to have health promotion programmes to prevent domestic violence particularly in the estate population"

Vol. III Rehabilitative Services Under output 3.4 recommends to “implement programmes to address domestic violence and use attendance of GBV patients at Mithuru Piyasa centers as the indicator.”

Vol. II Curative Services: Under strategic direction 3 strategizes the “Promotion of a culture of reporting sexual violence and health seeking behaviour for victims of sexual violence.”

Under strategic direction 6 on Supportive environment “Reviewing, and where necessary, revising policies and programmes to reduce gender-based inequities, and ensuring human rights protection for key populations.”

The National Policy on Maternal and Child Health (2012) Goal 8: ''Promotes reproductive health of men and women assuring gender equity and equality." The strategy developed under Goal 8 recommends to:

b) Ensure an effective response from the preventive and curative health sector for the prevention and management of gender-based violence issues
e) Strengthen partnership within the resource network of organizations and persons actively involved in the prevention and management of gender-based violence
g) Empower men and women to promote community mobilization towards prevention and management of gender-based violence

Vol. IV Health Administration & HRH: Under curative sector reforms: the importance of a national programme manager for gender has been reiterated.

National Mental Health Policy 2020 – 2030[5]

The Objective 2 of the policy is to ensure delivery of comprehensive mental health services in order to reduce the burden of mental disorders and promote mental health and one of the committees will address the specific issue of Violence (including GBV).

4. Policy Analysis and Development Unit, Ministry of Health, 2016
5. Ministry of Health, 2021

3. SDG Goals, Targets and Indicators as Relevant to Health Sector

SDG 3: Good Health and Well-being	
Target	**Indicators**
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	3.1.1 Maternal mortality ratio 3.1.2 Proportion of births attended by skilled health personnel
3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births	3.2.1 Under-5 mortality rate 3.2.2 Neonatal mortality rate
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well being	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease 3.4.2 Suicide mortality rate
SDG 5: Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age

SDG 16. Peace and Justice Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

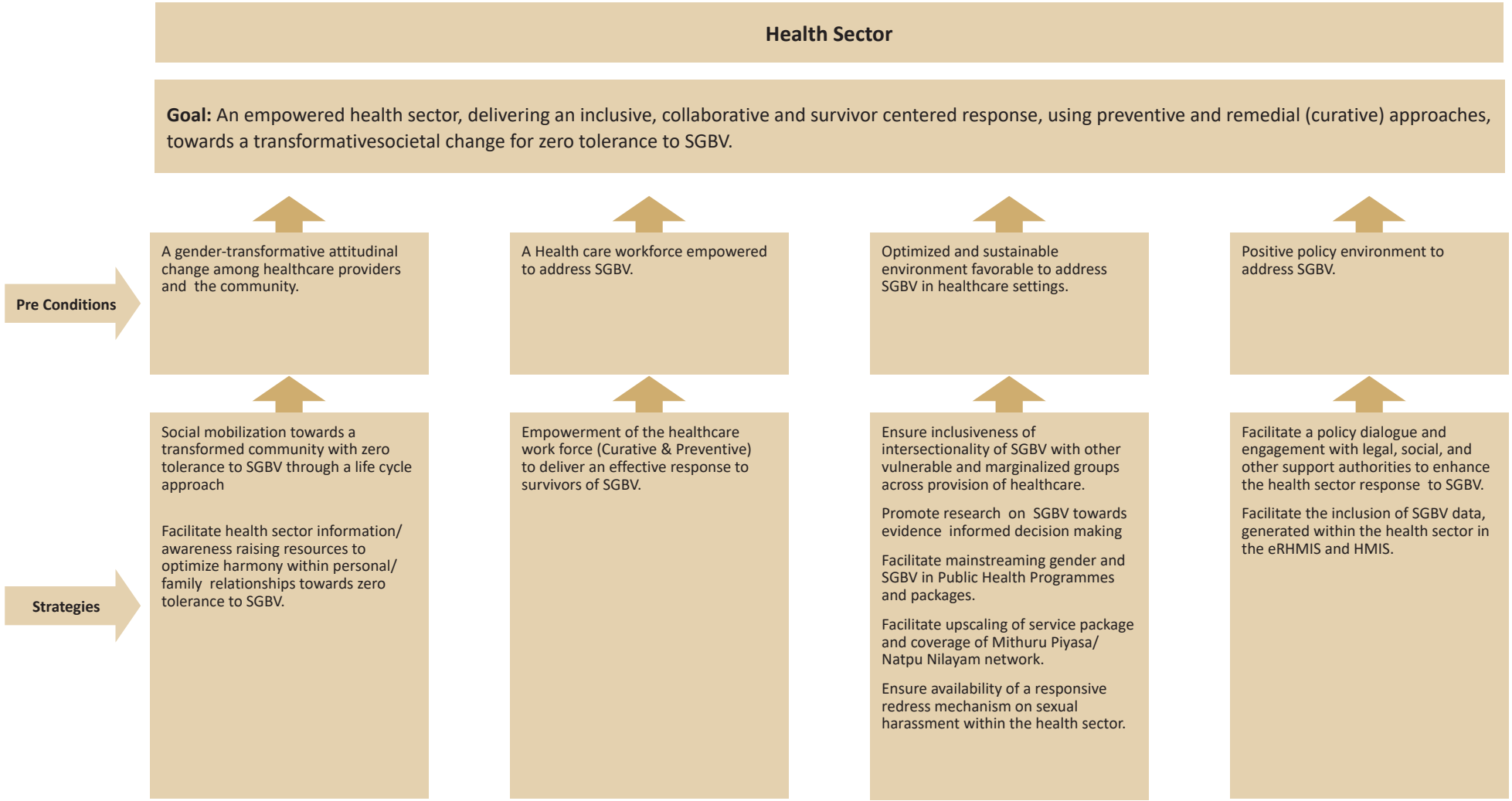
4. Institutional Landscape/Mechanism/Structure/Outreach

1. Ministry of Health
2. Family Health Bureau (FHB): Gender and Women's Health Unit
3. Health Promotion Bureau
4. Directorate of Policy Planning
5. Faculties of Medicine Universities
6. National Institute of Health Sciences (NIHS)
7. Institute of Forensic Medicine and Toxicology
8. Directorates of Health at provincial and District level
9. Sri Lanka Medical Association (SLMA)
10. Family Planning Association of Sri Lanka
11. Professional Colleges: Forensic Pathology, Community Medicine
12. Legal Aid Commission
13. Police Women & Children Bureau
14. Ministry of Women and Child Affairs & Social Empowerment

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- National level SoPs (all three languages) for 1st contact point health care providers (all categories) developed, training completed for supervisory level preventive health staff in all provinces. Training for grass root level providers completed.
- National level training module on positive interaction and communication has been developed with the Health Promotion Bureau and training of PHMs started.
- Mithuri Piyasa/Natpu Nilayam service points for survivors of GBV increased from 32 to 82 during the period 2016 – 2020.
- Development of a Guideline to address Sexual Violence at the Work Place targeting health institutions. Pilot started.
- Training Module on Gender and Health (including SGBV) developed for preservice training of Nursing Officers and TOT for Nursing Tutors held.
- 24/7 Hotline dedicated to supporting survivors of SGBV started. Staff trained and protocol for its operation finalized.
- PHMs doing home visits capacitated to assist survivors of GBV and a monitoring mechanism established.

6. Theory of Change



Sector: Health

Lead Line Ministry: Ministry of Health

Total Budget: RS. 177.5 Mn

SDG Targets: 3.1, 3.2, 3.4, 5.1, 5.2, 5.3, 16.1, 16.2

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. A gender transformative attitudinal change among healthcare providers and the community	1.1 Social mobilization towards a transformed community with zero tolerance to SGBV through a lifecycle approach	Communities/ public with transformed attitudes and zero tolerance to SGBV	# of programmes that promote gender transformational attitudes and behaviour among the public to uphold zero tolerance to SGBV	1.1.1 Develop targeted BCC/ IEC material (digital and traditional) and conduct a mass media communication campaign to cover all population groups. (lifecycle)	# of target groups covered through the communication campaign (youth, elderly, children)	Reports non the programmes coducted	MOH, HPB, FHB, Provincial health ministries, Officials, PDHS, RDHS, Ministry of Mass Media, Donor agencies, MOE, Child psychologists, College of Community Physicians, NGOs: Men Engage Alliance, Registrar Generals Department, University of Rajarata, Ministry of Youth, youth, elderly and disabled Unit (YED), Ministry of Social services, HelpAge	2024-2025	57
				1.1.2 Integrate Gender, CSE, and SGBV into school health programmes in an age-appropriate manner and implement island wide.	# School Medical Offices that conducted school health programmes integrating Gender, CSE, and SGBV Gender, CSE, and SGBV integrated into School Health Programmes	Curricula/ agenda on school health programmes		2025	
				1.1.3 Design and develop a targeted programme, at the central level on engaging men and boys towards addressing SGBV and implement it through the public health personnel at local level .	# Programmes on men engagement for addressing SGBV conducted by public health personnel at local level.	Modules / agenda/and attendance sheets of programs		2024-2025	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
			% of healthcare providers/ staff who are capacitated to inform and mobilize the public on zero tolerance to SGBV	1.1.4 Develop a brief technical note /handbook (print/digital) on community mobilization (self-explanatory) on Gender/ SGBV and disseminate to all public health personnel and promote community awareness programmes designed in 1.1.3	% of public health personnel received and using brief technical note / handbook.	Hand book Lists of distribution to PH personnel		2024	
				1.1.5 Develop and maintain a digital platform (source of information) on SGBV for the public at the FHB/Gender and Women's Health Unit website (availability of services, Q&As, IEC material)	Availability of functioning digital platform (source of information) on SGBV for the public # of views to the digital platform seeking information	Access to the website		2024-2025	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.2 Facilitate health sector information/ awareness-raising resources to optimize harmony within personal/family relationships towards zero tolerance to SGBV.	Effective promotion of harmonious family and other interpersonal relationships with zero tolerance to SGBV.	# of programmes implemented to promote and facilitate harmonious family / interpersonal relationships that are free of SGBV.	1.2.1 Revisit the Programme for Newly Married couples conducted by the FHB/MOH to enhance response to SGBV by implementing changes to ensure wider coverage; make it generation appropriate, effectively using new communication methods.	# of newly married couples reached through the programme # of changes made to the programme for Newly Married Couples. % of newly married couples who participated fully in the Programme for Newly Married Couples.	Report with recommenda-tions on the Newly married couples avail-able Data from the eRHIMS on at-tendence		2024-2026	14
				1.2.2 Develop online BCC material including film clips and disseminate via social media platforms targeting adolescents and youth to address dating violence		Access to the material developed on line		2024-2025	
				1.2.3 Initiate a dialogue with the directorate for youth, elderly and disabled (YED) to develop and disseminate a national guideline to address SGBV in the elderly and disabled populations and within institutions for them.		Guideline published and available in print and online		2025-2026	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.2.4 Conduct sensitization programmes for the institutions on the guideline for elderly and disabled to prevent SGBV.	# of awareness / IEC tools developed and disseminated # of likes for the online materials Guideline on addressing SGBV against elderly and disabled # of institutions sensitized on th eguideliens # Availability of national guideline to address SGBV in the elderly and disabled populations. # of institutions implementing th e programme	FHB records on the programme		2024-2025	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
2 A Health care workforce empowered to address SGBV.	2.1 Empowerment of the health care workforce (Curative & Preventive) to deliver an effective response to survivors of SGBV.	Empowered health care workforce delivering survivor centred care.	% of health staff who are competent and received / has access to SOPs and guidelines on SGBV.	2.1.1 Print and Disseminate the SOPs for first contact Health Care Providers (HCPs) already developed, to ensure island wide coverage. (All preventive health officers and curative staff prioritize ETU/ PCU/OPD/ A&E/ ENT/ dental/ burns/ surgery/ maternity).	# of SOPs reached (delivered to) by the HCPs of the preventive sector # of health institutions supplied with the SoPs # HCPs capacitated on the guidelines.	Distribution lists at the Gender and women's health unit at FHB Participants lists at Gender and women's health unit	CMCs of: Jaffna, Kandy, Galle; College of Administrators, Colleges of Psyciatrists/Forensic Pathologists/ Obs & Gyn/ Com Med; Data base available and operational, Directorate Health Information,	2024	44

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.2 Conduct cascade training of HCPs on these at MOH level through a TOT for MOMCH/MOHs to ensure national coverage.	% of health institutions in the district/ province- where at least 1 awareness session was conducted on SGBV targeting Health staff	Records at G&WH Unit at FHB	Donor Agencies, ET&R, GMOA, Institute of Medicolegal Medicine and Toxicology, MOH: Estate and Urban Health Unit, HPB, Plantation Trust, DDGMS,	2024-2026	
			% of high-level officials (consultants/ administrators who attended annual capacity building of supervisory staff (proportionate to their cadre)	2.1.3 Re-establish the National Resource Pool of Trainers; conduct a High-level update training through international and national experts; and formally recognize it as a nation resource pool by the Ministry of Health	National Resource Pool in place and recognised by the MOH A High-level update training through international and national experts conducted National training pool reestablished	List of names in the Trainer's pool List of Interna-tional trainers /resources personspartici-pating		2025	
				2.1.4 Adapt the SOPs (re 1.1.2) and the National guideline into a web based self-learning e module with a certificate on completion and make it available on the MOH/ FHB/ gender and women's health unit websites	Online module launched # of individuals completing the online module	Online module accessible on the web		2025-2027	
				2.1.5 Develop web based active platform/ chatbot to respond to questions/ clarifications/ referral sources raised by the health care providers.	# reaching out through the active platform/ chatbot	Interactive platform available and functioning		2024-2025	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.6 Develop an online Inventory* of available SGBV services and annually update to be available for the care providers through digital means (available on the website and share link through /Mobile App.) *Update the existing inventory and make it digital	an online Inventory of available SGBV services # of visits to the website to access the inventory	Online inventory accessible on the web	Information from G & WH Unit of FHB, Medical Statisticians, MOH/ FHB, Municipal au-thorities, MWCA&SE, National Committee of Women, NHSL, ”Clinic” for transgender, NSF, PGIM, Provin-cial Health Authorities, Relevant Directorates, SLMA, Universities	2025-2026	
				2.1.7 Facilitate annual capacity building of supervisory staff* through National resource pool to cover all the district covering the whole island. *MOMCH,PHN,SPHI Health administrators at district Provincial and national	# of programmes held # of districts covered % of each category of staff covered in the training# of workshops held	Reports of workshops and participants listes from all districts		2024-2027	
				2.1.8 Conduct advocacy programmes (annual) with higher-level Administration, including higher-level clinical/ community specialists, and administrators to get their support.	% of higher-level officials among the participants	Report of the advocacy programme and participants lists with their designations		2024	

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Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.9 Update and upgrade the medical students' curriculum / Co-module designed for undergraduate training and advocate for its utilization in all faculties of medicine uniformly	% of medical faculties integrating the updated module % of medical faculties engaged	Updated version of the curriculum available. Confirmation from the faculties that they are using the updated curriculum		2024-2025	
				2.1.10 Develop a module and integrate into the orientation programme for intern doctors conducted through MOH-TCS to capacitate them on addressing SGBV	SGBV included in the agenda of the intern orientation programme Module for the orientation programme for intern doctors for developed and available	Agenda of the annual/biannual programmes for interns		2025-2026	
			# of medico-legal institutions in agreement to make revisions on survivor-centered approach to SGBV to the medico-legal guidelines and SOPs.	2.1.11 Develop an annexure to the existing medico legal guidelines and SOPs to include survivor centred approach to SGBV and advocate with College of Forensic Pathologist - MLDI & JMO staff, forensic psychiatrist.	# of revisions introduced to medico-legal guidelines to ensure a survivor-centered approach to SGBV.	Annexure developed and formally integrated in to the guideline			

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.12 Conduct training discussed on 2.1.2 to cover the plantation sector in appropriate language and resource persons familiar with the sector targeting care providers including PHMs, estate health assistants, officers in charge of estate dispensaries.	% of estate dispensaries in the district covered in the training Consensus reached to include the annexure on survivor centred approach in SGBV.	Training module for plantation sector Participants lists for training conducted			
3 Optimized and sustainable environment favourable to address SGBV in health care settings	3.1 Ensure inclusiveness of intersectionality of SGBV with other vulnerable and marginalized groups across provision of health care	Marginalized and vulnerable communities receive optimized services to address SGBV	# of divisions and municipalities in the plantation sector that have trained healthcare workers to prevent and respond to SGBV.	3.1.1 Initiate a dialogue with the health authorities of municipalities (Colombo, Jaffna, Kandy, and Galle) on expanding the training discussed in 2.1.2 to health care providers covering urban slums	# of Municipalities agreeing to include the said training in their annual training plan	Formal agreements with the municipalities Participants lists from the Municipality training		2025	11

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.1.2 Based on the recommendations provide guidance to health care providers through a circular and a handbook/ guidance note on providing services to LGBTQ community.	Circular on the use of handbook issued % of resource persons conversant in Tamil # of trainings conducted by each municipality Handbook on providing services to LGBTQ+ community available # of hands books disseminated	Circular on care for LGBTQ groups available Handbook on responsive care available		2026-2027	
				3.1.3 Advocate to include SGBV in the identified public health programmes by supporting them through a core SGBV module developed.	# public health programmes reviewed on mainstreaming SGBV. A core module on SGBV	Agendas/ modules of programmes (with GBV including)		2025-2028	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.2 Promote research on SGBV towards evidence informed decision making.	Evidence based decision-making environment created to enhance SGBV response.	# of institutions engaged in research/ evidence building on SGBV issues	3.2.1 Conduct advocacy discussions with relevant authorities such as universities, postgraduate institutes, national science foundation and ETNR unit of the Ministry of Health to promote research on SGBV related subjects.	# of organizations taking part in the discussions # of organizations consenting to prioritize	Minutes of the meetings held		2025-2027	8.5
				3.2.2 Conduct annual research forum on SGBV related topics with professional organizations, INGOs and donor organizations to promote research.	# of research conducted on SGBV related issues # of donor forums held annually				
				3.2.3 Allocate a dedicated space in the web page of the Gender and women's health unit to publish research on SGBV and promote its use.	# of research publications available.	Space for research accesible on the FHB. Gender & Health website		2025-2026	
				3.2.4 Conduct a situational analysis of the currently conducted Public Health Programmes of the MOH* and identify opportunities to integrate addressing SGBV. * e.g., Maternal Health, Suicide prevention, Happy Family, school health programme.	% of public health programmes mainstreaming SGBV out of all public health programmes reviewed. # of training material developed for mainstreaming	Report on Public health programmes with opporunities identified		2025-2026	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.3 Facilitate upscaling of service package and coverage of Mithuru Piyasa/ Natpu Nilayam network.	Upgraded services to survivors of SGBV available for wider population.	% of population ensured of services through Mithurupiyasa centres % of districts with SGBV service delivery points at least in 50% of specialist hospitals	3.3.1 Conduct an assessment on the Mithuru Piyasa/ Natpu Nilayam network,to define minimum standards, and steps for upscaling its services and implement the recommendations	Report on the assessment of Mithuru Piyasa/ Natpu Nilayam networkavailable # of new service components recommended in the assessment, added on to therogram	Report on Mithuru Piyasa/ natpu nilayam		2025	21
				3.3.2 Review and update the existing Protocol & training module for staff of Mithuru Piyasa to include TFSGBV and other emerging SGBV issues.	% of centres using the updated protocol	Updated Proticol for Mithuru Piyasa/ Natpu Nilayam		2024-2025	
				3.3.3 Expand the Mithuru Piyasa/Natpu Nilayam network to cover all specialist hospitals in all districts(expected #30). 3.3.4 Conduct a four-day training for staff prior to establishment of new Mithuru Piyasa centres (expected #30).	% of new centres out of planned for establishment in the year. # of new service points opened % of new Mithuru Piyasa centres with trained staff.	Information from G & WH Unit of FHB		2024-2028 2024-2028	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.3.5 Conduct one day CME programme on SGBV for staff of Mithuru Piyasa on a regular basis to reach every staff member at least every 12 months.	% of Mithuru Piyasa having staff trained on SGBV updates – at least once during last 1 years	Information from G & WH Unit of FHB		2024-2028	
				3.3.6 Conduct Regular (annual) Sharing Experiences workshops for the Mithuru Piyasa Staff clustered to cover all institutions.	% of centres presenting their experience at the workshops. % of Mithuru Piyasa centres having staff trained on SGBV updates – at least once during last 2 years	Information from G & WH Unit of FHB		2024-2028	
				3.3.7 Schedule and conduct an Online discussion with Mithuru Piyasa Team on a regular basis at least quarterly.	% of centres participating at least once a year. % meetings conducted with local multisectoral stakeholders to improve SGBV service access and delivery out of planned.	Information from G & WH Unit of FHB		2024-2028	

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.3.8 Create a web based monitoring system at the Gender and Women's health units to monitor the data and operational aspect of the Mithuru Piyasa network. 3.3.9 Advocate with the Ministry of Health to include MO Mithuru Piyasa as a category of institutional staff in post intern appointments and annual transfer list.	Database/ dashboard on the details of centres islandwide available at the gender and women's health unit. % of centres with the protocol/ guideline available in the centre. # of lists that included MO Mithuru Piyasa (annually).			2024-2025 2024-2025	
	3.4 Ensure availability of a responsive redress mechanism on sexual harassment within the health sector.	Enhanced safe and responsive work environment within the health sector.	# of health sector staff benefit from an effective mechanism to address sexual harassment at the workplace.	3.4.1 Update the guideline on sexual harassment at workplace for ministry of health and implement it in all health institutions in a step wise manner 3.4.2 Conduct an awareness programme on the guideline on sexual harassment to staff using posters, film clips, trailers within health institutions 3.4.3 Conduct an awareness programme on the guideline on sexual harassment to staff using posters, film clips, trailers within health institutions.	% of institutions where Guideline is implemented out of total in each category of hospitals. % of institutions where IEC material are displayed % of institutions where awareness programmes have been carried out # of advocacy meeting held with the hospital administrators. # of trainings/ awareness raising on the guidelines conducted in institutions.	Updated guideline available Reports of meetings Information from G & WH Universities		2024-2026 2024-2028	9
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: An empowered health sector, delivering an inclusive, collaborative and survivor centred response, using preventive and remedial (curative) approaches, towards a transformative societal change for zero-tolerance to SGBV.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
4 Positive policy environment to address SGBV.	4.1 Facilitate a policy dialogue and engagement with legal, social, and other support authorities to enhance the health sector response to SGBV.	Effective policy and institutional environment within the health sector to address SGBV	% of Health sector institutions engaged to deliver an effective response to SGBV	4.1.1 Advocate and establish formal linkages and referral mechanisms with relevant agencies to provide legal, social and emotional support to survivors of SGBV	Technical Advisory Committee established. # of stakeholder groups engaged % advocacy meetings/ discussions conducted out of planned during last 1 year	Formal evidence: MoUs letters of agreement/joint circulars etc Information from G & WH Unit FHB Concept note,ToRs Minutes of meetings attendence registers	Directorate of Health Information, Legal AID Commission, Medical Statistician, MOH/FHB, MWCA&SE, Department of Probation and Childcare Services, Provincial and District Directorates, Social Services Dept	2024-2026	8
				4.1.2 Advocate and establish a Technical Advisory Committee at ministry level to support activities related to addressing SGBV in the health sector.	% MP centres / districts conducting "quarterly stakeholder meeting" at least once a year. Technical Advisory Committee Established TOR for the Technical Advisory Committee available.				
	4.2 Facilitate the inclusion of SGBV data, generated within the health sector in the eRHMIS and HMIS.	Data from health sector is available for a wider group, to be triangulated and used in decision making.		4.2.1 Advocate to include SGBV data* and sex disaggregate other data in the RHMIS and HMIS. * Mithuru Piyasa data, data from field health and MLDI data.	# of discussions held with stakeholders. Consensus reached to include SGBV data Data in eRHMIS and HMIS sex disaggregated and SGBV data in health sector included				5
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

6.2 Indigenous Medicine

Health Sector: Subsector – Indigenous Medicine

1. Background

Indigenous medical sector in Sri Lanka is providing a considerable proportion of health care to its population, either alone or as a supplement to allopathic medicine. However, the recognition of indigenous medicine as a key domain of health care provision materialized in the establishment of a Department of Indigenous Medicine (1957), a new ministry for development of indigenous medicine (1980), which was upscaled as a cabinet ministry in 1994, which was integrated into the Ministry of health in 2015, and the combined ministry came to be called the Ministry of Health, Nutrition, and Indigenous medicine. It came under the Ministry of Health and Indigenous Medicine in 2019, and presently the indigenous medicine component is within the Ministry of Health under the State Minister of Indigenous Medicine.

The vision of the Indigenous Medicine section is "Health and wellbeing for all through ayurveda and indigenous medical practices." Its mission is "plan and implement national level programmes to bring health and wellbeing for all, through the conservation, preservation of identity and development of ayurveda and traditional medical practices."

Ayurveda, Siddha, Unani, Homeopathy, and traditional streams of indigenous medicine are included within the scope of the Indigenous Medicine section and the Department of Ayurveda is the state administrative structure related to indigenous medicine.

The Indigenous Medicine sector is crucial in providing care to the Sri Lankan population, particularly in the context of the exodus of practitioners of allopathic medicine and the escalating cost of western medicine within the contracting government expenditure on welfare.

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

Universal Declaration of Human Rights (UDHR) (1948)[1] and the Constitution of Sri Lanka guarantees the right to life and health directly and/or indirectly. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)[2] (1981) in which state parties including Sri Lanka agree to "condemn discrimination against women in all its forms was interpreted as covering violence against women," provided a platform to take forward many strategies to address SGBV. The Committee on the Elimination of All Forms of Discrimination against Women, the monitoring body of CEDAW, explicitly includes gender-based violence and specifically domestic violence as a form of discrimination covered by CEDAW (Recommendation 19). The last report of the CEDAW Committee (2019) reiterated the need of institutionalizing age-appropriate comprehensive education on sexual and reproductive health and rights, addressing responsible sexual behaviour with special attention to the prevention of early pregnancy, and amending its legislation to legalize abortion in all cases of rape, incest and severe fetal impairment.

1. United Nations, 1948
2. UN Women, 2009

International Best Practices/Lessons Learnt

The United Nations Declaration on the Rights of Indigenous Peoples 2007[3] asserts the rights of Indigenous People through Article 24 1, which declares “Indigenous peoples have the right to their traditional medicines and to maintain their health practices, including the conservation of their vital medicinal plants, animals and minerals. Indigenous individuals also have the right to access, without any discrimination, all social and health services.”

The Convention on Biological Diversity (CBD) assigns ownership of biodiversity to indigenous communities and individuals and asserts their right to protect this knowledge and asserts their right to “promote the wider application with the approval and involvement of the holders of such knowledge, innovations and practices and encourage the equitable sharing of the benefits.” Its Article 18.4: declares that contracting parties should "encourage and develop models of cooperation for the development and use of technologies, including traditional & indigenous technologies."

National Policies

Ayurveda Act (No. 31 of 1961) came into operation in 1962 and initiated the establishment of the Department of Ayurveda, the appointment of the commissioner of ayurveda, the establishment of the ayurvedic medical council and the maintenance and establishment of ayurvedic hospitals.[4]

The Homoeopathy Act No. 10 of 2016 provided for the establishment of a homoeopathic medical council, the registration of homoeopathic practitioners and homoeopathic pharmacists and for the registration and regulation of homoeopathic institutions.

The North Western Provincial Ayurveda and Indigenous Medicine Statute No.09 of 2017 is a statute that was enacted by the North Western Provincial Council in Sri Lanka. It is aimed at regulating the practice of Ayurveda and Indigenous Medicine in the province.

3. SDG Goals, Targets and Indicators as Relevant to Indigenous Medicine Sector

SDG 3.Good Health and Well-being

Target	Indicators
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	3.1.1 Maternal mortality ratio 3.1.2 Proportion of births attended by skilled health personnel
3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births	3.2.1 Under-5 mortality rate 3.2.2 Neonatal mortality rate
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well being	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease 3.4.2 Suicide mortality rate

3. United Nations, 2007
4. Ayurveda Act No. 31 of 1961

SDG 5. Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age
SDG 16. Peace and Justice Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

5. Women's Wellbeing Survey, 2019

4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Health: Indigenous Medicine Section under the State Minister is the lead ministry and has the following affiliated agencies working on social protection:
  - Department of Ayurveda.
  - National Institute of Traditional Medicine (NITM)
  - Bandaranayake Memorial Ayurvedic Research Institute (BMARI)
  - Ayurveda Teaching Hospitals (04)
  - Ayurveda Research Hospitals (07)
  - Research Herbal Garden (07)
  - Ayurvedic Community Health Promotion Service
- Ayurvedic Medical Council
- The Ayurveda Education and Hospital Board
- Ayurveda Research Committee
- Ayurvedic Drugs and Production Council
- Sri Lanka Ayurvedic Drugs Corporation
- Homeopathic Medical Council
- Provincial Ministries of Health/Ayurveda

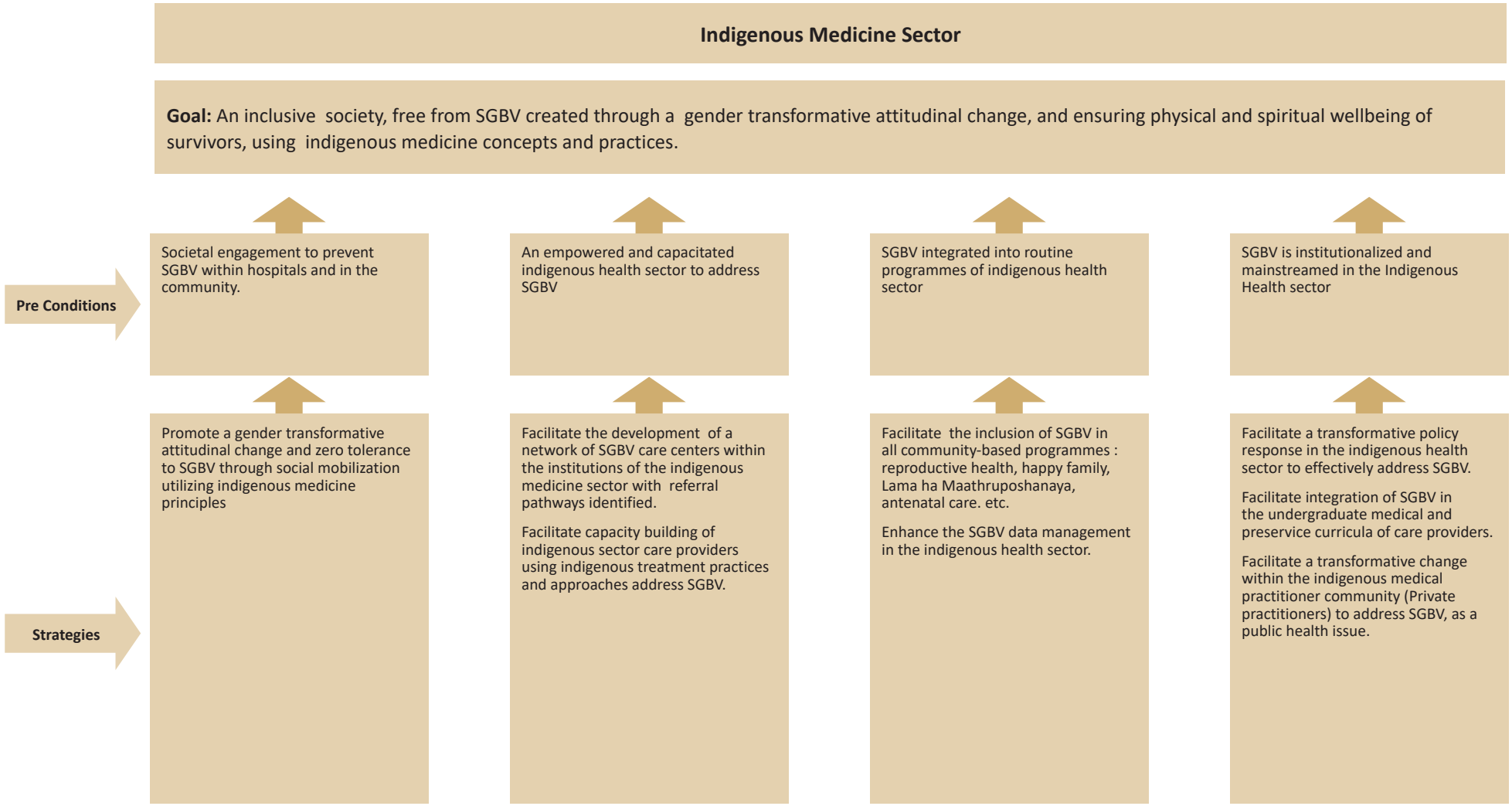
  i. Provincial Ayurvedic Department
    - Provincial Ayurvedic Hospitals
    - District Ayurvedic Hospitals
    - Rural Ayurvedic Hospitals
    - Ayurvedic Central Dispensaries
    - Ayurvedic Community Health Service
    - Provincial Herbal Gardens

  ii. Provincial Department of Local Government
    - Ayurvedic Free Dispensaries

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

Indigenous Medicine was not identified as a separate sub sector in the 2016-2020 NAP.

6. Theory of Change



Sector: Indigenous Medicine

Lead Ministry: Ministry of Health

Sub Sector Lead: Indigenous Medicine Section of Ministry of Health

Other Ministries/Agencies: Department of Ayurveda, Commissioner General of Ayurveda, The Ayurveda Education and Hospital Board, Ayurvedic Medical Council, Homeopathy Medical Council, Ayurvedic Research Committee.

Total Budget: SL Rs. Mn. 233

SDG Targets: 3.1, 3.2, 3.4, 5.1, 5.2, 5.3, 16.1, 16.2

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Societal engagement to prevent SGBV, within hospitals and in the community.	1.1. Gender transformation through attitudinal change towards zero tolerance to SGBV through community mobilization and setting up a public health education unit utilizing principles of indigenous medicine.	Communities with transformed attitudes and zero tolerance to SGBV.	# of community groups empowered to take action to prevent and promote zero tolerance of SGBV. Operational public health education unit within large hospitals of indigenous medicine.	1.1.1 Conduct a mapping exercise on the existing community mobilization practices used by the Ayurveda sector to identify best practices and stakeholder landscape. 1.1.2 Following the mapping develop an action plan for social mobilization	Report of mapping exercise Social mobilization action plan # of programmes for social mobilization to prevent SGBV	Hospital records/ HMIS	Ayurveda Community Health Promotion Service Anuradhapura, Ayurveda faculties of universities, Ayurvedic Research Committee, Bandaranayake Memorial Ayurvedic Research Institute, Department of Ayurveda, Donor agencies, Ministry of Health: Indigenous Medicine Section, National Institute of Traditional Medicine (NITM), Provincial Ayurveda Departments, Provincial Ministry of Health	2024-2028	123

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.3. Establish and capacitate health education units/ focal persons in large hospitals for awareness raising on SGBV along with other health issues. 1.1.4. Develop training module for community mobilization and conduct a TOT with officials of NITM. 1.1.5.Develop BCC materials and disseminate through the network of provincial, district Ayurveda community health promotion service. 1.1.6 Conduct cascade training for all community medical officers and other staff at district level including community health promotion service. 1.1.7. Sensitize the community by rolling out the action plan developed on social mobilization. 1.1.8 Publish the BCC material developed through social media platforms.	# of community target groups reached % of community Medical Officers trained % of hospitals with health education units established # of provincial and district level training programmes conducted # of community medical officers and other professionals capacitated # of social media and other digital points accessed by public	Training module available		2024-2028	

**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Interventions									
2. An empowered and capacitated indigenous health sector to address SGBV.	2.1. Facilitate the development of a network of SGBV care centers within the institutions of the Indigenous Medicine sector with linkages existing referral pathways.	Network of SGBV care centers operational and accessed by victim-survivours.	% of Ayurveda hospitals with a SGBV care points.	2.1.1. Initiate a dialogue with Family Health Bureau of Ministry of Health to adopt Mithuru Piyasa/ Natpu Nilayam mechanism within the indigenous medicine structure. 2.1.2. Adopt and align the protocol, training modules of the existing Mithurupiyasa network to indigenous medicine principles and approaches. 2.1.3 Conduct a TOT with the staff of Mithuru Piyasa/ Natpu Nilayam mechanism within the indigenous medicine structure. 2.1.4 Set up a pilot indigenous medicine SGBV care centere at a indigenous medicine hospital. 2.1.5 Expand the Mithurupiyasa network to research, teaching and provincial hospitals.	Protocols and training modules available for indigenous health sector # of SGBV care centers operational # of training conducted for center staff.		Ayurveda faculties of universities, Ayurveda Research Committee, Ayurvedic Medical Council, Bandaranaike Memorial Ayurveda Research Institute (BMARI), Commissioner General of Ayurveda, Department of Ayurveda, Donor Agencies, Ministry of Education, Ministry of Health (Indigenous medicine Section), Ministry of Health, Ministry of Health: FHB and HPB, Ministry of Water Supply and Estate Infrastructure Development/PHDT, MWCA&SE, MPI, National Institute of Traditional Medicine(NITM),	2024 - 2028	22

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	2.2 Facilitate capacity building of indigenous health sector care providers using indigenous medical treatment practices and approaches to address SGBV.	indigenous health sector care providers capacitated and empowered to identify, and respond to survivours of SGBV.	# of competent staff in the indigenous health sector to respond to SGBV	2.2.1.Conduct a study to identify indigenous medical treatment practices and approaches that could be utilized to prevent SGBV and support survivours. 2.2.2 Following the above study, develop a handbook to guide the curative care providers. 2.2.3 Develop a capacity building module based on the handbook and train indigenous health sector curative care providers in the hospitals. 2.2.4 Conduct a TOT to develop a pool of trainers/ NITM and conduct cascade training at different levels of hospitals. 2.2.5 Publish the training module in the Ministry Website for self-learning.	A Handbook and a training module available. # of trainers in the training pool # of health care providers capacitated. # completed online module		Provincial Ayurveda Commissioners, Provincial ministry of health /Ayurveda, The Ayurveda Education and Hospital Board	2024-2028	33

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
3. SGBV response strategies integrated into routine programmes of the indigenous health sector.	3.1 Facilitate the inclusion of SGBV in all community based programmesuch as reproductive health, happy family, Lama ha Maathru poshanaya, antenatal care. etc.	Indigenous medicine sector programmes have mainstreamed strategies and response mechanism to SGBV.	% of indigenous health sector programmes that have integrated strategies to respond and address SGBV. .	3.1.1. Develop a basic/ core awareness raising module on SGBV for reproductive health and other programmes. 3.1.2 Include an awareness session on SGBV in the internship orientation programme (NITM).	Training module with tools available # of programmes with SGBV responses integrated			2024-2028	19
	3.2 Enhance the SGBV data management in the indigenous health sector.	Data management system at central level covering all levels of care established and operational.	A system for collecting data on SGBV established and # of data collection points available.	3.2.1. Review the existing information collecting methodology (HIMS) at all levels of institutions and advocate with relevant authorities to include SGBV data in the system.	Record keeping tools are SGBV integrated at all levels of institutions. Annual data analysis report published/ circulated (Yes/No)			2024 - 2028	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
4. SGBV is institutionalized and mainstreamed in the Indigenous Health sector	4.1 Facilitate a transformative policy response in the indigenous health sector to effectively address SGBV	policy response in the indigenous health sector to effectively address SGBV implemented	# of gender responsive policies / SOPs and guidelines adopted by indigenous health sector.	4.1.1 Review the existing policies regulations and practices and to identify the gaps and opportunities to mainstream gender and advocate with relevant authorities to implement the recommendations. 4.1.2 Initiate a dialogue with relevant authorities to establish a dedicated unit to address gender and SGBV activities within the Ministry of Health/ Indigenous Medicine 4.1.3 Develop a guideline/ policy outlining formal and informal mechanisms to address workplace sexual harassment. 4.1.4 Pilot the guideline on addressing work place harassment and implement it in all health institutions.	# of policies/ regulations/ Guidelines and SOPs reviewed # of gaps and opportunities identified # changes made to policies # of providers made aware of the changes Sexual harassment policy available # of survivours accessing the formal/or informal mechanisms			2024 - 2028 2026 - 2028	31

Goal: A healthy society, free from SGBV facilitated through a gender transformative behaviour change & physical and spiritual wellbeing of survivors using indigenous medicine concepts and practices.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	4.2 Facilitate integration of SGBV in the undergraduate medical and internship curricula of care providers.	Future indigenous medical professionals are empowered to address SGBV .	% of universities/ institutions that has integrated SGBV into the curricula	4.2.1 Initiate a dialogue with the faculties of Ayurveda, Siddha, Unani in the relevant universities on integrating SGBV in the undergraduate training 4.2.2 Develop a core module on SGBV to be used in the undergraduate training. 4.2.3 Initiate a dialogue with NITM on the possibility of including SGBV in preservice internship curricular of health care providers.	A core module to be shared is available # of programmes that has integrated the core module			2026 - 2027	3
	4.3 Facilitate a transformative change within the indigenous medical practitioner community (Private practitioner) to address SGBV, as a public health issue	indigenous medical practitioner community accepts SGBV, as a public health issue.	% of registered medical practitioners who underwent training	4.3.1 Develop a handbook and train indigenous medical practitioners on providing first line support (LIVES). 4.3.2 Disseminate the handbook with a letter of introduction through the Ministry of Health.	Handbook developed and available # programmes held for medical practitioner # of Practitioners trained			2026 - 2028	2
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

7. Plantation

Plantation Sector

1. Background

Plantations play a critical role in many developing and emerging economies with large rural sectors. The Plantation sector create, directly and indirectly, employment opportunities for millions of people and generate important export earnings. Having strong linkages with other economic sectors, plantations form an important connection with global supply chains and contribute to economic growth and development. Not only do plantations constitute a source of livelihood, but workers and their families often live on plantations and rely on them for basic services, including health care and education.

In Sri Lanka, different areas of the Plantation sector are overseen by 03 ministries namely, the Ministry of Agriculture and Plantation, The Non-Cabinet Ministry of State Plantation Enterprises Reforms and the Ministry of Water Supply and Estate Infrastructure Development. These ministries are responsible for the formulation, implementation, monitoring and evaluation of policies, programmes and projects in relation to the subject of Plantation Industries.

The Plantation Division has the vision of “Achieving national prosperity through sector the development of the Plantation Industry” and the mission is “To enhance the productivity, profitability and sustainability of the plantation industry through ensuring an economically, socially and environmentally viable plantation.” The key objectives include: Plantation crop development with modern technology, high value addition to win the unique international market segments, bringing the income of the grower to a higher level, and increasing the foreign exchange earning to the country. The sector also strives to enhance international competitiveness for productivity in the plantation industry and takes necessary steps to foster value added products. Matters relating to the development, promotion and research activities of tea, rubber and coconut industries, the expansion of export market opportunities and the production of high value items through value addition to local products using modern technology and taking measures to direct small scale agri-entrepreneurs to the global economy by ensuring the security of the minor crops industry are key areas overseen by the Ministry of Agriculture and Plantation Industries.

Ensuring that the government's large-scale plantation land is being used effectively, monitoring the management of large-scale plantation land through regional plantation companies, etc....are done by the non-cabinet Ministry of State Plantation Enterprise Reform.

The key roles of the Ministry of Water Supply and Estate Infrastructure Development include: the creation of new villages and townships aimed at developing housing and infrastructure for landless employed in government and privately owned plantation companies, adopting necessary measures for the provision of basic facilities, livelihood generation and community development projects including other requirements for empowerment of plantation community economically, socially and culturally giving pride of place to estate sector related community leadership and community participation and implementing a special programme to ensure primary education and healthcare for children in estate communities.

The plantation sector in Sri Lanka has been playing an extremely important role in the country’s economy. The plantation sector contributed to approx. 4% of nominal GDP and approx. 20.9% of total value of exports and employed approx. 28.2% of the working population in first quarter of 2022 making it an important industry that earned foreign currency and created jobs. Sri Lanka’s plantation sector was divided roughly into two categories: large, state-owned plantations of 50 acres (approx. 20 ha) or over and small, private plantations of less than 50 acres. Around 800,000 ha in the country are cultivated with plantation crops tea, rubber, coconut etc. and this sector, in the first quarter of the year 2023 earned nearly Rs.342 billion.

The plantation sector which was privately owned previously was nationalized in the 1970s. The two government sector Corporations (JEDB and SLPC), managed the plantations since the nationalization for nearly two decades. With effect from 1992, the ownership was transferred to 24 Regional Plantation Companies Companies (RPCs) on the basis of a 53 year-lease. In the mid-1970s, the Tea Small-Holding Development Authority (TSHDA) was established to assist in improving the industry through diffusing new technology, provision of a replanting subsidy and the integration of the small-holding tea sector. Tea, rubber, sugarcane, cashew and palmyrah sub-sectors were operated/functioned through establishing various research (TRI, RRI, CRI and SRI) and other development/marketing-oriented organizations (eg. Department of Rubber Development, Sri Lanka Cashew Corporation and Palmyrah Development Board, Sri Lanka Tea Board, Coconut Development Authority, Coconut Cultivation Board).

2. Relevant International Frameworks, National Policies and Best Practices

The promotion of decent work in the rural economy has been at the core of the ILO's mandate and agriculture specific instruments have been adopted since the early 1920s. Notably, the Plantation Convention, 1958 (No. 110) outlines a series of principles concerning the engagement and recruitment of migrant workers; contracts of employment and abolition of penal sanctions; wages; annual holidays with pay; weekly rest; maternity protection; workmen's compensation; right to organise and collective bargaining; freedom of association; labour inspection; housing; and medical care.

Other Instruments

Right of Association (Agriculture) Convention, 1921 (No. 11). Forced Labour Convention, 1930 (No. 29) and the Protocol of 2014 to this Convention. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Abolition of Forced Labour Convention, 1957 (No. 105). Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99). Equal Remuneration Convention, 1951 (No. 100). Holidays with Pay (Agriculture) Convention, 1952 (No. 101). Minimum Age Convention, 1973 (No. 138). Plantations Convention, 1985 (No. 110) and the accompanying Recommendation, 1958 (No. 110). ILO Declaration on Fundamental Principles and Rights at Work, 1998. Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Labour Inspection (Agriculture) Convention, 1969 (No. 129) and the accompanying Recommendation, 1969 (No. 133). Rural Workers' Organizations Convention, 1975 (No. 141). Worst Forms of Child Labour Convention, 1999 (No. 182). Safety and Health in Agriculture Convention, 2001 (No. 184) and the accompanying Recommendation, 2001 (No. 192).

Good Practices

"Diagnostic process on working conditions in the plantations sector" is a tool designed to identify opportunities and challenges for promoting decent work in the large-scale farm sector. In 2015, the ILO conducted an analysis of the plantation sectors in Bangladesh, the Dominican Republic, Ghana, Indonesia, Malawi and Sri Lanka. The diagnostic process conducted in Sri Lanka provides a good example of how the constituents can maintain ownership of ILO-supported interventions, as they lead the development of their Plan of Action through a process of social dialogue. Following the diagnostic process, which focused on Sri Lanka's tea industry, the national stakeholders agreed on a number of priorities, including occupational safety and health, economic diversification, skills development, the strengthening of social dialogue and labour inspection, which are reflected in the Plan of Action.

3. SDG Goals, Targets and Indicators as Relevant to Plantation Sector

SDG 1: No Poverty	
Target	**Indicators**
1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.	1.3.1: Percentage of the population covered by social protection floors/systems, disaggregated by sex, and distinguishing children, the unemployed, old-age persons, persons with disabilities, pregnant women/ newborns, work injury victims, the poor and the vulnerable.
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	1.4.1 Proportion of population living in households with access to basic services
1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions	1.b.1 Pro-poor public social spending
SDG 3: Good Health and Well-being	
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group
SDG 5: Gender Equality	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments (c) provincial councils

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
SDG 8: Decent Work and Economic Growth	
8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8.5.1 Average hourly earnings of female and male employees, by occupation, age group and persons with disabilities.
SDG 10: Reduced Inequality	
10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	10.2.1 Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities
10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	10.3.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law
10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	10.7.2 Proportion of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people
SDG 16: Peace, Justice and Strong Institutions	
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

4. Institutional Landscape/Mechanism/Structure/Outreach

Ministry of Agriculture and Plantation (Plantation Division)

- Sri Lanka Tea Board
- Tea Research Institute of Sri Lanka
- Tea Small Holdings Development Authority
- Rubber Development Department
- Rubber Research Institute of Sri Lanka
- Coconut Research Institute
- Coconut Development Authority
- Coconut Cultivation Board
- National Institute Of Plantations Management
- Department of Export Agriculture
- Tea, Rubber and Coconut Plantation Fragmentation Control Board
- Sri Lanka Cashew Corporation
- Kapruka Fund
- Spices and Allied Products Marketing Board
- Department of Cinnamon Development

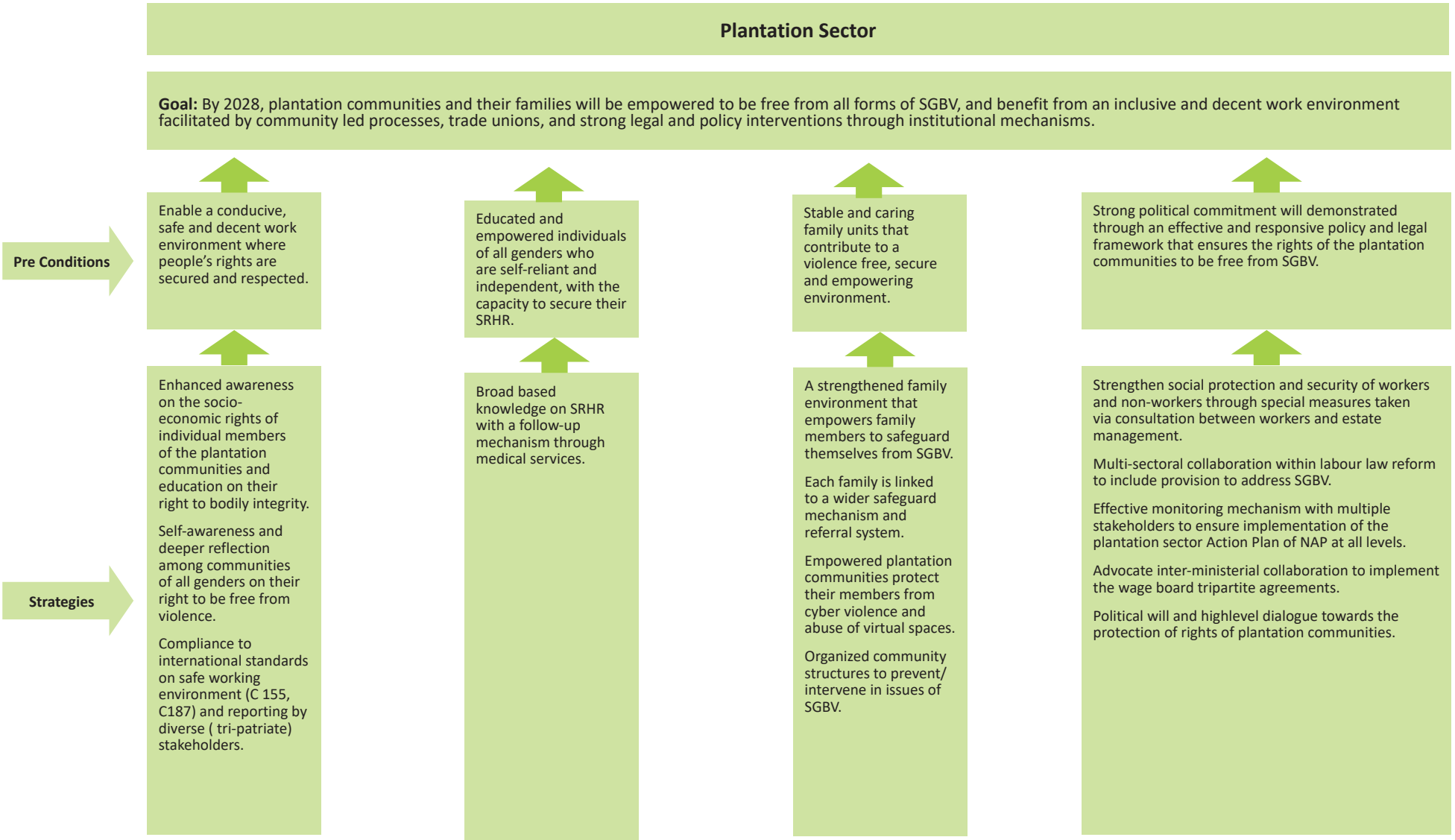
Ministry of Water Supply and Estate Infrastructure Development (Estate Infrastructure Development Division)

- New Villages Development Authority for Plantation Region
- Plantation Human Development Trust
- Saumyamoorthi Thondaman Memorial Foundation
- Estate Sector Self Employment Revolving Fund

Non-Cabinet Ministry of State Plantation Enterprises Reforms

- Sri Lanka State Plantations Corporation (SLSPC)
- Janatha Estates Development Board (JEDB)
- Kurunegala Plantations Limited (KPL)
- Elkaduwa Plantations Limited (EPL)
- Chilaw Plantations Limited (CPL)
- Kalubovitiyana Tea Factory Ltd

6. Theory of Change



Sector: Plantation

Lead Line Ministry: Ministry of Plantation

Other Ministries/Agencies: Ministry of Water Supply and Estate Infrastructure Development, Plantation Human Development Trust (PHDT), Ministry of Health, Ministry of Labour, Ministry of Education (MOE), Regional Plantation Companies (RPCs), Trade Unions, Tea Small Holdings Development Authority, ILO, UNDP.

Total Budget: SL Rs.693 Mn.

SDG Targets: 1.3, 1.4, 1.b, 3.7, 5.2, 5.3, 5.5, 5.6, 5.a, 8.5, 10.2, 10.3, 10.7, 16.2

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Enable a conducive, safe and decent work environment where peoples' rights are secured and respected.	1.1 Enhanced awareness on the socio-economic rights of individual members of the plantation communities and education on their right to bodily integrity and access to justice.	Plantation communities with deeper awareness, reflection, and capacity to stop SGBV against all genders.	# of community collectives preventing and promoting zero tolerance # of plantation community members who have acquired knowledge and skills to prevent and intervene in SGBV	1.1.1Conduct broad based awareness at different levels on the rights and obligations of plantation communities. 1.1.2 Conduct awareness raising programmes on the SRHR with support from the health sector. 1.1.3 Organize community members into community committees and conduct rights awareness and promote access to justice.	# of awareness raising events and deeper reflection on rights, conducted among plantation community members # of ministries/ agencies / organizations involved in awareness raising activities among plantation communities # of awareness raising programmes conducted	Workshop reports Performance reports Progress reports	Ministry of Agriculture and Plantation, Non-Cabinet Ministry of State Plantation Enterprise Reforms, Ministry of Water Supply and Estate Infrastructure Development, Ministry of Women, Child Affairs and Social Empowerment, Ministry of Labor and Foreign Employment, Ministry of Health, Ministry of Education Ministry of Justice, Prisons and Constitutional Reforms, Ministry of Public Security, Ministry of Sports and Youth Affairs, Plantation Human Development Trust, Regional Plantation Companies,	2024-2028	30

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.4 Develop a proper outreach structure for continued awareness raising, and work with respective line ministries for planning, monitoring, and reporting.	# of participants who attended the awareness raising programmes # of community committees that organized community awareness programmes and provided knowledge to community groups		Trade Unions, Tea Small Holdings Development Authority, Private Estate Owners, Private companies, Small Estate Authorities National Authority on Tobacco and Alcohol, Rubber Development Department, NIPM, ICTA, CBOs, Donor community ILO, UNDP and other UN agencies	2025-2028	
	1.2 Self-awareness and deeper reflection/ interaction among communities of all genders on their right to be free from violence.			1.2.1 Facilitate reflect circles/ peer group discussions/ interaction through schools, youth clubs and CBOs on the rights of all gender groups and introduce sports events as facilitated by estate welfare officers and state corporative societies.	# of reflection sessions conducted # of community-based societies preventing SGBV # of special programmes conducted among factory workers and families to prevent SGBV by factory owners.	Progress reports Evaluation reports Field visit reports Reflection sections Feedback reports		2024-2028	15
				1.2.2 Initiate strategies to organize the communities for deeper reflection on SGBV.	# of programmes organized to capacitate communities on their rights and access to justice.	Evaluation reports Progress reports		2024-2028	

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.2.3 Private factory owners to take measures to organize the community for reflection and rights awareness on the rights of estate workers and prevention of SGBV against all genders. 1.2.4 Trade unions and CSOs to work with community led processes to create broader awareness raising and knowledge on the prevention of SGBV against all genders.	# of private factory owners facilitating awareness among factory workers and their families # of trade unions engaged in broad based awareness raising.	Progress reports Progress reports		2024-2028	
	1.3 Compliance to international standards (C 155, C187) as ratified by the GoSL and the Employment Act	Establish a safe working environment in accordance with international standards to safeguard worker rights and create a SGBV free environment in the plantation sector.	# of measures/ standards / OSH standards set in place.	1.3.1 Set up a grievance handling mechanism in estates and maintain records. 1.3.2 Take measures to ensure OSH standards and set up committees. 1.3.3 Create awareness raising on OSH, monitor and improve standards through the OSH tripartite committees.	# of estates with grievance handling mechanisms in place # of estates/ plantations with OSH committees and mechanisms in place # of awareness raising programmes conducted on OSH standards	Progress and monitoring reports Survey data Field visit reports Grievance handling records OSH committee reports Progress Reports		2024-2028 2024-2028 2024-2028	15

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.3.4 Strengthen the OSH committees to take up SGBV issues and do referrals	# of OSH monitoring committees established and operational to do referrals on SGBV issues	Survey reports/ Field visit reports		2024-2028	
2.Educated and empowered individuals in the plantation communities who are self-reliant and independent, with the capacity to secure their SRHR.	2.1 Broad based knowledge on SRHR with a follow-up mechanism through medical services.	Secured SRHR of the plantation communities through health interventions.	# of plantation community women benefiting from SRHR services.	2.1.1 Facilitate SRHR education and services through the Ministry of Health (estate health unit) supported by OSH committees. 2.1.2 In collaboration with the MOH, facilitate the setting up of well women clinics and standard services in maternal care units that cater to the plantation communities.	# of increased SRHR education and services # of standardized maternal clinics in operation in the plantation sector	Progress reports Field visit reports Program records Clinical reports/ Progress reports		2024-2028 2024-2028	520
				2.1.3 Strengthen the facilities provided by estates/ small holder authorities to ensure care and protection for pregnant mothers in the plantation communities. 2.1.4 Establish field level rest rooms and toilets in collaboration with state and non-state actors	# of increased standard facilities for pregnant women # of estates with sufficient field level sanitation facilities/ rest rooms	Clinical reports / Progress reports Progress reports		2024-2028	

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.5 Minimized period poverty among plantation communities through well-coordinated strategy among stakeholders in plantation sector and promotion of best health practices.	# of sector stakeholder discussions	Progress Reports			
3. Stable and caring family units and community structures that contribute to a violence free, secure and empowering environment.	3.1 Strengthened family environment that empowers family members to safeguard themselves from SGBV.	Empowered children and other members of the plantation sector families, united to safeguard their rights and prevent SGBV/ cyber violence.	# of families in the plantation sector that benefit from family focused empowerment programmes and programmes on the prevention of SGBV/cyber violence.	3.1.1 Coordinate with relevant ministries and institutions/ CSOs/trade unions to strengthen plantation sector family units through suitable implementation modalities to ensure: i. Awareness raising on causes and effects of SGBV. ii. Knowledge enhancing, and attitudinal change of family members towards the prevention of SGBV. iii. Promote safeguard mechanisms through medical centers/child development centers/housing units/ schools. iv. Conducting positive parenting/happy family concept/men engagement programmes to share parental responsibilities. v. Strengthening the role of each family member and uplifting unity within the family through awareness and education.	# of family focused programmes implemented in # of estates/communities	Programme records Follow up meeting minutes Field visit records Survey data		2024-2028	5.5

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.2 Each family is linked to a wider safeguard mechanism and referral system.			3.2.1 Coordinate with relevant line ministries/district level and link the OSH committee with the women and child development committees through representation, to address issues related to SGBV to ensure effective referral and service provision to the plantation sector communities	# of families linked to/ benefiting from the referral mechanisms.			2024-2028	5.5
	3.3 Empowered plantation communities protect their members from cyber violence and abuse of virtual spaces.			3.3.1 Create broad based awareness on the positive use of virtual spaces and prevention of cyber violence in collaboration with schools/ community organizations and estate management. 3.3.2 Create awareness on the police cybercrime hotline/ MWCASE 1938 hotline/ child hotline 1929/ SLCERT hotline and other hotlines for referrals. 3.3.3 Coordinate to address the language barriers by enabling a Tamil speaking human resource in the hotline operation/ support service delivery.	# of reported cyber violence incidents # of families made aware on the available hotlines/ crisis support mechanisms operating in local languages # of individuals accessing hotlines in each local language	Follow up meeting minutes Field visit data Survey data		2024-2028	65

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.4 Organized community structures to prevent/ intervene in issues of SGBV.	Established strong community structures and networks that are competent and skilled to prevent and intervene in SGBV, and safeguard their member rights as a collective.	# of vigilant groups/ mechanisms established to prevent and intervene in incidents of SGBV/ cyber violence.	3.4.1 Facilitate vigilance groups/ community collectives to prevent and take action against SGBV. 3.4.2 Strengthen the existing platforms (housing committees/trade unions/ vigilance committees/forums/ community collectives/vigilant groups with knowledge and skills to prevent SGBV.) 3.4.3. Expand and strengthen men-alliances in the plantation sector and the prevention of SGBV and the role of men	# of districts with well-functioning forums against SGBV. # of community groups/societies/ collectives that have obtained the membership of forums against SGBV. # of campaigns/ programmes initiated by the community collective to highlight the prevention of SGBV and the role of men in it			2024-2028	15
4. Strong political will demonstrated through an effective and gender responsive policy and legal framework, that ensures the rights of the plantation communities to be free from SGBV.	4.1 Strengthen social protection and security of workers and non-workers through special measures taken via consultation between workers and all stakeholders.	Workers and non-workers benefit from strengthened and inclusive social protection mechanisms.	# of measures taken to expand and include plantation community members in social protection programmes.	4.1.1 Policy dialogue on social protection of the vulnerable population in the plantation sector. 4.1.2. Conduct social dialogue among stakeholders on getting all genders to decision making platforms.	# of measures taken to enroll the vulnerable population in the plantation sector in social protection programmes. # of disadvantaged groups of all genders empowered to voice their concerns and influence decision makers.	Progress reports Survey data		2024-2028	5.5

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	4.2 Multi-sectoral collaboration within labour law reform to include provision to address SGBV.	Plantation community members benefit from progressive law reforms, advocacy and effective implementation of national plans.	# of legal reforms/ national programmes introduced to address issues of SGBV and other related issues in the plantation community	4.2.1 Make representation through the National Labour Advisory Council (NLAC) to integrate mechanisms to address SGBV in the unified law. 4.2.2 Advocate inter-ministerial collaboration to implement the wage board tripartite agreements. 4.2.3 Advocate for addressing SGBV through a collective bargaining agreement.	# of claims made/ revisions proposed through NLAC to the committee engaged in unified law making # of beneficiaries benefited through integrated mechanisms to address SGBV stipulated in the Employment Act	Committee meeting minutes Follow up meeting minutes		2024-2028	5.5
	4.3 Effective monitoring mechanism with multiple stakeholders to ensure implementation of the plantation sector Action Plan of NAP at all levels.			4.3.1 Establish a steering committee under the leadership of the line ministry which handle the plantation sector to monitor the effective implementation of the plantation sector plan of the multi-sectoral NAP to address SGBV.	# of organizations/ state sector entities engaged in the implementation of the NAP in the plantation sector	Steering committee meeting minutes		2024-2028	5.5

Goal: By 2028, plantation communities and their families will be empowered to be free from all forms of SGBV, and benefit from an inclusive and decent work environment facilitated by community led and trade union led processes, and strong legal and policy interventions through institutional mechanisms.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicator**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	4.4. Political will and high-level dialogue towards the protection of rights of plantation communities.	Strong political will and high-level dialogue to protect the rights of plantation communities	# of positive political interventions of political leaders	4.4.1 Advocate and work with the Parliament Oversight Committee on gender equality and the Women's' Parliament Caucus on addressing SGBV issues of the plantation sector. 4.4.2 Facilitate an interface between CSOs/trade unions and Parliament Oversight Committees on SGBV issues in the plantation sector.	# of high-level dialogue/media coverage on the issues of plantation sector workers # of interventions by the oversight mechanism to provide visibility in addressing SGBV issues in the plantation sector	Committee reports Follow up action and records		2024-2028	5.5
*The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.									

8. Justice & Law Reform

Justice & Law Reform Sector

1. Background

Equal access to justice is enshrined in core international human rights instruments such as the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW) and the United Nations Convention on the Rights of the Child (UNCRC). Access to justice is also enshrined in Articles 6 and 13 of the European Convention on Human Rights and in Article 47 of the EU Charter of Fundamental Rights, which guarantee the right to a fair trial and to an effective remedy, as interpreted by the European Court of Human Rights and the Court of Justice of the European Union, respectively. Core elements of these rights include effective access to a dispute resolution body; the right to fair proceedings and the timely resolution of disputes; the right to adequate redress and the general application of the principles of efficiency and effectiveness to the delivery of justice.

In 2012, at the High-Level Meeting of the United Nations General Assembly on the Rule of Law, States reaffirmed their commitment to the rule of law in accordance with the three main pillars of the United Nations: international peace and security, human rights and development. The Declaration highlighted equal access to justice for all, including members of vulnerable groups, and highlighted the importance of ensuring that women enjoy equal benefits of the rule of law. The Declaration also recognized the importance of the rule of law for the protection of children, including legal protection from discrimination, violence, abuse and exploitation.[1]

The Ministry of Justice is the line ministry overseeing the Justice sector and the purview of the Ministry includes the implementation of important laws which pertain to matters in respect of criminals and as well as the laws conducive to the protection of the civil rights of the citizens of the country. The Ministry is thus involved in the introduction of new laws and the amendments to the existing laws in line with the contemporary needs of the country. One of the other responsibilities of the Ministry holding it accountable is to facilitate for the administration of justice and to protect the independence of the judiciary. The Ministry extends its fullest coorporation to the Judicial Services Commission for Court Administration, and the Ministry of Justice provides the necessary infrastructure facilities for 221 Courts and 39 Labour Tribunals in 34 judicial zones.[2]

Vision: Efficient system of administration of justice" Law reform to respond to societal needs in keeping with global advancements and the aspirations of the people.

Mission: Formulation and implementation of policies, plans and programmes aimed at the efficient and meaningful administration of Justice. Law reform for greater recognition, protection and promotion of the rights of the citizens.

1 General Assembly, 2012

2 Ministry of Justice, Prison Affairs and Consitutional Reforms, 2022

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks:

- **Universal Declaration of Human Rights (UDHR):** The Universal Declaration of Human Rights (UDHR) is a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (General Assembly resolution 217 A) as a common standard of achievements for all people and all nations. It sets out, for the first time, fundamental human rights to be universally protected and is widely recognized as having inspired, and paved the way for, the adoption of more than seventy human rights treaties, applied today on a permanent basis at global and regional levels (all containing references to it in their preambles). It recognizes the inherent dignity and the equal and inalienable rights of all members of the human family as the foundation of freedom, justice and peace in the world.
- **International Covenant on Civil and Political Rights (ICCPR):** The International Covenant on Civil and Political Rights (ICCPR) is a multilateral treaty that commits nations to respect the civil and political rights of individuals, including the right to life, freedom of religion, freedom of speech, freedom of assembly, electoral rights and rights to due process and a fair trial. It was adopted by the United Nations General Assembly Resolution 2200A (XXI) on 16 December 1966 and entered into force on 23 March 1976 after its thirty-fifth ratification or accession. As of June 2022, the Covenant has 173 parties and six more signatories without ratification. The principles that guide ICCPR are: the right to equality before the law, the right to be presumed innocent until proven guilty and to have a fair and public hearing by an impartial tribunal, the right to be recognised as a person before the law and the right to privacy and its protection by the law.
- **Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW):** Known as the International Bill of Rights of Women, the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations in 1979 and took effect on 3 September 1981. It defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. The Convention defines discrimination against women as "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."
- **United Nations Convention on the Rights of the Child (UNCRC):** The United Nations Convention on the Rights of the Child (commonly abbreviated as the CRC or UNCRC) is an international human rights treaty which sets out the civil, political, economic, social, health and cultural rights of children. The convention defines a child as any human being under the age of eighteen, unless the age of majority is attained earlier under national legislation. The Convention has 54 articles that cover all aspects of a child's life and sets out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

National Frameworks:

Sri Lankan legal framework is a mixture of legal systems of Roman-Dutch law, English law, Kandyan law, Thesavalamai and Muslim law. In regard to SGBV, the penal code is the most significant legislative framework to prevent and redress SGBV in Sri Lanka. The Penal Code was amended in 1995 and 1998 to strengthen the criminal law in protecting the physical integrity of women (and children). These included amendments to rape laws and offences such as procurement of any person for illicit sexual intercourse, anti-trafficking laws, criminalization of sexual violence, recognition of incest as an offence, and the prohibition of the publication of details which reveal the identity of victims of sexual crimes. The Victim and Witness Protection legislation of 2015 secured further protection for victims of SGBV. The Prohibition of Ragging and Other Forms of Violence in Educational Institutions Act of 1998 also criminalizes sexual harassment, grievous hurt, hostage taking, unlawful confinement and ragging by any person within an educational institution. The Prevention of Domestic Violence Act of 2005 provides a civil remedy for persons subject to violence (including emotional abuse) by a family member where they may seek a protection or interim protection order.[3]

3. SDG Goals, Targets and Indicators as Relevant to Justice and Law Reform Sector

SDG 16: Peace, Justice and Strong Institutions

Target	Indicators
16.1: Significantly reduce all forms of violence and death rates everywhere	16.1.1: Number of Victims of international homicide per population of 100,000 by sex and by age. 16.1.2: Conflict- related deaths per population of 100,000, by sex, age and cause. 16.1.3: Proportion of population subjected to physical violence, psychological violence, and sexual violence in the previous 12 months. 16.1.4: Proportion of population that feel safe walking alone around the area they live.
16.2: End abuse, exploitation, trafficking, and all forms of violence against and torture of children.	16.2.1: Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month. 16.2.2: Number of victims of human trafficking per population of 100,000, by sex, age and form of exploitation. 16.2.3: Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18.
16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all.	16.3.1: Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms. 16.3.2: Unsentenced detainees as a proportion of overall prison population. 16.3.3: Proportion of the population who have experienced a dispute in the past two years and who accessed a formal or informal dispute resolution mechanism, by type of mechanism.
16.10: Ensure Public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.	16.10.1: Number of verified cases of killing, kidnaping, enforced disappearance, arbitrary detention and torture of journalists, associated medial personnel, trade unionists and human rights advocates in the previous 12 months. 16.10.2: Number of countries that adopt and implement constitutional, statutory and /or policy guarantees for public access to information.

3. Asia Foundation, 2021

16.a: Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime.	16.a.1: Existence of independent national human rights institutions in compliance with the Paris principles.
16.b: Promote and enforce non- discriminatory laws and policies for sustainable development	16.b.1: Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law

4. Institutional Landscape/Mechanism/Structure/Outreach

Ministry of Justice as the lead ministry has the following affiliated agencies working on justice and prison administration.

Departments under the Ministry

- Attorney General's Department
- Legal Draftsman's Department
- Department of Debt Conciliation Board
- Department of Government Analyst
- Office of the Registrar of the Supreme Court
- Law Commission of Sri Lanka
- Department of Prisons
- Community Based Correction Department

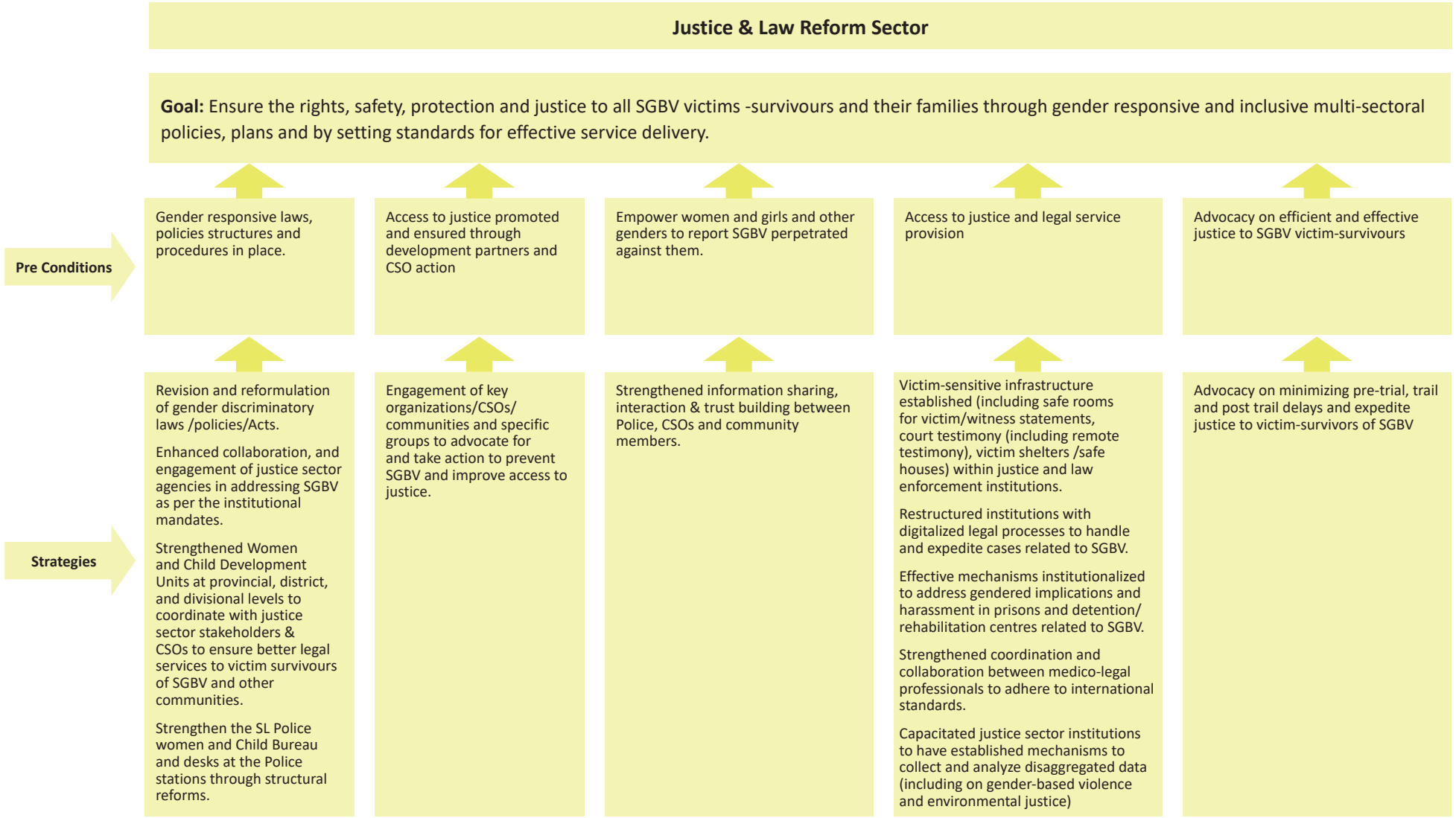
Other Institutions

- Superior Courts Complex Board of Management
- Legal Aid Commission of Lanka
- Mediation Boards Commission
- Council of Legal Education
- Department of Public Trustee
- Commercial Mediation Centre of Sri Lanka
- International Arbitration Centre of Sri Lanka
- Training Schools for Youthful Offender
- Rehabilitation Commissioner General's Office
- Office for National Unity and Reconciliation
- Office of Missing Persons
- Office for Reparations

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- Ministry of Justice is in the process of amending the Code of Criminal Procedure Act, No.15 of 1979 to introduce pre-trial procedures and to have day-trials in High Courts.
- According to a assessment undertaken by the State Ministry of Women and Child Development with the technical support of UNDP SL (2021), calls to the main Women's helplines 1938, 1929 (child helpline), WIN 24 helpline, Mithuru Piyasa (hospital desks and hotline in Panadura), 1926 (Mental helpline) increased during the COVID-19 lockdown period in 2020, and showed a marked difference than calls received in the previous year.
- Under Article 136 of the Constitution, the Supreme Court commenced digital hearings including the electronic filing of applications, motions, appeals and other documents. The Court of Appeal too commenced the virtual hearing of criminal appeals with the appellant’s attendance secured through remote/digital means from prison.
- Awareness Programme for Protection of women’s rights conducted by the Legal Aid Commission:
- A committee is appointed to review family laws, amendment to the civil procedure code in draft stage, minimum age of marriage etc.
- Under the digitalization process of data, recording of SGBV incidents will be included in a limited form so a dialogue is further needed in this regard.

6. Theory of Change



Sector: Justice & Law Reform

Lead Line Ministry: Ministry of Justice

Other Ministries/Agencies: Attorney General's Department, Legal Draftsman's Department, Department of the Law Commission of Sri Lanka, Government Analyst's Department, Department of Debt Conciliation Board, Registry of the Supreme Court, Dept of Prison.

Total Budget: SL Rs. 86.6 Mn

SDG Targets: 16.1, 16.2, 16.3, 16.10, 16.a, 16.b

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1.Gender responsive laws, policies structures and procedures in place.	1.1. Revision and reformulation of gender discriminatory laws /policies/ Acts.	Victim-survivors of SGBV benefit from supportive and responsive legal and policy provisions	# of laws and policies/Acts reformed to benefit victims-survivors of SGBV	1. 1.1 Expedite the process of obtaining cabinet approval for the laws on abortion in situations of congenital abnormalities, incest and rape. 1.1.2 Revision of discriminatory laws on marriage and divorce including minimum age of marriage under MMDA. 1.1.3 Revision of MMDA laws to enable the registration of Muslim marriages under general law. 1.1.4 Revision of laws to enable Muslim women to file maintenance cases under the general law.	Cabinet approved laws on abortion. # of revisions introduced to the MMD laws # of laws revised and Cabinet approved # of changes introduced to legal procedures # of changes introduced to sentencing policy on SGBV cases.	Publishing of Gazette(s) and Act (s) by Gov Printing	MOJ /MWCA&SE,	2024-2028	2.00 2.00 2.00 2.00

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.5 Facilitate a process to change Muslim marriage and divorce law to be administered by district court instead of quazi system.					2.00
				1.1.6 Formulate a policy on sentencing on SGBV cases.	# of legal limitations removed on competent witness/ consent by spouse		MOJ, MWCA&SE, AG, Police		
				1.1.7 Amend the Thesawalamei law in regard to the consent of right by the husband on transaction of property.					
				1.1.8 Expedite the approval process for law on “expert evidence to be taken online”.	Cabinet approved laws/Acts on cybercrimes.		MOJ, Ministry of Home Affairs, Legal Draftsman’s Department		
				1.1.9 Expedite the process to get Cabinet approval for cybercrime law and ensure effective implementation.	# of amendments introduced to penal code to enhance punishment regarding rape.		Ministry of Public Security		2.00

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.2. Enhanced collaboration, and engagement of justice sector agencies in addressing SGBV as per the institutional mandates.	Established inter-agency coordination mechanism that effectively implement the justice sector plan to address SGBV.	# of intervention-s and services carried out through efficient interagency coordination	1.2.1 Amend the penal code to increase the rape laws and 365 B 2 to be amended to include enhanced punishment in identified vulnerable situations. 1.2.2 Develop regulations that enable persons to get the probable age estimation for birth certification and recognition by the relevant state authorities 1.2.3 Establish a task force to coordinate, plan and monitor the effective implementation of the justice sector plan at national level with links to the sub national level. 1.2.4 Provide technical and financial support for case management within the penal chain, backlog clearance and Digital Case Management and Tracking. 1.2.5 Strengthened and continued provision of infrastructure and equipment for evidence collection and examination. 1.2.6 Improve training and research capacities of JMOs.	Regulations set on probable age estimation for birth certification. Inter-agency coordination mechanism to implement the Justice sector plan with a TOR stipulating agency roles/ responsibility. # of cases resolved Digital case management system in place. # of infrastructure/ facilities made available for evidence collection.	Publishing of SoP	MOJ, Legal Draftsman's Department, AG MOJ/MPUBAD MOJ MOJ, JSC MOJ MOJ/MOH	2024-2028	30

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.3 Strengthened Women and Child Development Units at provincial, district and divisional levels to coordinate with justice sector stakeholders & CSOs to ensure better legal services to victim survivors of SGBV and other communities. **(Please refer Gender Empowerment and Social Protection & Welfare Sector)**	Accessible legal information and legal aid to communities /victim survivors of SGBV at all levels.	# of justice sector institutions/ agencies collaboratin-g with Women & Child units at sub national levels for better service delivery and legal aid provision.	1.3.1 Develop an effective mechanism to ensure the coordination between justice sector agencies and the officials of the MWCASE at sub-national levels for better service provision for victims/ survivors of SGBV 1.3.2 Integrate information on justice sector provisions, laws and, service delivery mechanism into the capacity building programmes for govt. officers, community members and other stakeholders conducted by the MWCASE	# of districts where effective coordination mechanisms established among agencies/line ministries to promote access to justice by SGBV victim-survivors. # of training programmes conducted at community level with information on laws/ justice sector institutions and the available services/ procedures	Training Programs Conducted	MOJ /MWCA&SE	2024-2028	0.05

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.4. Strengthen the SL Police Women and Child Bureau and desks at the Police stations through structural reforms	Women, and children and communities benefit from capacitated and victim friendly responses from SL Police.		1.4.1 Facilitate coordination between MWCASE and SL Police to stop using children for begging and rehabilitate. 1.4.2 Establish a system to protect children from trafficking in collaboration with structures at sub national levels. 1.4.3. Improve infrastructure of the women and child desks of SL police to respond effectively to the needs of SGBV victim-survivors and their family members. 1.4.4 Develop and implement a plan to make structural and capacity enhancement of the SL Police Women and Child Bureau and desks.	# of action plans/ advocacy to stop using children for begging # of mechanisms established to stop children from trafficking # of infrastructure improvements provided to women & Child desks of SL Police # of structural changes implemented at SL Police Women and Child Bureau and desks		Ministry of public Security- Police / MWCA&SE NCPA MOJ, Ministry of public Security, Police, NCPA		

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
2.Access to justice promoted and ensured through development partners and CSO action	2.1 Engagement of key organizations/ CSOs/ communities and specific groups to advocate for and take action to prevent SGBV and improve access to justice. .	Prevention of SGBV and enhanced access to justice at national, provincial, district and divisional levels through collaborative efforts of multiple stakeholders.	# of districts in which access to justice by victim survivors of SGBV is improved through multi-stakeholder engagement	2.1.1 Facilitate formation of vigilant groups/committees/ forums at all levels to improve access to justice. 2.1.2 Enhanced interaction and interface between vigilant committees and justice sector institutions including SL Police.	# of forums/platforms established with multiple stakeholder engagement to prevent and be vigilant on SGBV # of vigilant groups/ forums that facilitate access to justice by women and girls. # of justice sector institutions linked to vigilant mechanisms led by CSOs/ communities		MWCA&SE, Police		
3. Empower women and girls and other genders to report SGBV perpetrated against them.	3.1. Strengthened information sharing, interaction & trust building between Police, CSOs and community members . **(Please refer General and Higher Education Sector Plans)**	Women, girls and other gender groups feel confident to report SGBV against them and seek redress.	# of initiatives implement-ed to improve trust building and support improved reporting.	3.1.1 Set a complain mechanism/online complaint mechanism in the schools and universities for grievance reporting supported by legal awareness.	# of schools with complain mechanisms in place and promoted.		MOJ, MOM, MOE		

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.1.2 Formation of support groups at the community level to increase confidence to report SGBV cases to the SL Police. 3.1.3 Introduce a hotline service for victim-survivors of SGBV by the Women and Children Bureau of the SL Police. 3.1.4 Conduct media coverage on the justice sector services/ responses to the SGBV.	# of support groups promoting SGBV case reporting # of cases reported to the police hotlines. # of media programmes on justice sector services for at risk groups/ victim survivors of SGBV		MOJ, Ministry of Mass Media		
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
4. Access to justice and legal service provision	4.1 Victim-sensitive infrastructure established (including safe rooms for victim/witness statements, court testimony (including remote testimony), victim shelters /safe houses) within justice and law enforcement institutions.	Victim-survivors of SGBV have access to gender responsive safety measures and protection in all institutions within the justice chain.	# of institutional reforms and measures introduced to ensure protection and safety of victim-survivors.	4.1.1 Set up rehabilitation centres for women and girls who are addicted to drugs. 4.1.2 Assessment on the implementation of prison regulation amendments of 12th of July 2022 and make improvements. 4.1.3 Expedite the approval process of Child Protection and Justice Bill and make provisions for effective implementation.	# of rehabilitation centres for females addicted to drugs. Prison assessment report with # of recommendati-ons for improvement. Cabinet approved Child Protection and Justice Bill ready for implementation and resourced.	No of rehabilitees	Ministry of Defence MOJ MOJ, MOWACSE, NCPA	2024-2028	 10.00 10.00

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				4.1.4 Build capacities of the relevant institutions/officials to effectively implement the provisions of the Child protection and justice Bill.	# of institutions implementing the provisions of the Child Protection and Justice Bill.		MOJ, MOWACSE, NCPA		
	4.2. Restructured institutions with digitalized legal processes to handle and expedite cases related to SGBV.	Victim-survivors of SGBV benefit from effective and digitalized justice processes.	# of digital /reforms introduced to expedite SGBV case handling and ensure justice to the victim-survivors of SGBV	4.2.1 Establish a special unit in the justice sector institutions to handle SGBV cases. 4.2.2 Empower officers in special unit with necessary knowledge, skill, attitudes, and sensitivity to respond appropriately to SGBV victims and families. 4.2.3 Formulate a guideline on receiving complaint, recording evidence, investigation in a victim centric manner and ensuring professional accountability.	# of SGBV cases resolved per year Special unit established to handle SGBV cases. # of staff in the special unit whose capacities/ competencies developed to handle SGBV cases/respond to victim -survivors of SGBV. # of initiatives/ inno-vations taken by justice sector stakeholders to improve their approach and interventions to be victim -centric.	Publishing of guideline(s)	MOJ, AG & Police & LAC MOJ, MOH, Ministry of Public Security	2024-2028	20

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
					# of infrastructure developed and systems institutionalized to provide accountable & victim-centric services				
	4. 3 Effective mechanisms institutionalized to address gendered implications and harassment in prisons and detention/rehabilitation centes related to SGBV	Prison inmates benefit from a gender friendly and empowering environment.	# of reforms introduced to prison systems/ procedures/ staff structure	4.3.1 Empower and build competencies of the rehabilitation officers of the prisons to prevent sexual harassment cases among prison inmates.	# of staff whose capacities are developed on victim-centric and gender responsive interaction with prisoners	Organizing training programs for skill empowerment and capacity development of prison rehabilitation officers	MOJ – Prison Affairs Division	2024-2028	2.00
				4.3.2 Facilitate inmates to report harassment and SGBV cases to the visitor board.	# of measures taken to reduce violence against female offenders in centres	Awareness of inmates through printed documents (Leaflets or booklet)			0.50
				4.3.3 Explore and establish institutional mechanisms to house mentally- unsound individuals in consultation with relevant ministries.		Development of infrastructure facilities for mentally unsound inmates	MOH, MOJ, Prison		

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				4.3.4 Sensitize the officials in charge of the detention centers to support inmates to be free from violence, especially female offenders.	# of institutions engage and collaborate to conduct follow up programmes on the bailout/released prisoners.	Conduct awareness programs for officials in charge of detention centers to support inmates to be free from violence, especially female offenders			2.00
				4.3.5 Implement a follow up programme on the bailout prisoners/released detainees, with support from divisional secretariats in close coordination with Community Police (as per provision in penal code section 22).		This is not under the control or supervision of the Department of Prisons. Therefore, the arrangements could be made together with the relevant other authorities			

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	4.4 Strengthened coordination and collaboration between medico-legal professionals to adhere to international standards.	Medico-legal protocols and standards are followed and services are well coordinated.	# of protocols and standards introduced to medico legal service provision	4.4.1 Coordination among institutions for effective implementation of protocols and SOPs adhering to medico-legal international standards. 4.4.2 Strengthen the digitalization process of the medico-legal institutions and develop systems for quality assurance.	# Institutions effectively implementing IT based protocols.		MOJ	2024-2028	0.05
	4.5. Capacitated justice sector institutions to have established mechanisms to collect and analyze disaggregated data (including on gender-based violence and environmental justice)	Gender disaggregated and integrated MIS system available in the justice sector networked with all relevant agencies	# Institutions established and linked via the MIS system.	4.5.1 Establish a standard MIS system within the Justice sector and link up with all justice sector institutions.	# of justice sector institutions operating effective MIS systems.		MOJ		
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Ensure the rights, safety, protection and justice to all SGBV victimssurvivors and their families through gender responsive and inclusive multi-sectoral policies, plans and by setting standards for effective service delivery.									
Pre Conditions	**Strategy**	**Outcome**	**KEY Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
5. Advocacy on efficient and effective justice to SGBV victim-survivors	5.1. Advocacy on minimizing pre-trial, trail and post trail delays and expedite justice to victim-survivors of SGBV	victim centric and efficient approach is ensured by enhanced coordination among the justice sector agencies.	# of measures institutional-ized and coordinated for expediting justice to victim survivors of SGBV.	5.1.1 Facilitate a CSO led and evidence-based lobby for eliminating delays in the justice system. 5.1.2 Establish a monitoring system to track the penal process to avoid delays and trouble shoot. 5.1.3 Advocacy to formulate laws on substance and pornography induced unnatural sex. 5.1.4. Advocacy on gendered impacts of emerging trends /crimes and lobby for legal redress. 5.1.5 Advocacy for separate court system to conduct SGBV case hearing. 5.1.6 Advocacy on zero forced mediation and restorative justice.	# of CSOs/media groups engaged in advocacy on expediting justice for SGBV victims # of laws enacted to address gendered implications of crimes.		MOJ, MACA&SE MOJ MOJ MOJ, MWCA&SE, Ministry of Public Security MOJ, MWCASE MOJ, MACA&SE, JSC	1 ½ years	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

9. Labour & Foreign Employment

9.1 Labour

Labour and Foreign Employment Sector: Subsector - Labour

1. Background

The Ministry of Labour and Foreign Employment is established through an Extraordinary Gazette dated 9th of August 2020 with a mandate to improve the standards of living and service conditions of workers in the semi-government and private sectors of Sri Lanka and the formulation of pertinent policies and implementation thereof by establishing industrial peace and employer and em-ployee relationship required for the enhancement of the production and labour productivity which are the prime objectives of the Ministry of Labour and Foreign Employment. The scope of the Ministry has broadened with labour legislations enacted from time to time with the welfare of the workers in mind.

Accordingly, the vision and mission of the Ministry are as follows.
Vision: "A satisfied productive labour force"
Mission: "Contribute towards the socio-economic development through the promotion of industrial peace and harmony, social protection rights at work and productivity."

This Ministry is actively working on introducing a new unified labour law system in Sri Lanka named Employment Act 2023.

In 2022, the economically inactive population increased compared to 2021 resulting in a decrease in the labour force as per the Sri Lanka Labour Force Survey conducted by DCS. In line with the increase in household population, the economically inactive population increased to 8.615 million in 2022 from 8.581 million in the previous year whereas the labour force, which represents the economically active population, decreased marginally to 8.547 million in 2022 from 8.553 million recorded in 2021. With these developments, the labour force participation rate (LFPR), decreased marginally to 49.8 % in 2022, compared to 49.9 % in 2021. The male LFPR recorded a decline to 70.5 % in 2022 from 71.0 % in the previous year, while on a positive note the female LFPR increased to 32.1 % in 2022 from 31.8 % in the previous year. Further, the gender gap in LFPR narrowed to 38.4 % in 2022, compared to the 39.2 % recorded in the previous year. The unemployment rate declined to 4.7 % in 2022 from 5.1 % recorded in the previous year.

In terms of employment by major economic activities in 2022, employment in industry activities was 2.158 million, services sector had 3.831 million and agriculture sector had 2.159 million. As per the data of the Department of Management Services of the Ministry of Finance, total public sector employment stood at 1.394 million in 2022. Departures for foreign employment recorded a significant growth of 154.4 % to 311,056 in 2022 from 122,264 in 2021.[1]

It is the responsibility of the Ministry of Labour and Foreign Employment to maintain industrial peace in the country by implementing mechanism for safeguarding the labour rights, occupational safety, and health of 3.4 million workers employed in the private and semi government sectors thus contributing to the socio-economic development of the country. The MoLFE accomplishes the protection and welfare of the work force of the country and promotion of industrial peace and cooperation in liaison with the other sectoral ministries, private sector and international agencies through labour enactments and setting guidelines as per international labour standard. In accordance with the obligations undertaken by Sri Lanka as a member country of ILO, strengthening the labour force and maintaining international labour standards for safeguarding domestic labour rights is the responsibility of MLFE.

1 Central Bank of Sri Lanka, 2022

Under the purview of the Ministry of Labour and Foreign Employment, there are several institutions that lay emphasis on achieving the following objectives:

- Strengthening employer - employee relationships through tripartite empowerment
- Ensuring service standards and workers' rights in compliance with international standards
- Eliminating child labour
- Empowering and protecting employed women employees and encouraging gender equality
- Enhancing flexibility of labour legislation and procedures
- Formulating appropriate methodologies for ensuring social security.

2. Relevant International and National Frameworks and Best Practices

International Frameworks

The ILO policy framework on gender-based violence is guided by the 1998 Declaration on Fundamental Rights and Principles at Work, as well as the 2008 Declaration on Social Justice for a Fair Globalization. The latter states that gender equality and non-discrimination must be cross-cutting issues in the four strategic objectives of fundamental principles and rights at work, employment, social protection, and social dialogue and tripartism.

International labour standards are laid out in the Conventions and the main relevant ones, which include the key gender equality are: the Forced Labour Convention, 1930 (No. 29), Migration for Employment (Revised) Convention, 1949 (No. 97), Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), Workers with Family Responsibilities Convention, 1981 (No. 156), Indigenous and Tribal Peoples Convention, 1989 (No. 169), Worst Forms of Child Labour Convention, 1999 (No. 182), Maternity Protection Convention, 2000 (No. 183), and measures called for in ILO Recommendation 200 concerning HIV and AIDS and the world of work include taking action to prevent and stop violence and harassment in the workplace.

The ILO Convention 190 and Recommendation sends a strong message that violence is not part of the job and it helps to give workers voice to stand up against gender- based violence, and negotiate collective agreements that address SGBV. It would help workers and employers agree on policies to prevent and address SGBV in the workplace and empower women workers to act.

National Policy Framework

National Human Resources and Employment Policy for Sri Lanka (NHREP), 2017

NHREP aims at full, productive, and freely chosen employment for all women and men in Sri Lanka. It works towards a highly competent, globally competitive, multi-skilled and productive workforce in the country. The NHREP safeguards the basic rights and interests of workers in line with national labour laws and key international labour standards. The NHREP devised proposals to improve conditions of gender equality, investment in training women for higher skill occupations such as in the IT

sector, nursing and hospitality industry while also promoting entrepreneurship development among women, enhancing their access to credit, technology, business knowledge and markets. This policy outlines provisions to establish the State's legal and institutional infrastructure to manage issues of discrimination and sexual harassment and for more equitable sharing of the burden of care and household chores between men and women.

The National Policy for Decent Work, the National Plan of Action for Decent Work (2006) and the Decent Work Country Programme, Sri Lanka, (DWCP) 2018-2022
The vision of the Decent Work Policy is "A future of peace and prosperity in which all Sri Lankans enjoy a better quality of life free from poverty and deprivation, through promotion of opportunities for women and men to obtain productive work in conditions of freedom, equity, security and human dignity". The DWCP outlines the policy direction, strategies, and anticipated results through prioritized areas of work that will contribute to Decent Work for all, thus ensuring no one is left behind.

The National Policy on HIV and AIDS in the World of Work in Sri Lanka, 2011
This policy aims to guide the national response to prevention of HIV and AIDS, treatment, care and support and mitigate and manage its impact in the workplace, in public, private and informal sectors, while safeguarding and respecting worker's rights. "The policy emphasizes the need for gender equality and empowerment of women in all interventions, aimed at reducing the vulnerability of HIV infection and male partner involvement."(Section 6.3 on Gender Equality).

The National Occupational Safety and Health Policy (2014)
The main objective of this policy is to establish a national occupational safety and health system and programmes for the improvement of the work environment and mainstreaming OSH gender issues in workplaces.

The Code of Conduct and Guidelines to Prevent and Address Sexual Harassment in Workplaces (2013) EFC & the ILO
The Code of Conduct and Guidelines to address and prevent sexual harassment in the workplace provides guidance to employers and employees of all forms of enterprises in the public and private sectors to address and prevent sexual harassment in the workplace.

International Best Practices/Lessons Learnt

Briefing on Global supply chains and gender-based violence in the world of work (ILO - Fair WEAR Foundation)
This briefing introduces definitions of gender-based violence and highlights the importance of addressing these issues within a 'world of work' context, connecting workplaces to public spaces, transport and housing, as well as women's unpaid roles in the family, and gender-based vio-lence is looked at specifically in relation to global supply chains.

This provides the tips for employers in preventing sexual harassment and to establish systems for identifying sexual harassment and violence as: i.) agree on a clear definition of sexual harassment and ensure everyone understands what acceptable workplace behaviour is ii.) adopt a 'zero tolerance' approach to verbal and physical abuse or sexual harassment in the workplace, iii.) adopt clear policy and procedures, establish fair and confidential complaints procedures, iv.) inform all employees that sexual harassment will not be tolerated and is a disciplinary matter, v.) encourage managers to promote prevention initiatives, vii.) work with trade unions to develop clauses in a collective bargaining agreement (CBA) on sexual harassment and gender equality, viii.) raise awareness of the negative consequences of sexual harassment on employees and the company, ix.) support for those who are sexually harassed and x.) develop social dialogue etc.

3. SDG Goals, Targets and Indicators as Relevant to Labour Sector

Out of the SDGs to be realized by Sri Lanka by the year 2030, the goal that is directly relevant to the Ministry of Labour in terms of the mission of the Ministry is goal 08 which is the promotion of inclusive and sustainable economic growth, employment, and decent work for all. Accordingly, the vision and mission of the Ministry of Labour is in accordance with this goal and the outcome of all activities of the Ministry of Labour and its affiliated institutions is to successfully realize this goal. Thus, the overall progress of the Ministry reflects the progress in achieving goal 08. Moreover, the goal 05 of achieving gender equality and empowering all women and girls, and goal 16 of justice for all too is relevant according to the functions assigned to the Ministry.

SDG 5: Gender Equality	
Target	**Indicators**
5.1: End all forms of discrimination against all women and girls everywhere.	5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.
5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.	5.2.1: Proportion of ever-partnered (?? What does ever partnered mean ?) women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months by form of violence and by age.
5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1: Percentage of countries with systems to track and make public allocations for gender equality and women's empowerment
SDG 8: Decent Work and Economic Growth	
8.5 Offering productive and decent employment opportunities for all men & women including youths and persons with disabilities by 2030	8.5.1 Average hourly earnings of male and female workers according to factors such as the occupation, age and nature of disability. 8.5.2 Unemployment ratio in relation to gender, age and persons with disabilities
8.7 Taking effective measures immediately for eradicating forced labour, ending female slavery and human trafficking, proscribing worst forms of child labour including recruitment of child soldiers and ending all forms of child labour by 2025	8.7.1 The number of children employed as workers according to gender in the 5-17 age group.
8.8 Upholding labour rights, promoting safe and secure work environment for all workers including migrant women, migrants and those engaged in hazardous jobs.	8.8.1 Fatal and non-fatal ratio of accidents according to the gender and state of migration 8.8.2. Level of national compliance concerning labour rights (freedoms of association and collective bargaining) on the basis of document sources of ILO & national constitution in terms of gender and migration level.

4. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-202

- A GBV care point “Mithuru Piyasa/Natpu Nilayam” has been established at the Medical Officer of Health Office within the Katunayake export processing zone in collaboration with the MoH as a service point of the Mithuru Piyasa network and is functioning well.
- Action research on Domestic Workers in Sri Lanka is conducted by CENWOR, for which the Department of Labour has contributed through the facilitation of dialogues and forums. Accordingly, seek approval of the Cabinet of Ministers to include domestic workers in the existing labour legislation.
- The process of digitalization of services rendered by the Department of Labour is already underway.
- Implementing programmes for the elimination of child labour and initiating action for safeguarding the rights of working women
- Programmes have been formulated for “establishing employment security in the private sector and creating a skilled migrant workforce.”
- Amendments to labour legislations by removing complexities in existing labour laws and simplifying them under a new Employment Act.
- Increasing the minimum age of employment from 14 years to 16 years.
- Raising the maximum compensation limit from Rs. 1.25 million to Rs 2.5 million of the compensation formula under the Termination of Employment of Workmen Act.
- Increasing the national minimum wage.
- Making compulsory the registration of employees in the Employees’ Provident Fund (EPF) within 30 days of recruitment.
- Raising the minimum age of retirement of workers up to 60 years.
- Establishment of the Complaint Management System - The CMS developed by the Dept. of Labour. Workers can complaint online using the link of https://cms.labourdept.gov.lk.
- Establishment of formal safety and health committees for enhancing safety of employers/employees under the coordination of the Department of Labour.
- Taking necessary measures to confirm the districts of Kandy, Nuwara-Eliya, Puttalam, Batticaloa and Matara as ‘child labour free zones’ by the year 2023 and all other districts by the year 2025.

5. Institutional Landscape

i. **The Department of Labour:** maintains an island-wide network of labour offices for the enforcement and promotion of necessary labour legislations. 11 Zonal Labour Offices, 40 District Labour Offices, 17 Sub Labour Offices and 10 District Factory Inspection Engineer's Offices have been established across the country.

ii. **National Institute of Labour Studies:** The Institute is planning and implementing necessary trainings and educational activities for the creation of a strong and knowledgeable labour force .

iii. **National Institute of Occupational Safety and Health (NIOSH):** The institute is committed to the prevention of occupational accidents and occupational diseases through sound health and safety measures and ensuring a decent work environment for every worker .

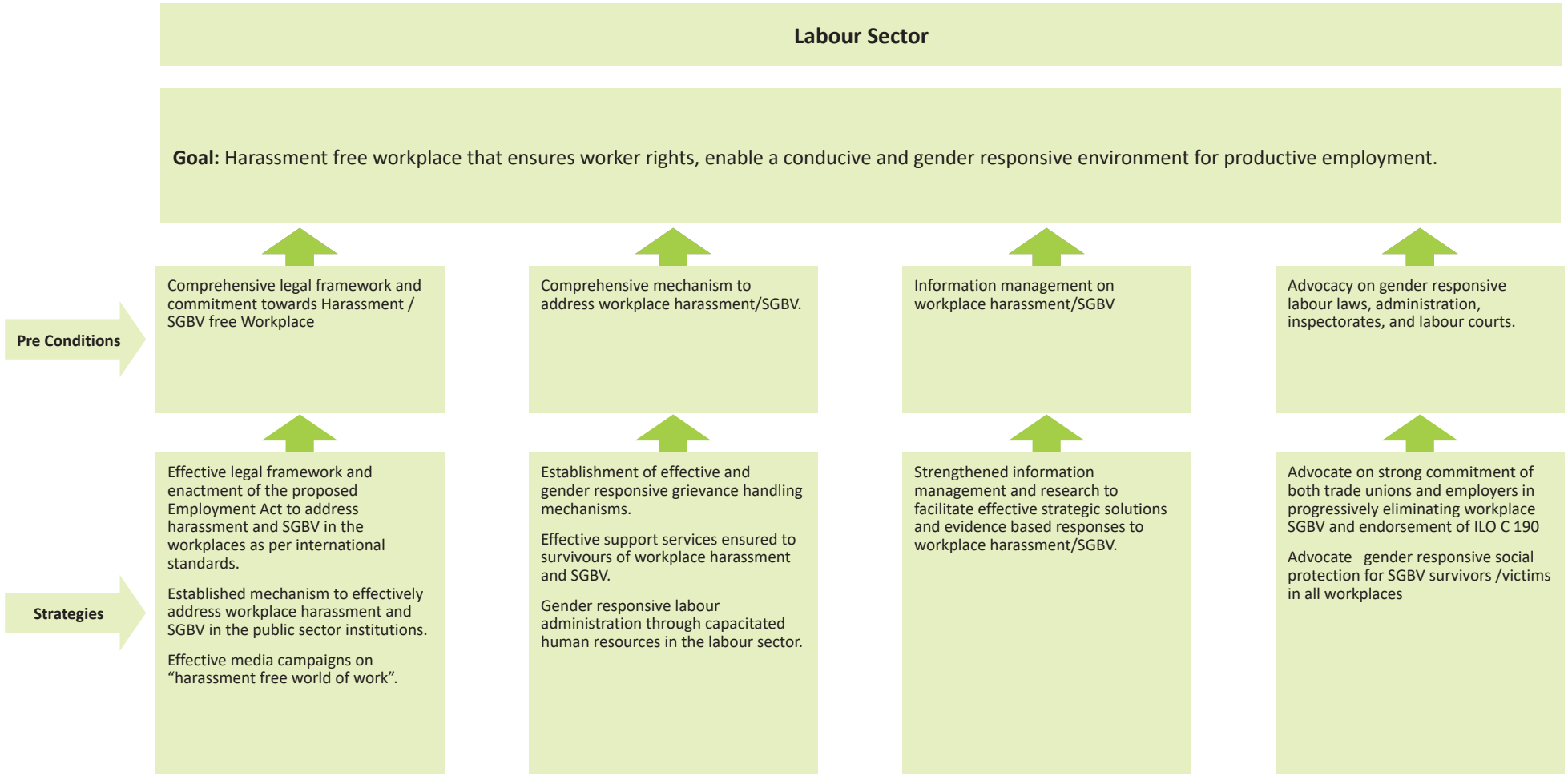
iv. **Office of the Commissioner for Workmen's Compensation Office:** This is to cause compensation to be paid to workmen who sustain injuries in the course of employment, who suffer from diseases contracted due to the nature of the employment and to dependents of workmen who die due to accidents in workplaces.

v. **The National Productivity Secretariat:** improving productivity in Sri Lanka such as the implementation of productivity promotion programmes targeting state institutions, educational and service sectors, community organizations and small and medium scale entrepreneurs, implementing training programmes relating to productivity subjects .

vi. **Dept. of Manpower and Employment:** Primary functions of career guidance activities, collection, analysis and distribution of labour market information, public employment service activities, international relations, activities relating human resources etc.

vii. **Shrama Vasana Fund:** providing welfare measures for the betterment of employees.

6. Theory of Change



Sector: Labour

Lead Ministry: Ministry of Labour & Foreign Employment

Other Ministries and Agencies: Ministry of Public Administration, Department of Labour, Sri Lanka Bureau of Foreign Employment, Employer's Federation of Ceylon, Trade Unions

Total Budget: SL Rs. Mn. 61.5

SDG Targets: 5.1, 5.2, 5.c, 8.5, 8.7, 8.8

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Comprehensive legal framework and commitment towards Harassment / SGBV free Workplace	1.1 Effective legal framework and enactment of the proposed Employment Act to address harassment and SGBV in the workplaces as per international standards.	New laws Guidelines/ minimum standards are introduced to ensure zero tolerance of harassment and SGBV in the workplace in all sectors. Strengthened responsibility and accountability of stakeholders on elimination of SGBV in workplace through tripartite collaboration	# of gender responsive revisions/ new laws introduced to the existing legal/policy / unified law framework # of key agencies in the tripartite mechanism to monitor the standards stipulated in the policies to ensure zero violence in workplace.	1.1.1 Assessment of the existing mechanisms on workplace harassment in line with international standards and best practices and identify gaps. 1.1.2 Formulate/revise policies and guidelines based on the assessment. 1.1.3 Establish a tripartite committee/mechanism to monitor the standards set by the Act/national policies.	# of gaps identified in existing mechanisms to address workplace harassment. # of revisions introduced to existing laws. # of new laws and regulations on ensuring zero violence in workplace included in the Employment Act.	The Employment Act passed by Parliament.	DoL, EFC, EFC, Ministry of Public Administration, MoL&FE, MWCASE, National Institute of Labour Studies, National Institute of Occupational Safety and Health, Trade Unions	2024	10.5

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
	1.2 Established mechanism to effectively address workplace harassment and SGBV in the public sector institutions			1.1.4 Assess and strengthen private sector company policies and measures taken to provide a safe and SGBV -free workplace. 1.1.5Implement the provisions stipulated in the proposed Employment Act on addressing workplace harassment and SGBV. 1.1.6Facilitate employer/trade union/employee buy in to adhere to standards set in the proposed Employment Act. 1.1.7 Incorporate special modules on workplace harassment/SGBV in capacity development programmes of professional associations/HR networks and relevant state and non-state institutions.	Mechanism to monitor the standards set by the revisions/new policies/Acts to ensure zero violence in workplace. # of agencies/ private sector entities that have set in place measures to address workplace harassment. # of state agencies/ private sector entities that have conducted capacity development programmes on addressing sexual harassment at workplace.	An effective mechanism established.		2025	18

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.2.1 Review the progress of the MWCA circular on setting up anti-harassment committees in public sector institutions and make revisions as per national standards. 1.2.2 Capacitate the public sector institutions/ mechanisms to ensure SGBV/ harassment free environment. 1.2.3 Monitor the effective implementation of the circular and operationalizing the required mechanisms to ensure SGBV free environment.	Report of the review on the MWCASE circular to set up anti-harassment committees in public sector . # of private sector companies/ establishments with enforceable policies in place to address workplace harassment and SGBV # well-designed company HR policies that included a section on addressing / prevention of SGBV are in place.				
	1.3 Effective media campaigns on "harassment free world of work".	Broad-based awareness on rights of workers to enjoy a harassment free workplace.	# of media campaigns on the rights of the workers / benefits of harassment free workplace.	1.3.1. Conduct special programmes that promote harassment /SGBV free workplace through electronic and print media. 1.3.2 Conduct awareness programmes/campaign in EPZ/Plantation sectors/and all industry sector.	# of articles published on benefit of having a violence free work environment # of awareness programmes conducted in EPZ/ plantation sectors and industry sector.				
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Intervention									
2. Comprehensive mechanism to address workplace harassment/SGBV	2.1 Establishment of effective and gender responsive grievance handling mechanisms.	Workers access and benefit from the established mechanisms to make complaints on workplace harassment/ SGBV and get redress through a grievance handling mechanism.	# of institutions that operate effective grievance handling mechanisms	2.1.1. Formulate guidelines and set up a user -friendly, accessible and tech-supported complaint mechanism/ redressal mechanisms ensuring confidentiality of the complainant. 2.1.2 Set up a system to disseminate information on complaint and grievance handling mechanism. 2.1.3Direct public institutions to set up mechanisms/ committee to address workplace harassment / SGBV.	Guidelines on operationalizing tech facilitated complaint mechanisms. Operational plan on dissemination of information on grievance handling system. Public sector institutions with mechanisms to handle grievances on sexual harassment in workplace.	No. of complaint resolved	DoL/EFC/Trade Unions, MPA	2025	10
	2.2 Effective support services ensured to survivors of workplace harassment and SGBV.	Survivors are ensured of quality and easily accessible support services	# of institutions that have set in place a mechanism to serve and support the victim-survivors of workplace harassment.		No. of victims benefited.	Records available with MPA.		2025	

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	2.3 . Gender responsive labour administration through capacitated human resources in the labour sector.	Staff of labour administration are conversant on gender issues in labour sector and responsive in addressing same.	# of capacitated labour administrators / labour sector institutions have set in place mechanism to address gender inequalities and sexual harassment in workplace	2.3.1 Conduct capacity development plans with labour sector administrative staff to capacitate and develop knowledge and skills on handling gender inequality issues. 2.3.2Comprehensive training programme on workplace harassment with labour administration staff .	# of labour administration staff who followed the training programmes and capacity development programmes on workplace harassment.	Reports on programme			
3. Information management on workplace harassment/SGBV	3.1. Strengthened information management and research to facilitate effective strategic solutions and evidence based responses to workplace harassment/ SGBV	Responses/ service are designed based on research and analysis on workplace harassment and SGBV.	# of Published research and evidence analysis used for policy and programme design.	3.1.1 Facilitate evidence-based responsiveness for SGBV related issues through objective recording and tabulating data/analysis.	# of reports/analytical paper on workplace harassment and SGBV	Reports published		2025	3.0
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Policy & Advocacy									
4. Advocacy on gender responsive labour laws, administration, inspectorates and labour courts.	4.1 Advocate on strong commitment of both trade unions and employers in progressively eliminating workplace SGBV	Employees are benefitted from new labour law reforms that ensure their labour rights/ protection and enabled harassment free workplace.	# of Inter-sectoral and inter-institutional collaboration on workplace harassment	4.1.1 Promote a harassment-free workplace in tripartite discussions 4.1.2 Ministry of Public Administration to include a mechanism in the establishment code to address SGBV at workplace.	# of advocacy programmes implemented with different stakeholders. # of media advocacy events facilitated # of Clauses/ provisions on prevention and handling workplace harassment/ SGBV that are included in the Establishment code.	Reports on awareness programme	MOL&FE/ DoL/ EFC/Trade Unions/ Ministry of Public Administration	2025	13.0

Goal: Harassment free workplace that ensure worker rights, enable a conducive and gender responsive environment for productive employment.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
	4.2 Advocate gender responsive social protection for SGBV survivors / victims in all workplaces		Increased # of SGBV survivors access welfare and social protection services	4.2.1Mobilize trade unions/ workers societies to lobby for welfare and social protection to victims/survivors of SGBV. 4.2.2Conduct a media campaign on Social protection for SGBV survivors at work place.	# of trade unions/ workers societies engaged in advocacy on social protection for SGBV survivors /victims in all workplaces.	Reports on advocacy programme		2025	7.0
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

9.2 Foreign Employment

Labour and Foreign Employment Sector: Subsector - Foreign Employment

1. Background

Outward labour migration has been a popular phenomenon in Sri Lanka since the 1970s and has provided the country with five decades of experience. The pattern of migration is constantly changing to face emerging trends in the local, regional and global labour market environments. The feminization of labour migration is also a unique feature of Sri Lankan labour migration and during the period of 1993 to 1997, over 70 per cent of the migrant workers were females. This gradually decreased over the years and by 2022 it was 40 per cent. However, it is observed that more females have departed since 2021 and this could be attributed to the impact of economic crisis as well as the recent measures taken by the government to promote Safe and orderly migration for employment. Despite increased outflow of female migrants in 2021, total departures decreased because of the COVID-19 pandemic from 211,211 in 2018 to 122,264 in 2021 which is a significant decline.

However, this status changed due to positive measures taken by the Sri Lankan government. Departures for foreign employment recorded a significant growth of 154.4 %, according to the 2022 Annual Report of the Central Bank of Sri Laka (CBSL). As per the report, departures for foreign employment recorded a significant growth of 311,056 in 2022 from 122,264 in 2021. In the first half of 2023, the registered migrant worker departures were 146,885 which is also a significant rise.

Migration for foreign employment involves a range of skill levels: low-skilled, semi-skilled, skilled and high-skilled. Middle East region continues to be the main destination for Sri Lankan migrant workers accounting for around 88.2 % of the total departures. About 97.4% of domestic workers and 78.0% of low-skilled workers were concentrated in Middle East countries such as Saudi Arabia, Qatar, Kuwait and the UAE. In terms of departures by gender, 85.0% of male departures and 93.3% of female departures were concentrated in the Middle East region.

The worker remittances are a significant contribution to strengthen the much required foreign currency reserves of the country while it is continuing to be an important and essential factor to reduce unemployment in the country. When comparing the value of annual workers' remittances with the value of the total annual export earnings, workers' remittances has recorded a higher contribution to the foreign exchange earnings of the country (8%) (which year ?). In 2020, it had reached the highest ratio which is equivalent to 71% of total export earnings.

Within the purview of the Ministry of Labour and Foreign Employment, the Sri Lanka Bureau of Foreign Employment (SLBFE) is the regulatory authority for the foreign employment sector in Sri Lanka. SLBFE has been established under the provisions of the Parliamentary Act No. 21 of 1985 with the vision of "Sri Lanka to be the best choice for competent human resources for he overseas market," to achieve its mission to "Create efficient and equitable pathways for people to benefit from their skills in overseas employment markets securing interests of all stakeholders while contributing to economic growth."

2. Relevant International Frameworks, National Policies and Best Practices

International Framework

Sri Lanka has ratified the foremost United Nations Human Rights Conventions such as the Convention on the Elimination of Discrimination Against Women in 1981 and the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families in 1996 and the Convention on Child Rights. In 1993, Sri Lanka signed the Vienna Declaration on the Elimination of Violence Against Women which specifically recognizes violence against women as a social phenomenon. Sri Lanka has also ratified the eight core Conventions of the ILO. Promoting gender equality and empowering women and ending violence against women and girls are part of the Sustainable Development Goals (SDGs).

National Policy Framework

In the foreign employment sector there are key policies that include provisions to address issues related to SGBV, empowering of migrant community, protection of rights of migrant workers and providing welfare services to migrant community.

- **National Policy for Labour Migration (2008)** with strategies to promote safety and protection of migrant workers, management and dissemination of information on migration at all stages of the migration cycle, inter-sectoral and inter-agency coordination for effective management of return and reintegration, strengthen consular cooperation between Sri Lanka and CoDs to safeguard rights and protection of migrant workers, Strengthen and streamline skilled and semi-skilled migration in accordance with decent work standards, and ensure equitable and gender sensitive service delivery, protection and well-being of migrant worker families.
- **Sub Policy and National Action Plan on Return and Reintegration of Sri Lankan Migrant workers 2015:** The sub-policy contains specific strategic interventions in support of social reintegration, economic reintegration, physical and psychological well-being of returnees and their family members, mobilization and empowerment of migrant returnees, and the effective management of the return and reintegration process institutionalizing a mechanism to ensure safe and dignified return and reintegration of migrant workers.
- **Sri Lanka National Migration Health Policy 2012:** The policy objectives are to i.) Ensure the health and social wellbeing of all men and women and the migrant's families left behind, ii.)Develop and implement a comprehensive and standardized health assessment for the outbound migrant population of Sri Lankan origin at the pre-departure stage that endorses the dignity and protection of these migrants, iii.) Adopt and implement a coordinated local response that will address mental and physical health services and social welfare support to migrant workers and families left behind, iv.) Identify psycho-social and mental health needs of the migrant community and improve access to health services through a national programme, v.) Ensure improved access to reproductive health information and services to the migrant community.
- **National Policy on Migration for Employment and National Action Plan (2023-2027):** This policy has the vision of a globally competent labour force engaged in decent and productive work that ensures their rights, freedoms, dignity and effective contribution to development. The four core policy areas are: Governance of labour migration to promote decent and productive employment; Secure rights and protection of migrant workers and ensure wellbeing of their families; Promotion of employment opportunities for skilled and semi-skilled migrant workers in local and global economies; and Enhance benefits of migration and its nexus with national development. The policy pays greater attention to gender-based vulnerabilities of migrant workers and recognizes the significant contribution made by women migrant workers to the national economy.
- **The Decent Work Country Programme** and **its five-year plan** has prioritized the creation of decent work that is sustainable and inclusive, better governance of the labour market, rights at work for all, and This has prioritized greater data and knowledge generation also paying attention to a violence free, decent work environment for all.

International Best Practices/Lessons Learnt

Global Compact on safe, orderly and regular Migration (GCM)

One of the strategies put forward by the Global Compact on Migration (GCM) addresses both gender inequalities and GBV through national labour laws, employment policies and programmes. This approach recognizes the independence, agency and leadership of women and seeks to reduce their vulnerability by increasing their access to labour markets.

According to the GCM, countries must ensure that the human rights of women, men, girls and boys are respected at all stages of migration, that their specific needs are properly understood and addressed and that they are empowered as agents of change. These initiatives should be complemented by measures that support victims and ensure the effective prosecution of crimes.

Such a human rights-based and gender-responsive approach to migration governance is crucial for reducing GBV. Ensuring that the lives of all migrants are protected, and that they have access to justice reduces their vulnerabilities and alters the culture of impunity in which perpetrators believe they will not face punishment.

3. SDG Goals, Targets and Indicators as Relevant to Foreign Employment Sector

SDG 8: Decent work and economic growth	
Target	**Indicators**
8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	8.8.1 Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status
	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
SDG 10: Reduced inequalities	
10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.	10.7.1 Recruitment cost borne by employee as a proportion of monthly income earned in country of destination
	10.7.2 Number of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people
	10.7.3 Number of people who died or disappeared in the process of migration towards an international destination
	10.7.4 Proportion of the population who are refugees, by country of origin

4. Institutional Landscape

The Ministry of Labour and Foreign Employment is the ministry overseeing the foreign employment sector of the country. There are key government institutions with the administrative framework at District/Divisional level and with the overseas sections/offices to reach target groups such as 'prospective,' 'in service' and 'returning' migrant workers as well as the left behind families of the migrant workers. Further to that, the Ministry of Labour and Foreign Employment deployed 947 Foreign Employment Development officers attached to the Divisional Secretariats throughout the island to look after the welfare and well-being of the migrant community.

The Sri Lanka Bureau of Foreign Employment (SLBFE), the regulatory body of the foreign employment industry has decentralized most of its services through its branch network that consists of 09 Migrant Resource Centers (MRCs), 07 District Centers, 02 Airport Divisions (including 01 Welfare Centre) and 02 other Training Centers. In addition, the SLBFE operates 15 foreign branches (Employment Welfare Sections) under 15 Sri Lanka Diplomatic Missions in 13 labour receiving countries, with the utmost commitment to serve the Sri Lankan migrant employees.

The main operations of the SLBFE are interlinked through a web-based Information Technology (IT) System that connects all local and foreign branch offices including the Employment Welfare Sections of the Sri Lanka Diplomatic Missions abroad. The SLBFE's IT system and 24/7 Information Centre also facilitate its main stakeholders i.e. Licensed Foreign Employment Agencies (LFEAs), Migrant workers.

Sri Lanka Foreign Employment Agency: Providing recruitment services for Sri Lankans for foreign employment.

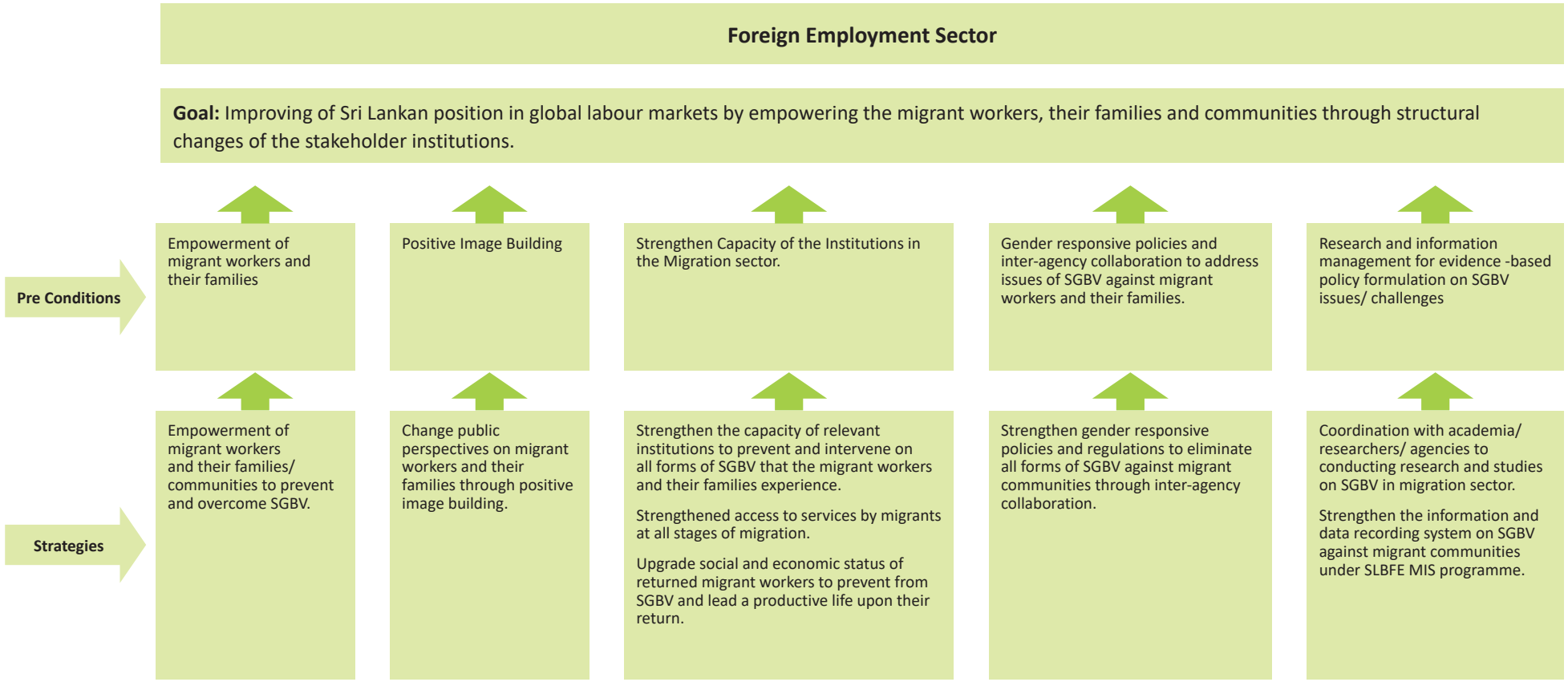
5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

The Ministry of Labour and Foreign Employment and the SLBFE as the key authorities of this sector have adopted a number of measures to stop violence against migrant workers as well as their left behind family members. It includes the following measures:

- Family care plans are prepared which include psycho-social support to the victims of SGBV among the returnees and family members.
- Action was also taken to link up with the regular referral system for services for migrant returnees.
- Special session on the provisions and laws of the host country to support SGBV survivors was included in the orientation of the officers appointed to the diplomatic missions.
- The diplomatic missions keep a list of lawyers who are referred when legal aid is needed by migrant workers during overseas employment.
- Capacity development activities were carried out with 448 Development Officers, staff of Sahana Piyasa and the airport, and all newly appointed mission staff.
- A standard module on gender was developed for the capacity building programmes with support from UN Women.
- Manual of procedures for diplomatic officers in labour divisions was revised for gender sensitivity and incorporated a section on SGBV redress strategies. This manual guides the mission officers in their supportive role to the SGBV victim/survivors.

- The SLBFE has done considerable work to build the positive outlook of the migrant workers and has published articles on the positive contributions of migrant workers, conducted Radio/ TV discussions, and produced a documentary/drama on the positive contribution of migrant workers.
- Established links with CSOs/HR organizations that provide legal assistance to support the SGBV survivors.
- Recorded sexual harassment complaints/cases according to specific categories and records maintained for analysis and programmatic input.
- An online complaint management system for all issues has been developed and operated by the SLBFE that linked with the SL Diplomatic Missions in host countries.
- Migrant returnees with specific health issues are referred to the airport health officer for treatment and/or referral.

6. Theory of Change



Sector: Foreign Employment

Lead Ministry: Ministry of Labour & Foreign Employment
Other Ministries and Agencies: Sri Lanka Bureau of Foreign Employment, Sri Lanka Foreign Employment Agency
Total Budget: SL Rs. 183.15 Mn
SDG Targets: 8.8, 10.7

Goal: Improving of Sri Lankan position in global labour markets by empowering the migrant workers, their families and communities through structural changes of the stakeholder institutions.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Timeframe**	**Budget** **SLRs. Mn**
Prevention									
1.Empowerment of migrant workers and their families	1.1. Empowerment of migrant workers and their families/ communities to prevent and overcome SGBV.	Migrant workers / families/ communities are equipped with knowledge and skills to prevent / handle and overcome SGBV.	# of interventions that promote knowledge and skills of migrant community to prevent and intervene on incidents of SGBV.	1.1.1.Educate prospective migrant workers on gender and SGBV during pre -departure training.	Introduce a Modules on gender and SGBV to the pre-departure training courses. Implement module on gender and SGBV through pre-departure training programs. # of training programms conducted # of trainees educated	Reports on training/ programs List of names of participants	SLBFE	2024-2028	11.68
				1.1.2 Educate family members of Migrant Workers on gender and preventing SGBV during family day program.	# of persons participated in family day programme	Reports on training/ programs List of participants	SLBFE	2024 - 2028	* Cost included in 1.1.1.1
				1.1.3 Conduct awareness programs with migrant workers and their family members through Development Officers to enhance the knowledge and skills to prevent and overcome SGBV.	# of Development Officers trained to educate migrant worker families on prevention / overcome SGBV	Reports on training/ programs List of participants	SLBFE	2024 - 2028	* Cost included in 4.1.1.1

Goal: Improving of Sri Lankan position in global labour markets by empowering the migrant workers, their families and communities through structural changes of the stakeholder institutions.									
Key Component	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Timeframe**	**Budget** **SLRs. Mn**
				1.1.4 Raise awareness, educate and empower communities/ migrant societies to support SGBV survivors/ victims among migrant communities to reintegrate into families/ communities.	No of awareness programmes conducted for migrant families / communities.	Reports on training/ programs List of participants	SLBFE	2024 - 2028	5.00
				1.1.5 Educate and empower men to accept change of roles and accommodate changing situation.	No of migrant societies/ community groups supporting SGBV survivors.	Reports on training/ programs	SLBFE	2024 - 2028	5.00
					No of programmes conducted with male members of the migrant families	List of participants			

Goal: Improving of Sri Lankan position in global labour markets by empowering the migrant workers, their families and communities through structural changes of the stakeholder institutions.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Timeframe**	**Budget SLRs. Mn**
2. Positive Image building	2.1 Change public perspectives on migrant workers and their families through positive image building.	Migrant workers are upheld as positive contributors to the economy of Sri Lanka.	# of initiatives/ programmes implemented to promote positive image of migrant workers as contributors to the development of the country	2.1.1 Publish success stories of migrant workers.	No of success stories published through print and other media	Relevant Reports	SLBFE	2024-2028	24.00
				2.1.2 Conduct art/ video clip competitions among school children and youth to mark the international migrant day and offer awards, prizes and certificates.	No of art / video clip competitions conducted No of awards offered	List of participants	SLBFE	2024-2028	1.00
				2.1.3 Publish best products of award winners through mass media and social media to promote positive image.	No of best products published	Relevant Reports	SLBFE	2024-2028	2.00
				2.1.4 Celebrate international migrant day and appreciate migrant workers who succeeded their lives through foreign employment.	No of migrant workers appreciated / honored during the International Migrant Day	list of benefited migrant workers	SLBFE	2024-2028	1.00
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									

Goal: Improving of Sri Lankan position in global labour markets by empowering the migrant workers, their families and communities through structural changes of the stakeholder institutions.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Timeframe**	**Budget** **SLRs. Mn**
3. Strengthen Capacity of the Institutions in the Migration sector.	3.1 Strengthen the capacity of relevant institutions to prevent and intervene on all forms of SGBV that the migrant workers and their families experience.	Migrant workers benefit from an institutionalized and easily accessible system to prevent and provide services to victims / survivors of SGBV among migrant communities.	# of interventions to promote help seeking behaviors of survivors. # of service points established in country and in diplomatic missions	3.1.1 Enhance capacities of the officials of Sri Lanka Diplomatic missions, SLBFE and DOs on helping migrant workers to overcome SGBV situations. 3.1.2 Operate hotlines and complain receiving mechanisms in destination countries and within SLBFE and link with referral mechanisms	# of capacity development programmes conducted with officials of diplomatic missions/SLBFE and DOs on responding to SGBV. No of diplomatic missions with hotlines linked to referral mechanisms	List of participants Records/ Reports of complain received/ resolved	MoL & FE. SLBFE, MoFA, Overseas missions MoL & FE. SLBFE, MoFA, Overseas missions	2024-2028 (Refresh every 6th month) 2024-2028	6.2 2.0
	3.2. Strengthened access to services by migrants at all stages of migration	Migrant workers benefit from an institutionalized and easily accessible system to prevent and provide services to victim survivors of SGBV among migrant communities.	# of service points established in country and in diplomatic missions # of service points established in country and in diplomatic missions	3.2.1 Facilitate effective service delivery to survivors of SGBV in both home and destination countries. 3.2.2 Facilitate psycho-social counselling services to help migrant returnees to adjust to the local environment.	# of referral services identified and linked to hotlines # of institutions providing psychosocial support / counseling services to migrant returnees	list of services provided list of benefited migrant workers	SLBFE SLBFE	2024-2028 2024-2028	2.5 5.0

Goal: Improving of Sri Lankan position in global labour markets by empowering the migrant workers, their families and communities through structural changes of the stakeholder institutions.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Timeframe**	**Budget SLRs. Mn**
	3.3 Upgrade social and economic status of returned migrant workers to prevent from SGBV and lead a productive life upon their return.	Migrant workers benefit from an institutionalized and easily accessible system to prevent and provide services to victim survivors of SGBV among migrant communities.	# of initiatives/ programmes implemented to engage migrant workers in economic empowerment	3.3.1 Coordinate with relevant institutions/agencies to assist migrant returnees/ SGBV survivors to start income generation activities.	# of business development training programs conducted with returned migrant workers.	List of persons who benefited from economic ventures	SLBFE	2024-2028	2.00
				3.3.2 Provide training/ material support to start or develop self-employment through Ministry of Micro, Small and Medium Enterprises (MSME)s.	# of persons who started/ developed self-employment.	List of persons who benefited from economic ventures	SLBFE	2024-2028	61.80
				3.3.3 Facilitate Business Development Services (BDS) services to returning migrant workers.	# of persons who received BDS support	List of persons who benefited from economic ventures	SLBFE	2024-2028	40.80
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Policy & Advocacy									
4. Gender responsive policies and inter-agency collaboration to address issues of SGBV against migrant workers and their families	4.1 Strengthen gender responsive policies and regulations to eliminate all forms of SGBV against migrant communities through inter-agency collaboration.	Migrant workers and their families benefit from effective implementation of policies and regulations to prevent and intervene in issues of SGBV against migrant communities at home and destination countries.	# of interagency meetings/ discussion held	4.1.1 Implement the relevant activities of National Policy & Action Plan on Migration for Employment Sri Lanka (NPAPME SL) to address SGBV against migrant communities.	# of TOT programme Conducted # of training programmes conducted	List of participants	SLBFE	2024-2028	0.67
				4.1.2 Collaborate with relevant agencies/ministries to support the victim survivours of SGBV	No of SGBV survivors / victims supported	list of benefited migrant workers	SLBFE	2024-2028	0.50

Goal: Improving of Sri Lankan position in global labour markets by empowering the migrant workers, their families and communities through structural changes of the stakeholder institutions.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output indicators**	**Means of Verification**	**Implementing Agency***	**Timeframe**	**Budget SLRs. Mn**
5. Research and information management for evidence -based policy formulation on SGBV issues/ challenges	5.1 Coordination with academia/ researchers/ agencies to conducting research and studies on SGBV in migration sector.	An updated resource base is available on incidents of SGBV within migration sector for policy and programme input	# of new initiative introduced	5.1.1 Conduct research and studies on SGBV in migration process in collaboration with research institutions.	# of research/ studies conducted	Relevant research publications	SLBFE	2024 1st Qtr	2.00
			# of policy decisions taken following evidence created/ collected.	5.1.2 Develop policy briefings based on the research findings.	# of policy briefings developed		MoL & FE.	2024- 2028	
	5.2. Upgrade the SLBFE IT system to Facilitate data recording system on SGBV against migrant workers.		Develop an IT systems to share data with Ministry & SLBFE	5.2.1 Create/ maintain social profiles for each migrant worker to support addressing issues of SGBV	# of social profiles developed		SLBFE	2024- 2028	10.00
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

10. Disaster Management

Disaster Management Sector

1. Background

The devastating tsunami of 2004 prompted the Sri Lankan government to make a formal policy response by way of appointing a "Parliamentary Select Committee on Natural Disasters," to make recommendations to improve Disaster Management processes in the country. Based on this, the Disaster Management Act No.13 of May 2005 was enacted by Parliament on 13.05.2005. The Act required establishing two important Institutions, namely the National Council for Disaster Management (NCDM[1]) and the Disaster Management Centre (DMC). The Disaster Management Centre (DMC) was established with effect from 01.08.2005, to function as the lead agency on disaster risk management in the country and implementing the directives of NCDM. Currently, the National Disaster Management Council, the Disaster Management Center and the National Disaster Relief Service Center are functioning under the Ministry of Defense.[2] The recent pandemic - Covid 19, reiterated the need for addressing emerging disaster situations such as those related to biological or technological disasters within the national disaster response.

The vision of the DMC is to ensure "Safer communities and sustainable development in Sri Lanka" and the mission is to "To create a culture of safety among communities and the nation at large through systematic management of natural, technological, and man-made disaster risks.[3]"

The main activities of the Disaster Management Centre (DMC) encompass research and development, mitigation, planning preparedness, dissemination of early warnings for the vulnerable population, emergency response, coordination of relief and post disaster activities in collaboration with other key agencies.

In order to facilitate the coordination and implementation of all DMC activities, Disaster Management Committees were established at District, Divisional levels and at Grama Niladhari Wasams, across the country. Also, District Disaster Management Coordination Units (DDMCU) of DMC are functional in all districts to carry out Disaster Risk Reduction (DRR) activities at the sub national level.

2. Relevant International and National Frameworks and Best Practices

International Frameworks

A key shift from the traditional approach to disaster management was made at the Yokohama Conference held in 1994, where the Yokohama Strategy for Disaster Reduction was adopted. This approach was aimed at minimizing the losses due to disasters and strategized: prevention of disasters, formation of policies and implementing policies of self-reliance, community participation and attributed a bigger role for UN agencies and NGOs in responding to disasters.

In 2005, the World Conference on Disaster Reduction held at Hyogo prefecture of Japan, the Hyogo Framework for Action was formulated. This framework prioritized: Disaster risk reduction, improving risk information and early warning, building a culture of safety and resilience, reducing the risks in key sectors, and strengthening preparedness for responses.

1. Disaster Management Centre, 2024
2. Ministry of Defence, n.d.
3. Disaster Mangement Centre, 2024

The Sendai Framework for Disaster Risk Reduction (2015-2030) that followed the Hyogo Conference, directs Member States with concrete actions to protect development gains achieved, from the risk of disasters. It advocates for substantial reduction of disaster risk, and losses in lives, livelihoods, health and assets of persons, businesses, and communities. Sendai Framework shifts the focus of action within and across sectors, by States and other actors, at local, national, regional and global levels in the following four priority areas: Understanding disaster risk, strengthening disaster risk governance to manage disaster risk, investing in disaster risk reduction for resilience, enhancing disaster preparedness for effective response and to "Build Back Better" in recovery, rehabilitation and reconstruction.[4]

National Policies

Sri Lanka Disaster Management Act (2005)
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, recognizes the cross-cutting nature of disaster management and empowers H.E. the President to declare a 'state of disaster' when necessary.

National policy on disaster management: National council for disaster management (2010)
Section 13 of this Policy clearly indicates that the disaster management process should ensure gender equality and in particular lead to the empowerment of girls and women with special consideration given to marginalized groups such as those with special needs such as pregnant women…. .

Disaster Management Policy of Sri Lanka: Towards a safer Sri Lanka (2011)
Gender is included in policy as one guiding principle. The section on Guiding Principles (page 5), mentions: "maintain equity in resource distribution in a disaster" and "treat with equality all vulnerable and affected communities," emphasizing the need to ensure the right to information, to participate and to seek accountability.

Strategy 5.4 addresses relief and temporary shelter management and recommends ensuring "safe housing" as early as possible.

Sri Lanka Comprehensive Disaster Management Programme (SLCDMP) (2014-2018)
The Sri Lanka Comprehensive Disaster Management Programme (SLCDMP) recognizes "Gender and disability mainstreaming" as a mandatory requirement for an "enabling environment" (Page 13). "Although the need and the commitment/readiness for gender and disability 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."

The Output 3.3 of this programme is "Capacity for developing human resources enhanced" identifies the need for guidelines or manuals that deal with gender perspectives in disaster risk reduction while 3.3.5. recommends collecting gender segregated data at district, divisional and GN levels and that GN level plans should be gender sensitive (Output 2.9).

4 UN General Assembly, 2015

Sri Lanka National Disaster Management Plan 2013-2017

Although there is no specific mention of addressing gender-based violence in a formal statement, there are opportunities to integrate activities on addressing GBV available within the Plan. e.g.: disaster mitigation and risk reduction plan may include activities towards prevention of GBV in disaster situations. In the risk management framework (under the main Disaster Risk Management (DRM) activities "the consideration of elderly children disabled/women" has been recognized as a key activity. Emphasis has been given in the national institutional framework and recommends that due consideration for women should be given specially in evacuation and other activities.

Community Resilience Framework Sri Lanka (2015)[5]

The policy recognizes women and children as vulnerable groups and recommends that inclusion of women and children to be ensured in all activities. Also, that community involvement is essential to identify patterns of vulnerability and involvement of groups such as women. It emphasizes that in order to protect communities, gaps existing in the recovery process related to security for women and children need to be covered. The document iterates that the availability of basic amenities and their use in case of an emergency, should be responsive to the needs of women and children and other vulnerable groups.

3. SDG Goals, Targets and Indicators as Relevant to Disaster Management Sector

SDG Goal 5. Gender Equality

Target	Indicators
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriages and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age

5 Disaster Management Center, 2015

SDG 11. Sustainable Cities and Communities	
11.5 "By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations".	11.5.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population 11.5.2 Direct economic loss attributed to disasters in relation to global gross domestic product (GDP) 11.5.3 (a) Damage to critical infrastructure and (b) number of disruptions to basic services, attributed to disasters
SDG 13. Climate Action	
13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	13.3.1 Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment
13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities.	13.b.1 Number of least developed countries and small island developing States with nationally determined contributions, long-term strategies, national adaptation plans and adaptation communications, as reported to the secretariat of the United Nations Framework Convention on Climate Change
SDG 16. Peace, Justice and Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

4. Institutional Landscape/Mechanism/Structure/Outreach

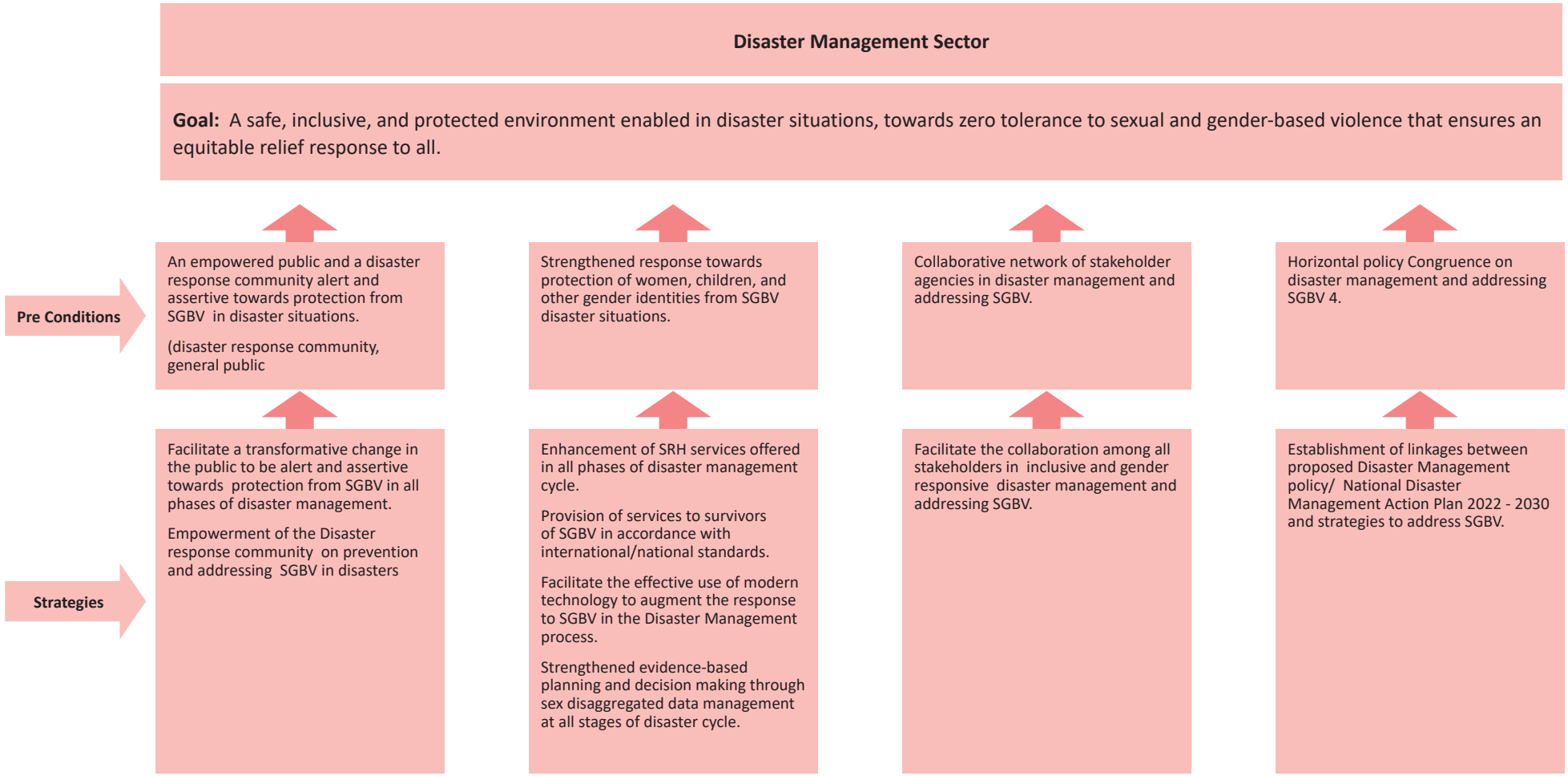
Disaster Managment Center under the Ministry of Defense is the lead agency responsible for Disaster Management in Sri Lanka and has the following affiliated agencies:

- National Council for Disaster Management
- Ministry of Defense
- Disaster Management Center
- Department of Meteorology
- National Building Research Organization
- Police and tri forces
- Ministry of Health
- Ministry of Women and Child Affairs & Social Empowerment
- Provincial Councils

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- The Disaster Management Center has developed a comprehensive national guideline on a gender equitable response to disaster management targeting all levels of providers. The guidelines were disseminated at different levels – district and divisional. These guidelines are set in line with SPHERE standards, using Sendai framework.
- The National Disaster Management Plan (2023-2030) that was recently developed, integrates sufficient and constructive policies on addressing SGBV and proposed coordination at the national level to ensure inter-agency support to address SGBV in disasters and is awaiting ratification by the Cabinet.
- SoPs for multiple level providers on addressing SGBV in disaster situations is being prepared,
- Multiple trainings were conducted with different actors/ Government agencies on response to SGBV during disasters. TOTs were conducted to cover all districts and training conducted by these trainers covered national, district and divisional levels.
- Public discussions were held to raise awareness on GBV during disasters and how to be vigilant and sensitive to these issues.
- Drills were conducted with the members of tri-forces as a disaster preparedness activity but the public engagement was not done.

6. Theory of Change



Sector: Disaster Management

Lead Ministry: Ministry of Defense.

Other Ministries/Agencies: Disaster Management Centre, Dept. of Meteorology, NBRO, National Disaster Relief Service Centre, Ministry of Rehabilitation and Reconstruction, SL Police , MWCA&SE, Provincial councils, MoH

Total Budget: SL Rs. 96.6 Mn.

SDG Targets: 5.1, 5.2, 5.3, 11.5, 13.3, 13.b, 16.1, 16.2

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. An empowered public and a disaster response community alert and assertive towards protection from SGBV in disaster situations.	1.1 Facilitate a transformative change in the public to be alert and assertive towards protection from SGBV in all phases of disaster management.	A community aware of and assertive to be protected from SGBV in all phases of disaster management.	# of well informed and assertive communities that claim and work towards zero SGBV in disaster situations.	1.1.1 Develop and disseminate IEC/BCC material * for social mobilization on prevention of SGBV in disaster situations. 1.1.2 Develop a web-based module /FAQ (Frequently asked questions) targeting the public. 1.1.3 Develop National Guidelines and SoPs on SGBV prevention DMC and partners.	Shelf ready awareness raising material available for capacity development programmes Online web-based module /FAQ (Frequently asked questions) targeting the public is available On line tool kit on SGBV prevention in disasters # of print and electronic media modalities used for dissemination. SOP and guideline available for DMC/ partners	Reports of DMC Performance reports of Ministry of Defense Reports of Provincial Council on disaster response District reports on disaster management	Community police, Disaster Management Center, Divisional Secretariats, Divisional Women and Children Protection Bureau (9 Provinces 45 Divisions), DMC, Donor agencies, Kothalawala Academy, Ministry of Defense, Ministry of Mass Media, Ministry of Women and Child Affairs, NDRSC, NGOs, CSOs and INGOs, NIE, SLIDA, Sri Lanka Police, training collages, Tri-forces, WDUs	2024- 2027	35.5

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.1.4 Conduct a general public awareness programme (online and offline) zero SGBV in disaster situations.	# of community leaders participating in awareness programmes # of volunteers safety centers competent to addressing SGBV in disasters. of DMR partners having the IEC material on their webpages # of awareness programme (online and offline), conducted			2024-2027	
				1.1.5 Mainstream SGBV prevention in disasters into school curriculum / School safety plans and conduct awareness through school safety committees in colabaration with the Ministry of Education.	Directive issued on mainstreaming SGBV prevention in school curriculum # schools that have mainstreamed SGBV free disaster prevention in school safety plan.			2024-2027	

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.6 Initiate a dialogue with all disaster response partners to integrate SGBV prevention in disaster situation in all their awareness and response programmes.	# of disaster response partners who have integrated SGBV prevention interventions in their disaster response mechanisms/plans. # public awareness. Programmes SGBV free disaster response.			2024-2025	

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.7 Integrate "SGBV in disaster situations" prevention into awareness programmes conducted for general public by the Community Police . 1.1.8 Conduct community mobilization sessions on SGBV prevention through the Grama Niladari Committees with the support of Divisional level officials and GN. 1.1.9 Conduct targeted programmes on SGBV Prevention in disaster situations for people with special needs.	# of community police units that conduct SGBV prevention in disaster situations # of programmes conducted by Community Police with SGBV integrated # of Village Disaster Management Committees made aware on the SGBV prevention strategies at all phases of disaster management. # of communities with special needs made aware on SGBV prevention in disasters. A tool box on awareness raising on SGBV free disasters for people with special needs			2024-2028	

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	1.2 Empowerment of the Disaster response community on prevention and addressing SGBV in disasters	Disaster response is made gender responsive and SGBV free through empowerment of disaster response community.	# Disaster response communities that are empowered and equipped with knowledge and skill in the prevention of SGBV in disaster situations.	1.2.1 Develop SOPs for Disaster response communities to prevent SGBV in disaster situations.	SOP available for disaster response community to follow and prevent SGBV. # of disaster response communities trained on the SOP. % of districts where the officials/ disaster response communities use the SOP.			2024-2025	21.4
				1.2.2 Train all categories of the disaster management community on the SOP developed through a ToT and a cascade training plan				2024-2027	
				1.2.3 Develop a web-based self-learning module on the SOP for disaster response community and make them available on the DMC website.	# of disaster response teams completing the web based module.				
				1.2.4 Expand the existing “Training Programme on the National Guideline on SGBV in disaster situations “to achieve island wide coverage.	# of districts where training programmes conducted # of individuals trained.				-

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.2.5 Make available the National Guideline on SGBV on the websites of DMW and other disaster response partners. 1.2.6 Conduct a national and community level analysis on protective factors , risk factors and resources available in responding to SGBV incidents in disaster situations. 1.2.7 Integrate the findings of the analysis with DMC and response partners plans.	# of partners using national guidelines. A report with recommendations on available resources, risk and protective factors available. # of recommendations integrated into DMC and partner plans.			2024-2025	
The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.									

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Intervention									
2. Strengthened response towards protection of women, children, and other gender identities from SGBV IN disaster situations.	2.1 Enhancement of SRH services offered in all phases of disaster management cycle.	Disaster affected communities are ensured of effectiveSRH servicesand responseto SGBV.	# of districts that have effective mechanisms to ensure SRH services in disaster situations.	2.1.1 Conduct assesment of the present SRH response related to SGBV and identify the changes required/ recommended.	Report on an assesment of the present SRH response related to SGBV available # of recommendations made for strengthening SRH services in disaster situations. # of recommended changes implemented at district level. # of (%) districts covered in the training (2.1.1.2) # of material /items available online (2.1.1.3) # of individuals accessing the material		Ministry of Defense, Ministry of Health, Ministry of Women and Child Affairs, Ministry of Mass Media, DMC, police, Tri forces Donor agencies NGOs, CSOs and INGOs	2026	10.22

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				2.1.2 Develop a training module (online and offline) on SRH and SGBV and build the capacities of disaster response communities on the same. 2.1.3 Develop and capacitate a team of female tri-force members to be included in rescue and relief operations.	Training plan and module available # of capacity building programmes conducted. # of individuals capacitated. # of disaster response teams completing the online module on SRH and SGBV at the DMC website. % of females in the rescue operation teams.			2025	-

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	2.2 Provision of services to survivors of SGBV in accordance with international/ national standards.	Survivors of SGBV in disasters are ensured of standard services.	# of imrpovments made to standardize services to SGBV survivors of diasaster situations .	2.2.1 Review the services available for survivors of SGBVs in line with the National & international standards in disaster and implement recommendations. 2.2.2 Conduct an annual forum to showcase the best practices on the services delivery to SGBV survivors of disasters.	# of gaps identified in service delivery as per international standards. # of improvements made to meet international and national standards in service delivery to SGBV victim-survivorss of disaster # of best practices showcased for learning.			2025-2026 2027	13.67
	2.3 Facilitate the effective use of modern technology to augment the response to SGBV in the Disaster Management process.	Enhancement of technology use for effective disaster management and addressing SGBV in disasters.	# of technological innovations introduced to address SGBV in disasters.	2.3.1 Develop and popularize a mobile app on SGBV prevention in disaster situations. 2.3.2 Develop short films / Film clips targeting the public and make available on line /You Tube DMC partner websites on SGBV in disaster situations.	# of people accessing information through the mobile app. # of materials available on line			2025-2026 2026	3

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	2.4 Strengthened evidence-based planning and decision making through sex disaggregated data management at all stages of disaster cycle.	MIS with sex disaggregated data used in evidence based planning.	# of District based MIS systems providing sex disaggregated data for disaster management planning and decision making.	2.4.1. Revisit and improve sex disaggregation of the present MIS at DMC. 2.4.2 Advocate to include SGBV data and SGBV services provided by DMC in the annual report of the Ministry.	# of changes made to the existing MIS SGBV data included in the Annual Report			2026	5 -
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Policy & Advocacy									
3. Collaborative network of stakeholder agencies in disaster management and addressing SGBV.	3.1 Facilitate the collaboration among all stakeholders in inclusive and gender responsive disaster management and addressing SGBV.	All stakeholders in disaster management operate individually and collaboratively in responding to disasters in an inclusive and gender responsive manner.	# of stakeholders in disaster management functioning according to the agreed ToR/ agreements made to make the disaster response gender responsive and inclusive.	3.1.1 Conduct a national level stakeholder mapping on the individual strengths and opportunities to define accountabilities in making the disaster management gender responsive. 3.1.2 Based on 3.3.1 Develop SOPs for the stake holders and Conduct rehearsals on the SOPs (25 table top exercises)	# of stake holders included in the network ToR/ Agreement on networking responsibilities defined for stakeholders available. SOP agreed		Ministry of Defense, Ministry of Women and Child Affairs, Ministry of Mass Media, DMC, police, Tri forces Donor agencies NGOs, CSOs and INGOs	2026 2025-2027	7.71

Goal: A safe, inclusive, and protected environment enabled towards zero Sexual and Gender-Based Violence in disaster situations while ensuring equitable and gender sensitive relief and response.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
4. Horizontal policy Congruence on disaster management and addressing SGBV	4.1 Establishment of linkages between proposed Disaster Management policy/ National Disaster Management Action Plan 2022 - 2030 and strategies to address SGBV.	Disaster impacted communities benefit from mainstreamed strategies to address SGBV in disaster management.	# opportunities to address SGBV in existing policies identified and operationalized.	4.1.1. Conduct a review on existing and draft policies to identify opportunities to strategically address SGBV in disasters. 4.1.2 Mainstream the identified strategies for effective implementation and resource allocation in annual plans. 4.1.3 Develop and popularize a brief code of ethics for all DM response persons (staff, volunteers) to prevent SGBV and ensure survivor centered, high quality response.	Report on opportunities in Policy documents to address SGBV available. # recommendations made to the draft DMC policy # of strategies and activities to address SGBV that are incorporated in annual plans Code of ethics			2026	0.1
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

11. Mass Media

Mass Media Sector

1. Background

The media sector comprises of all organizations that share information with users, using communication methods and tools. The sector has two main categories, digital and traditional media. Digital media refers to the sharing of information online through digital devices and includes podcasts, social media and blogs etc. Traditional media refers to mass communication methods such as newspapers, radio and television. Mass media have evolved over the years, expanding its scope and coverage and on account of the fast and spectacular advances in technology to become a significant force influencing the individual and society at large.

The mass media sector in Sri Lanka is very vibrant at the moment, with a range of options for the citizens to choose from. While the media landscape is gradually shifting from the traditionally dominant print media towards digital media, which has become a significant area of media activity in Sri Lanka with 14.58 million Internet users (a penetration rate stood at 66.7%), a total of 36.18 million cellular mobile connections and 7.20 million social media users of which only 37.3 % were females (beginning of 2023).[1] The power of mass media in positive social mobilization was seen in promoting community support in many humanitarian disasters and could be exploited in the prevention of SGBV. Reportage of SGBV incidents and related subjects is within the purview of the mass media and currently contributes to a significant proportion of media content. However, the shift to sensationalization of such information could lead to a negative outcome and raises many ethical concerns. The need for a collective self-regulation system which includes social media network companies has been iterated in state and non-state discussions.

The state agency responsible for mass media is the Ministry of Mass Media which was established in 1947 as Ministry of Posts and Telecommunications.[2] The ministry has identified "A well informed, pluralistic and dynamic society" as its vision and "Formulating, Facilitating, Implementing, Monitoring and Evaluating policies and strategies in order to establish a people friendly, development – oriented, free and responsible Sri Lankan media culture"[3] as its mission.

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

International conventions that has a relevance to addressing SGBV, which the Sri Lankan government is committed to, and provide necessary guidance in fulfilling responsibilities related to mass media is given below.

Resolution 59(1) of the General Assembly of the United Nations (1946) declares: "Freedom of information is a fundamental human right and is the touchstone of all the freedoms to which the United Nations is consecrated."[4]

Universal Declaration of Human Rights (1948), of the United Nations in Article 19 provides that "everyone has the right to freedom of opinion and expression; including freedom to hold opinions and to seek, receive and impart information and ideas through any media."[5]

1. Kemp, 2023
2. Ministry of Mass Media, 2019
3. Ministry of Mass Media, 2019
4. Carvalho, 2015
5. United Nations, 1948

International Covenant on Civil and Political Rights, (ICCPR) (1966) in Article 19 proclaims that: "Everyone shall have the right to hold opinions without interference; Everyone shall have the right to freedom of expression...either orally, in writing or in print..."[6]

Declaration on Fundamental Principles (1978) addresses the contribution of the mass media to strengthening peace and international understanding, to the Promotion of Human Rights and to Countering Racialism, Apartheid and Incitement to War.[7]

UNESCO Mass Media Declaration (1978) mentions that "mass media has an essential part to play in the education of young people in a spirit of peace, justice, freedom, mutual respect and understanding, in order to promote human rights, equality of rights as between all human beings."[8]

CEDAW Committee on the Elimination of Discrimination Against Women concluding observations on the eighth periodic report of Sri Lanka (2017 latest report[9]) under para 23 made the observation: "(e) Intensify public awareness efforts, through strategic media campaigns and educational programmes to address discriminatory stereotypes against women and gender-based violence."

3. SDG Goals, Targets and Indicators as Relevant to Mass Media Sector

SDG 3.Good Health and Well-being

Target	Indicators
3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease 3.4.2 Suicide mortality rate
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education and the integration of reproductive health into national strategies and programmes	3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group

6. United Nations, 1966
7. United Nations, 1978
8. Accountable Journalism, 1978
9. United Nations, 2017

SDG 5. Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age
SDG 16. Peace, Justice and Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months 16.10.2 Number of countries that adopt and implement constitutional, statutory and/or policy guarantees for public access to information
16.b Promote and enforce non-discriminatory laws and policies for sustainable development	16.b.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law

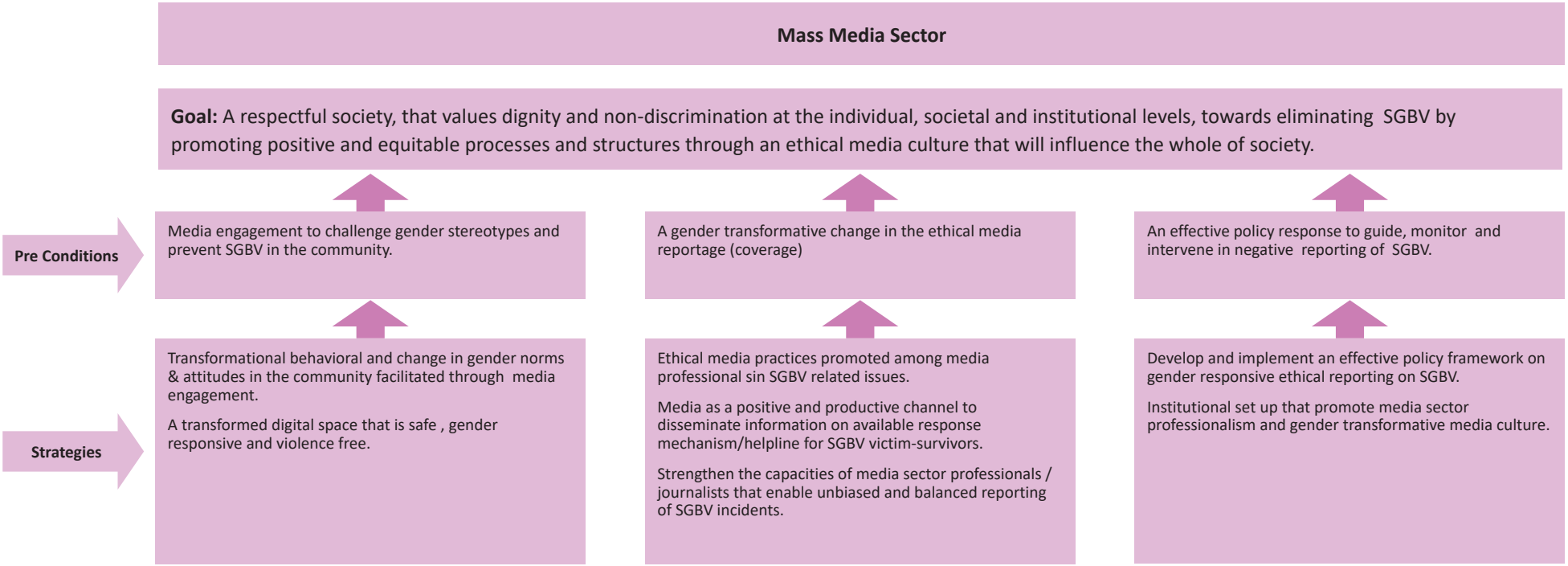
4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Mass Media
- Department of Government Information
- Independent Television Network (ITN)
- Sri Lanka Rupavahini Corporation (SLRC)
- Sri Lanka Broadcasting Corporation (SLBC)
- Sri Lanka Press Council
- Censor Board
- National Film Corporation
- Right to Information Commission
- Associated Newspapers of Ceylon Limited
- Lankapuwath Limited
- Selacine Television Institute
- Media Center for National Development
- Faculties of Universities conducting courses in journalism
- Provincial media networks
- Private print media
- Social media networks
- Journalists Association
- Verite Institute
- Factcheck.lk
- Fact Crescendo
- Tele-makers Guild
- Writer’s Guild of Sri Lanka
- Broadcasters Guild
- CERT

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

- Public awareness programmes/teledramas conducted through electronic and print media by state and non-stage media channels on SGBV.
- Capacity development of staff of the Sri Lanka Press Council on gender.
- Short-term gender training for 100 media personnel on gender-sensitive narratives.
- Advocacy activities on developing gender responsive media ethics.
- Establishing mechanism to appeal to the Right to Information (RTI) Commission for obtaining information on media reports.
- An Act to regularise the issuing of media licences had been drafted.
- A code of ethics is being drafted under the provisions of the Act.
- Code of practice: for editors on a complaints mechanism in place (for print media).

6. Theory of Change



Sector: Mass Media

Lead Line Ministry: Ministry of Mass Media

Other Ministries/Agencies: Department of government Information, Independent Television Network (ITN), Sri Lanka Rupavahini Cooperation (SLRC), Sri Lanka Broadcasting Cooperation (SLBC), Sri Lanka Press Council, Censor Board and other affiliated agencies.

Total Budget: SL RS. 218.29 Mn

SDG Targets: 3.4, 3.7, 5.1, 5.2, 5.3, 16.1, 16.10, 16.b

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
Prevention									
1. Media engagement to challenge gender stereotypes and prevent SGBV in the community.	1.1 Transformational behavioural and change in gender norms & attitudes in the community facilitated through media engagement.	SGBV prevented by challenging discriminatory gender norms & attitudes through media engagement.	# of media channels / outlets that include non-discriminatory messaging and promoting Transformatory behaviour.	1.1.1 Develop & disseminate creative BCC (Behavioural Communication Change) material to challenge gender norms & attitudes through social media.	# digital media BCC material (Video clips trailers etc. developed #of institutions which displays printed BCC material # of Cable networks participating		Broadcasters Guild, Cable/ satellite and IP TV service providers, Computer Emergency Response Team (CERT) Department of Government Information, Donor agencies, Faculties of media in universities Faculties of Universities conducting courses in Journalism, Funding agencies, Media Center for National Development (MCND),	2024-2028	150.69

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
				1.1.2 Mobilize support from Cable/ satellite/ IP Television providers to disseminate available BCC.	# or % of BCC material adapted and used by the Cable networks # of educational programmes telecasted on addressing SGBV # of media organizations participating in the campaign # of media channels / outlets that include the developed programmes (film clips, trailers) in electronic and new media* to reposition masculinities	Details of broadcas-ted programmes certified	Ministry of Education, Ministry of Mass Media, Ministry of Public Security, Ministry of Technology, Ministry of Women and Child Affairs, MWCA&SE Private print media, Private television networks, Provincial media networks, Social media networks, Social media networks, Sri Lanka Foundation institute, Sri Lanka Press Council, Sri Lanka Rupavahini, Tele-communication Regulatory Commission (TRC),	2024-2028	

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
				1.1.3 Initiate a dialogue with Cable/ satellite/ IP Television providers and include age-appropriate SGBV prevention material in educational programmes for children*conducted through Cable/s Satellite/ IP Television Networks.	# of networks contacted/in agreement	Programme details compatible with invoice		2024-2028	
				1.1.4 Conduct a media campaign(print, electronic and new media) on prevention of SGBV under the leadership of Ministry of Media in commemoration of International Women's Day.	# of categories of Campaign material developed # of individuals reached by the Campaign	Copies of publications/ supplements, Video clips, etc.		2024-2028	
				1.1.5 Produce and schedule of media programmes (film clips, trailers) in electronic and new media to reposition masculinities towards women friendly and zero tolerance to SGBV.	# of film clips/trailer developed # Media programmes broadcasted. # Maximum number of times a programme was broadcasted	Copies of film clips, trailers and verified details of broadcasting		2024-2028	

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
	1.2 transformed digital space that is safe, gender responsive and violence free.	A secure and non-discriminatory social media that allows safe connection, ensure privacy and free expressions for all users.	# of actors/ partnerships established to facilitate safe social media. # of measures /MOUs signed to monitor and mitigate tech facilitated SGBV	1.2.1 Initiate a dialogue with relevant authorities, to strengthen the mechanism for reporting and removal of offending material in instances of TFSGBV.	# of different types/ of BCC material for public awareness digital material developed and disseminated # individuals reached % Ministry/ Department and institutions website that disseminate BCC material % of media clubs out of registered that conducted programmes on SGBV The first course on the intersection on media and TFSGBV at SLFI advertised % of high level officials at the negotiation meetings with MoE	List of discussions held with minutes and positive changes made		2024-2028	18.7
				1.2.2 Include Sinhala and Tamil reporting formats in the incident reporting methodology of new media.	Sinhala and Tamil reporting formats included in incident reporting.	Sinhala and Tamil format available for reporting		2024-2028	

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
				1.2.3 Conduct awareness-raising programmes on safe use of cyber space through media clubs in schools registered with Ministry of Mass Media.	# of Media Clubs that conducted SGBV programmes	Details of the programmes conducted, lists of participants and their feedback		2024-2028	
				1.2.4 Initiate a dialogue and establish a course/ Diploma on Cyber Safety with the Sri Lanka foundation institute.	# of students reached MOU/letter of acceptance on starting the process of establishing a course / diploma on cyber safety Course Module developed is available.	Curriculum of the course, Lists of those enrolled in the course		2024-2028	
				1.2.5 Initiate a dialogue with the Ministry of Education and integrate SGBV in the media curriculum where Media is taught as a subject in schools	# of discussions held with the MoE Media curriculum at schools changed	New curriculum with SGBV integrated		2024-2028	
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
Intervention									
2. A gender transformative change in the ethical media reportage (coverage)	2.1 Ethical media practices promoted among media professionals reporting on SGBV related issues.	Communication and media professionals uphold and ensure media ethics in reporting SGBV incidents.	# of media professionals/ institutions agree on ethical reporting of SGBV incidents	2.1.1 Conduct a situational analysis on the guidelines available on ethical reporting, at national and institutional levels and identify gaps in addressing SGBV coverage. 2.1.2 Conduct an advocacy programes to address the identified gaps and promote operationalizing the available guidelines to ensure a positive media response to SGBV	A report on the availability of guidelines # gaps identified # of advocacy meetings held # of organizations that made changes or developed new Ethical guidelines	Minutes of the discussions with outcomes	Department of Government Information Donor Agencies Media Faculties of Universities Ministry of Mass Media, Ministry of Media (tax unit), MWCA&SE, Press Council Private media organizations Sri Lanka Press Council, State and non-state media Organizations	2024-2028	37.8

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
				2.1.3 Promote positive media response to SGBV through incentives for journalists and media organizations : Include SGBV reporting as a new category in Presidential awards programmes and publication of selected articles related to prevention of SGBV annually.	# of media personnel rewarded for ethical media reporting of SGBV issues.(annual)			2024-2028	
				2.1.4 Develop Guideline/ hand book on investigative journalism related to SGBV and TFSGBV.	Guideline on investigative journalism on SGBV available	Guidelines and dissemination lists available		2024-2028	
				2.1.5 Conduct a dialogue with media heads (Print, electronic and new media) to create a responsive institutional environment/culture on reportage of SGBV incidents.	# of workshops # of organizations participating % high level officials participating	Report of the workshop with list of participants including their positions		2024-2028	
				2.1.6 Conduct sensitization programmes on SGBV for investigation officers attached to the unit for monitoring media complaints in the Ministry of media complaints	# of programmes conducted			2024-2028	

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
	2.2 Media as a positive and productive channel to disseminate information on available response mechanism/ helpline for SGBV victim-survivors	Increased utilization of response mechanisms and helplines by the victim-survivors	% of media channels/ organizations that promote information sharing on response mechanisms	2.2.1 Initiate a dialogue with producers and script writers to promote positive preventive messaging related to SGBV and available services and avoid condoning violence in their future work. 2.2.2 Initiate a dialogue with media organizations to promote dissemination of material on available on GBV care services (About Hotlines, Online and On-site service points) through the media	# of workshops held # of producers and script writers participating # of discussions held # of video clips developed on response mechanisms/ issues on conforming/ condoning violence %	reports of workshops and new messages developed or broadcasted Reports of discussions held Material disseminated		2024-2028 2024-2028	2.8
	2.3 Strengthen the capacities of media sector professionals / journalists that enable unbiased and balanced reporting of SGBV incidents.	Media sector professionals/ journalists have advanced skills in reporting of SGBV incidents.	% of registered media sector professional s with competencies on unbiased reporting	2.3.1 Develop a basic module on SGBV/TFSGBV. 2.3.2 Conduct a ToT and establish a pool of trainers capable of training sector professionals / journalists at all levels on ethical and unbiased media reporting of SGBV. 2.3.3 Develop a glossary of terms on SGBV/TFGBV, to ensure understanding and ensure uniformity in reporting and analysis of SGBV.	A module on SGBV/ TFSGBV reporting developed and available # of resource persons in the resource pool Glossary of terms developed and available	Module printed and available Report of the ToT List of participants Printed Glossary available		2024-2028 2024-2028	4.5
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
Policy & Advocacy									
3. An effective policy response to guide, monitor and intervene in negative reporting of SGBV.	3.1 Develop and implement an effective policy framework on gender responsive ethical reporting on SGBV.	Ethical media reporting standards on SGBV included in policies and implemented.	# Gender responsive policy provisions incorporated in the media policy.	3.1.1 Initiate a dialogue and integrate addressing SGBV in the National Media Policy that is being drafted.	SGBV integrated in to the National Media Policy # of discussions held with relevant stakeholders # of organisations and institutions represented in the discussions	Details of the discussions Changes made identified	Censor Board, Department Government Information, Donor Agencies, Media Faculties of Universities, Ministry of Mass Media, MWCA&SE	2024-2028	2.8
			# of institutions following the sexual harassment Guideline	3.1.2 Support the implementation of National Guideline on sexual harassment in workplace for Ministry of Mass Media and affiliated institutions.	Sexual Harassment Guideline available	National guideline on sexual harassment for media sector		2024-2028	
				3.1.3 Review /revisit the institutional frameworks and criteria for censorship for gender responsiveness and make transformative changes.	# of frameworks institutional frameworks and criteria for censorship that include SGBV	Report of the review		2024-2028	

Goal : A respectful society, that values dignity and non-discrimination at the individual, societal and institutional levels, towards eliminating SGBV by promoting positive and equitable processes and structures through an ethical media culture that will influence the whole of society.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency**	**Time Frame**	**Budget SLRs. Mn**
			Coordinating with relevant agencies to analyse the media content on SGBV on a regular basis and conduct analytical research on reportage of SGBV incidents.	3.1.4 Establish a research unit in the Ministry of Media to analyse the media content on SGBV on a regular basis and conduct analytical research on reportage of SGBV incidents.	A dedicated unit for research on media reporting and related issues established and operational	Unit established with staff Published reports and research		2024-2028	
	3.2 Institutional set up that promote media sector professionalism and gender transformative media culture.	Recognition of Media sector professionals and setting standards on gender transformative media reporting.	# of media personnel who have the membership/ certification of the media professional institution	3.2.1 Strengthen the process of establishment of the charted institution for media professionals. 3.2.2 Include the topic of SGBV in a existing meeting led by Ministry of Media with media heads and senior officials	Chartered institution for media professional established # of dialogues on issues related to media		Ministry of women's and child affairs Ministry of media Ministry of women's and child affairs Ministry of media		
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

12. Youth Affairs & Sports

12.1 Youth Affairs

Youth Affairs & Sports Sector: Subsector – Youth Affairs

1. Background

The term "youth" literally means "the period between childhood and adulthood." The United Nations General Assembly defines "youth" as "those persons between the ages of 15 and 24 years inclusive," while the Youth Policy of Sri Lanka defines "youth" as "all young women and men between the ages of 15 and 29 years. It is understood that this is a phase of life where most young people go through changes as they attain maturity from childhood to adulthood.[1] This policy recognizes and describes the multiple dimensions that stratify this group: Youth who determine the future of any country: "…some are at school or training institutions, others are not; where some young persons are employed, others are unemployed. There are young women in rural and urban regions, whilst some young women and men live with their parents, some do not. Many young women and men are themselves parents, including those who are single mothers. Some young people are disabled whilst others have been the victims of abuse or mistreatment. There are also significant inequalities among youth in terms of class, ethnicity, caste and other forms of social and cultural identity."

Youth make up almost a quarter of Sri Lanka's population (4.64 million or 23.2% - 2021). They deserve a better future, which is the responsibility of the grownups, creating a socio-political environment that is conducive to their advancement and well-being.[2] It is important to recognize youth as a positive and powerful force which needs a transformative change in gender norms and attitudes, that enables them to move towards a new "norm" that rejects violence, gender discrimination and sexual and gender-based violence to rid Sri Lanka of SGBV.

The state responsibility towards youth is delivered through the Ministry of Sports and Youth Affairs. The Ministry of Youth Affairs and Employment was established in 1978 . In 1989 this entity was named the Ministry of Youth Affairs and Sports, and subsequently in 2000 was renamed the Ministry of Tourism and Sports. In 2004, it became the Ministry of Sports and Youth Affairs, and then in 2007 it became the Ministry of Sports and Public Recreation of Sports, and finally becoming the Ministry of Sports in 2010. As of 2022, it's called the Ministry of Sports and Youth Affairs. The vision of the Ministry of Youth and Sports is to create an " Empowered youth generation," while its mission is: To build a consolidated and prosperous land by grooming every citizen to be an energetic, healthy, disciplined and dignified person, through the formulation of national policies and implementing same.[3]

National Youth Corps: was established under the Parliament Act No. 21 of 2002 in October 2003. The Youth Corps (YC) established four training centres at Embilipitiya, Eraminiyaya, Rantambe and Heyanthuduwa. Presently with 58 training centres island-wide, the National Youth Corps (NYC) is under the purview of the Ministry of Youth and Sports. The National Youth Corps' training is based on the concepts of discipline, leadership and personality development, and is taught to the youth through its unique training modules varying from soft skills, academic, vocational, recreational to community based training programmes. The National Youth Corps (NYC) is the pioneer state training institute dedicated to Youth Development.[4]

1. Jayatilleke et al., n.d.
2. Markar, 2016
3. Ministry of Sports and Youth Affairs, 2020
4. National Youth Corps, 2021

National Youth Services Council: has been vested with extensive mandate to engage in youth development activities than previously under the National Youth Services Act, No.69 of 1979 which was enacted subsequent to the establishment of the Ministry of Youth Affairs and Employment in 1978. The NYSC in Sri Lanka has been established with the aim of guiding the Sri Lankan youth in the proper direction to enable them to empower themselves.[5]

Small Enterprises Development Division: was established in the year 1982 with the objective of implementing suitable programs to assist generation of enterprises in the sectors with potential for economic development of the country and to assist development of already existing small enterprises originally.[6]

National center for leadership development: was known as international center for training rural leaders since 1985. The center has been providing leadership training for a while range of people including leaders of community based organization, government officers. It has been renamed as National Center for Leadership Development in 2013 by a cabinet decision.[7]

It is important to understand that youth should take a central part in planning and building sustainable solutions and ensuring these solutions are effective towards preventing SGBV among youth, by contributing innovative ideas and ensuring that youth have an agency to speak up for themselves.

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

The United Nations Charter

Sri Lanka as a member of the United Nations. The principles of the Charter include a) Attainment by young women and men "of an educational level commensurate with their aspirations;" d) A physical and social environment that promotes good health and protection from disease and freedom from all types of violence, but guarantees human rights and fundamental freedoms without distinction as to race, sex, language, religion or any other forms of discrimination.

Commonwealth Youth Charter (CYC)/YC 2022 Commonwealth Youth Manifesto)

The YC 2022 Commonwealth Youth Manifesto builds on this with a Call to Action for Youth Provisions in the Commonwealth that will help to deliver the UN 2030 Sustainable Development Goals.

The Commonwealth Plan of Action for Youth Empowerment (PAYE) 2006-2015[8]

PAYE 2006-2015 is an overarching implementation agenda that provides a blue print for youth development. The PAYE 6 mentions "Take affirmative and direct action to establish gender equity for all young people, and equality of treatment and outcomes for youth in special circumstances."

5. https://www.parliament.lk/uploads/documents/paperspresented/1636533405062275.pdf
6. http://colombo.dist.gov.lk/index.php/en/news-events/2-uncategorised/61-small-enterprises-development-division-2.html
7. http://ncld.gov.lk/about-us/
8. The Commonwealth Plan of Action for Youth Empowerment (PAYE), 2016-2015

The Commonwealth Youth Council (CYC) is a representative body that serves as the voice of young people within the Commonwealth of Nations. It was established to address the needs and concerns of youth across the diverse countries and territories that make up the Commonwealth.

The CYC's primary goal is to engage, empower, and advocate for young people between the ages of 15 and 29 within the Commonwealth. It aims to promote their interests, rights, and aspirations by creating platforms for dialogue, collaboration, and action.

National Policies

National Youth Policy Sri Lanka 2014[9]

This policy is the first ever policy on youth in Sri Lanka and is intended to allow youth to become fully functioning citizens of an independent and pluralistic society within Sri Lanka and encourages multi-sectoral participation.

The policy in section 2.5 under “crime and violence” mentions that “other forms of violence that have been found to increase are rape, sexual abuse, vandalism and domestic violence.”

The policy identifies objective 5 as: “To mobilize youth of all ages to be weaned away from the culture of violence to a culture of peace, dialogue and responsible citizenry through intensive campaigns, value education programmes and life skills training.”

Section 8.2 states that “Patriarchal attitudes, structures and procedures often undermine women, creating power relationships within which young women are often found vulnerable. In many occasions, young women have less power over their own bodies than men and are often required to be more accountable for their actions than young men (e.g. teenage pregnancies). Violence against women affects all women and young women in particular. Thus, youth health strategies require a special emphasis on the threats to young women.” It also recognizes the health needs of vulnerable groups such as a) young pregnant women who require a termination of their pregnancy b) young women and young single mothers.

Voluntary National Youth Service Act No. 11 of 1967 The National Youth Services Council (NYSC) was established with the amendment of the Voluntary National Youth Service (Amendment) Act No. 52 of 1968. The objectives of the National Youth Services Council (NYSC) were broadened and the post of a Director General of Youth Services (who is the Chairman of the NYSC) was introduced.

9. Jayatilleke et al, n.d.

3. SDG Goals, Targets and Indicators as Relevant to Youth Affairs Sector

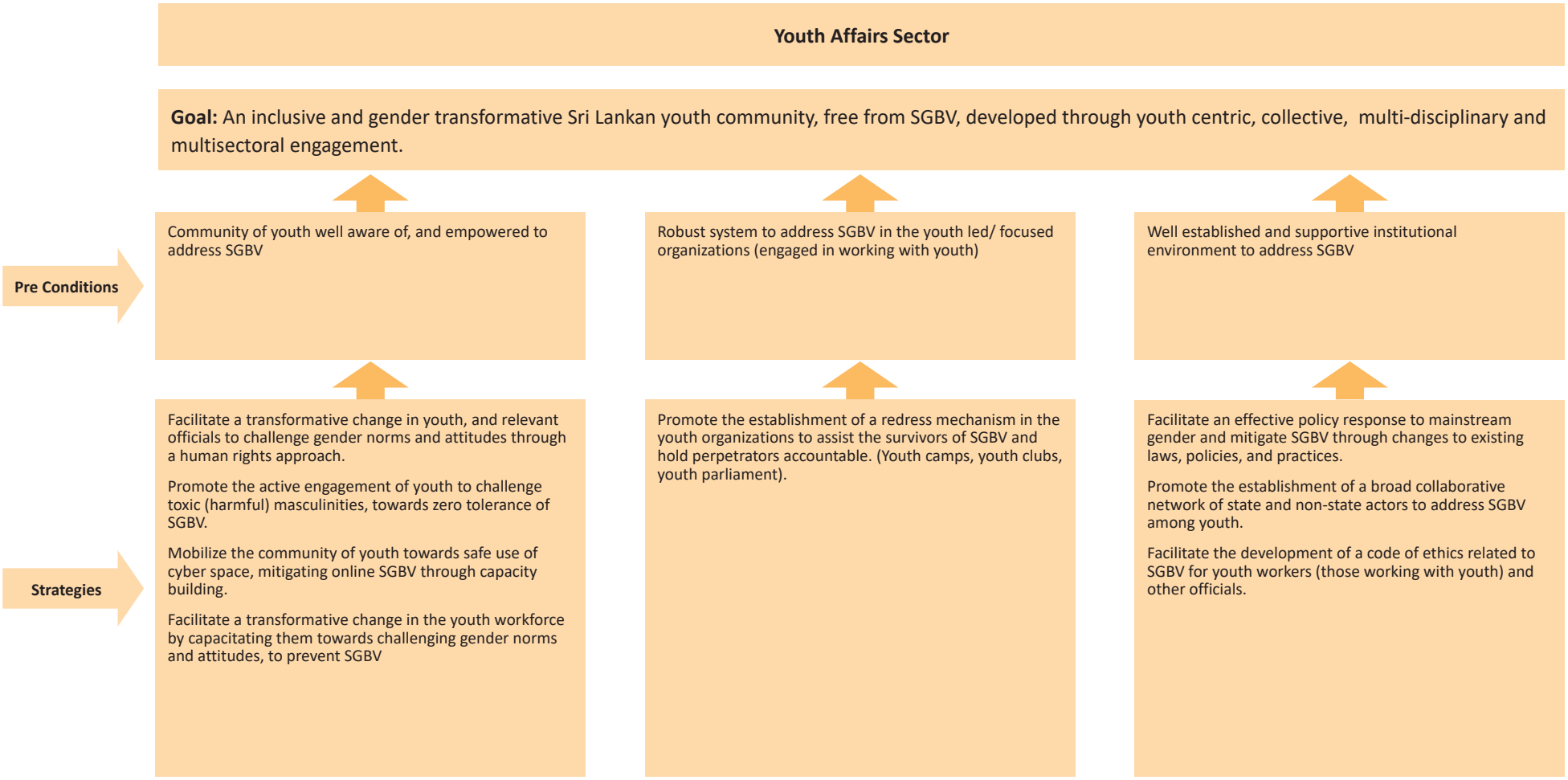
SDG 4. Quality Education	
Target	**Indicators**
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills for employment, decent jobs and entrepreneurship	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill
SDG 5. Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation, by age
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care 5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education

SDG 8. Decent Work and Economic Growth	
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training
SDG 16. Peace, Justice and Strong Institutions	
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark
16.2 End abuse, exploitation, trafficking and all forms of violence against and the torture of children	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18

4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Sports and Youth Affairs
- National Youth Services Council (NYSC)
- Youth Club Federation
- Youth clubs “Yawwana Samajaya” or “Ellainyar Mandran”
- National Youth Services Co-operative Organisation (NYSCO)

5. Theory of Change



Sector: Youth Affairs

Lead Ministry: Ministry of Sports and Youth Affairs (MoSY)

Other Ministries/Agencies: National Institute of Sports Science(NISS), National Youth Services Council (NYSC), Youth Corps (YC), Small Enterprises Development Division (SEDD), National Authority of Tobacco and Alcohol (NATA), National Sports Academy

Total Budget: SL Rs. 36 Million

SDG Targets: 4.3, 4.4, 5.1, 5.2, 5.3, 5.6, 8.6, 16.1, 16.2

Goal: An inclusive and gender transformative Sri Lankan youth community, free from SGBV, developed through youth centric, collective, multidisciplinary and multisectoral engagement.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Prevention									
1. Community of youth well aware of, and empowered to address SGBV.	1.1 Facilitate a transformative change among the youth, to challenge gender norms and attitudes through a human rights approach.	SGBV addressed through a transformative change in the gender norms and attitudes among youth.	# of youth trained to challenge gender norms and stand against SGBV. # of officials trained to develop innovative methods and approaches to engage youth in zero SGBV	1.1.1 Conduct a national and district level mapping exercise of the existing youth led/ youth focused organizations, to identify their strengths on the mobilization of youth groups. 1.1.2 Develop a module and BCC material for sensitization of youth groups, youth workers and officials for a transformative attitudinal change in gender norms and towards the elimination of SGBV.	# of districts involved in the mapping # of modalities of BCC materials developed # of organizations participating in the exercise. # of websites displaying BCC materials developed Module for sensitization available	ToT for the trainer, Develop short video clips, Curricular development	Ministry of Sports and Youth Affairs, National Institute of Sports Science, National Youth Services Council, FPA, MOY/NYSC/ YC/ SEDD	Jan 2024-Dec 2024	5

Goal: An inclusive and gender transformative Sri Lankan youth community, free from SGBV, developed through youth centric, collective, multidisciplinary and multisectoral engagement.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.3 Conduct awareness raising programmes using the above module through youth led/youth focused organizations.	# of awareness programmes conducted # of youth reached				
	1.2 Development of capacities and competencies of the officials to strategize and engage youth in addressing issues of SGBV.			1.2.1 Conduct capacity building sessions with the officials of the Ministry of Youth and affiliated organizations, to develop innovative methods in addressing SGBV through youth engagement. 1.2.2 Initiate a dialogue and integrate gender equality and addressing SGBV into the curricula of training programmes conducted by the NYSC/Youth Corps/ Small Enterprises Development Division (SEDD) of the Ministry of Youth & Sports 1.2.3 Conduct capacity building programmes for youth officers/ development officers at the divisional level to sensitize members of youth clubs/ entrepreneurs.	# of officials capacitated. # of innovations introduced for youth engagement. # of discussion meetings # of programmes conducted				

Goal: An inclusive and gender transformative Sri Lankan youth community, free from SGBV, developed through youth centric, collective, multidisciplinary and multisectoral engagement.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				1.2.4 Adapt the BCC material developed under 1.1.1 to be used in digital spaces: websites of the Ministry of Youth and affiliated organizations, youth clubs etc. to be available for a wider group of youth.	BCC material adapted and available online. (1.1.1.7.)				
	1.3 Promote the active engagement of youth to challenge toxic (harmful) masculinities (gender attitudes), towards zero tolerance of SGBV.	SGBV mitigated through challenging the toxic masculinities (gender attitudes by active engagement of youth.)	# of youth groups trained and engaged to challenge toxic masculinities	1.3.1 Conduct a campaign to challenge the toxic masculinities through the engagement of male celebrities, sports personalities etc. targeting the youth at national and provincial programmes and events. 1.3.2 Reach and support vulnerable/at-risk/ marginalized communities through male ambassador/ peer support leaders, through an identified programme.	# of youth engaged in dialogue against toxic masculinities # of Leaders/ambassadors involved	Awareness Programs		May 2024- Dec 2024	5

Goal: An inclusive and gender transformative Sri Lankan youth community, free from SGBV, developed through youth centric, collective, multidisciplinary and multisectoral engagement.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
	1.4 Mobilize the community of youth towards the safe use of cyber space, mitigating technically facilitated SGBV (TFSGBV) through the development of digital competencies /capacity building.	TFSGBV mitigated through the mobilization of the youth community towards safe use of cyber space.	# of safe practices used by youth to counter TFSGBV	1.4.1 Conduct digital awareness campaigns targeting youth using social media film clips/videos to educate them on the safe use of cyber space through youth networks of NYSC/Youth Corps (YC)/SEDD. 1.4.2 Develop and introduce online apps to be used to prevent TFSGBV. 1.4.3 Develop a core module on SGBV/ cyber violence to be integrated in all programmes conducted by the Ministry of Youth and youth sector actors	# of IEC materials developed. # of campaign materials developed # of youth networks participating Core module available	Awareness programmes		May 2024-Dec 2024	8
	1.5 Facilitate a transformative change in the youth workforce by capacitating them towards challenging gender norms and attitudes, to prevent SGBV.	SGBV prevented in the youth workforce through changing gender norms and attitudes.	# of youth work force members trained to challenge gender norms and counter SGBV	1.5.1 Advocate for public-private partnership through youth associations, to engage with youth workers and conduct awareness raising programmes targeting young employees. 1.5.2 Facilitate the development of a code of ethics related to SGBV for youth workers and other officials interacting with the youth workforce.	Availability of a training/ sensitization module # of youth workers reached. # of programmes conducted. Code of ethics available	Awareness workshop Awareness workshop reports		Jan 2024 Dec 2024	3

Goal: An inclusive and gender transformative Sri Lankan youth community, free from SGBV, developed through youth centric, collective, multidisciplinary and multisectoral engagement.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
2. Robust system to address SGBV in the youth led/ youth focused spaces and platforms/ entities. (Youth camps, youth clubs, youth parliament)	2.1 Promote the establishment of redress mechanisms to assist the survivors of SGBV and hold perpetrators accountable.	Survivors of SGBV are supported and perpetrators held accountable through established mechanisms.	# youth accessing redress mechanisms	2.1.1 Initiate a dialogue with the relevant stakeholders to establish a redress mechanism for young survivors of SGBV under the youth policy. 2.1.2 Expand the hotline facilities at SEDD and establish a hotline to support and refer survivors through a Hotbot or an appropriate linking mechanism. 2.1.3 Prepare a guideline for youth camp /event organizers to prevent SGBV and arrange a support mechanism for survivors.	A redress mechanism included in the National Youth Policy Availability of the protocol/ guideline to support survivors and hold perpetrators accountable # of discussions held with SEDD Guideline for camp/ event organizers available.	Awareness workshop reports		Sep 2024-Dec 2024	10
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: An inclusive and gender transformative Sri Lankan youth community, free from SGBV, developed through youth centric, collective, multidisciplinary and multisectoral engagement.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Policy & Advocacy									
3. Well established and supportive institutional environment to address SGBV against youth. Promote the establishment of a broad collaborative network of state and non-state actors to address SGBV among youth.	3.1 Facilitate an effective policy response to mainstream gender and mitigate SGBV against youth.	Youth benefit from effective policy provisions to address SGBV against them.	# of SGBV policies and practices integrated into the National Youth Policy. # of policies and practices reviewed # of recommendations implemented out of total recommendations	3.1.1 Initiate discussions and integrate policy responses to SGBV in the National Youth Policy . 3.1.2 Effectively implement the youth sector plan to address SGBV.	# discussions held	Awareness Workshop reports/		Sep 2024-Dec 2025	2
	3.2 SGBV addressed through a broad collective network of state and non-state actors.	# of collective action implemented by # of stakeholders to address SGBV against youth.		3.2.1 Expand the sectoral committee with other stakeholders (state and non-state) as a collaborative network to ensure effective networking and support the implementation of zero SGBV.	# of organizations who are members of the network TOR on the operation of the collaborative network	Form a national level committee/ workshops		Sep 2024-Dec 2024	3
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

12.2 Sports

Youth Affairs & Sports Sector: Subsector – Sports

1. Background

Sports play a significant part in Sri Lankan culture and its image in the international arena. The responsibility of promoting the role of sports in Sri Lankan society lies with the Ministry of Youth and Sports.

The development of the sports sector started early as “a division of sports” under the Ministry of People listed Services in 1966. The Department of Sports was initiated in 1968, and the Ministry of Parliamentary Affairs and Sports was established in 1970[1]. In 1989 it was renamed as the Ministry of Youth Affairs and Sports. As of present it is called the Ministry of Sports and Youth Affairs.[2]

The vision of the ministry is for "To be the leader in sports in Asia". The mission is “"To build a consolidated and prosperous land by grooming every citizen to be an energetic, healthy disciplined and dignified person through formulation of National policies and implementing same." Many objectives have been identified for the ministry covering multiple dimensions of sports including the formulation of policies, encouraging sports activities, provision of necessary infrastructure facilities, promotion of sports education etc. The government has allocated a sum of SL Rs. 4.2 billion from the 2023 budget for the development of sports.

Under the Sports Law No. 25 of 1973, as amended by Act 47 of 1993, 70 of 1998, 31 of 2005,, the following institutions were established: Department of Sports Development, Sugathadasa National Sports Complex Authority, Provincial Sports Complex, National Institute of Sports Science, National Sports Council, Institute of Sports Medicine, Sri Lanka Anti – doping Agency, Special Investigation Unit for the Prevention of Offenses Relating to Sports.[3]

While much attention has been paid to the issue of violence in sport, especially sexual and gender-based violence in the international domain in almost every sport, Sri Lanka is only recognizing this as an emerging issue affecting the sports community.

The Executive Board of the International Olympic Committee (IOC) adopted a Consensus Statement on “Sexual Harassment and Abuse in Sport” in 2007. The document states that “Sexual harassment and abuse in sport stem from power relations and abuses of power” and describes sexual harassment, sexual abuse, gender harassment, hazing and homophobia as different dimensions of violence that need to be paid attention to, and strongly recommends developing policies and procedures for the prevention of sexual harassment and abuse in sports.[4] The National Olympic Committee of Sri Lanka as the representative of the IOC, ensures that the principles to which this statement is committed to are practiced.

1 Ministry of Sports and Youth Affairs, 2020
2 Ministry of Sports and Youth Affairs, 2020
3 Sports Law No. 25 of 1973
4 International Olympic Committee, 2007

2. Relevant International Frameworks, National Policies and Best Practices

International Frameworks

International Olympic Committee: Consensus Statement On "Sexual Harassment & Abuse in Sport" 2007[5]

This document defines the problems, identifies the risk factors, and provides guidelines for prevention and resolution. The aim of the Consensus is to improve the health and protection of athletes through the promotion of effective preventive policies, as well as to increase the awareness of these issues among athletes. It recommends the development of a policy response which ensures the following:

- that all members have a right to respect, safety and protection.
- that the welfare of members is paramount.
- identify who has responsibility for implementing and upholding it.
- specify what constitutes a violation.
- specify the range of consequences for such violations.
- specify procedures for reporting and handling complaints.
- provide details of where to seek advice and support for all parties involved in a complaint.
- specify procedures for maintaining records.
- provide guidance for third party reporting ('whistleblowing').

International Olympic Committee: Code of Ethics 2018/2020[6]

Through this code the International Olympic Committee and each of its members and its administration, the National Olympic Committees and other Olympic parties undertake to disseminate the culture of ethics and integrity within their respective areas of competence and to serve as role models.
Under 1.4 Respect for international conventions on protecting human rights as far as they apply to the Olympic Games' activities, and which ensure in particular:

- respect for human dignity,
- rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth, or other status and
- rejection of all forms of harassment and abuse, be it physical, professional, or sexual, and any physical or mental injuries.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) requires state parties to guarantee substantive equality to women and CEDAW has been interpreted to include a prohibition on violations against women.

5 International Olympic Committee, 2007
6 International Olympic Committee, 2020

National Policies

The National Sports Policy of Sri Lanka[7]

The policy has 8 objectives and 45 prime elements. The 12th Element is: "Women to the forefront in sports providing opportunities for women to engage in sports: The importance, value and benefits of participation in sport should be illustrated to all women and steps taken to provide them access and opportunities to participate in sport for their own physical wellbeing, enjoyment and if applicable, for the achievement of the highest level of performance at major sporting events. It is also important to increase the percentage of female athletes in the Sri Lankan Team participating at major events such as World Championships, the SAF, Asian, Commonwealth, World Championships and Olympic Games. "

The 40th element of the Code of Ethics for Sports is: "Introduction of a code of ethics pertaining to sports which should be followed by all involved in sports. A code of ethics should be introduced for the sports, to be declared and followed by all concerned in order to protect its honour and integrity, so that all persons abide by it.

Prime Elements

SPORTS Law No. 25 of 1973[8]

The Sports Law No. 25 of 1973 was meant for the control of participants in sports representing Sri Lanka.

Under the Sports Law No. 25 of 1973, as amended by Act Nos 47 of 1993, 70 of 1998, 31 of 2005, the following institutions were established under this law: Department of Sports Development, Sugathadasa National Sports Complex Authority, Provincial Sports Complex, National Institute of Sports Science, National Sports Council, Institute of Sports Medicine, Sri Lanka Anti – doping Agency, Special Investigation Unit for the Prevention of Offenses Relating to Sports.

Convention against Doping in Sports (Act No. 33 of 2013) was enacted in Sri Lanka to give effect to the International Convention against doping in sport. This legislation established the Sri Lanka Anti-Doping Agency and specifies the applicable domestic legal mechanisms to combat doping in sport within the framework of the aforementioned convention.

Standard Operating Procedures for Safe, Successful, and Sustainable Reopenings for the Health, Wellness, and Fitness Industry

Institute of Sports Medicine developed these SOPs to assist in the reopening process.

7 Ministry of Sports and Youth Affairs, 2012

8 Sports Law No. 25 of 1973

3. SDG Goals, Targets and Indicators as Relevant to Sports Sector

SDG 4. Quality Education	
Target	**Indicators**
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university and sports)	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill
SDG 5. Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual, and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
SDG 8. Decent Work and Economic Growth	
8.6 By 2020, substantially reduce the proportion of youth not in employment, education, or training	8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training
SDG 11. Sustainable Cities and Communities	
11.7 By 2030, provide universal access to safe, inclusive, and accessible, green, and public spaces, in particular for women and children, older persons and persons with disabilities	11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months

SDG 16. Peace, Justice and Strong Institutions	
16.2 End abuse, exploitation, trafficking, and all forms of violence against and torture of children	16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months 16.1.4 Proportion of population that feel safe walking alone around the area they live after dark

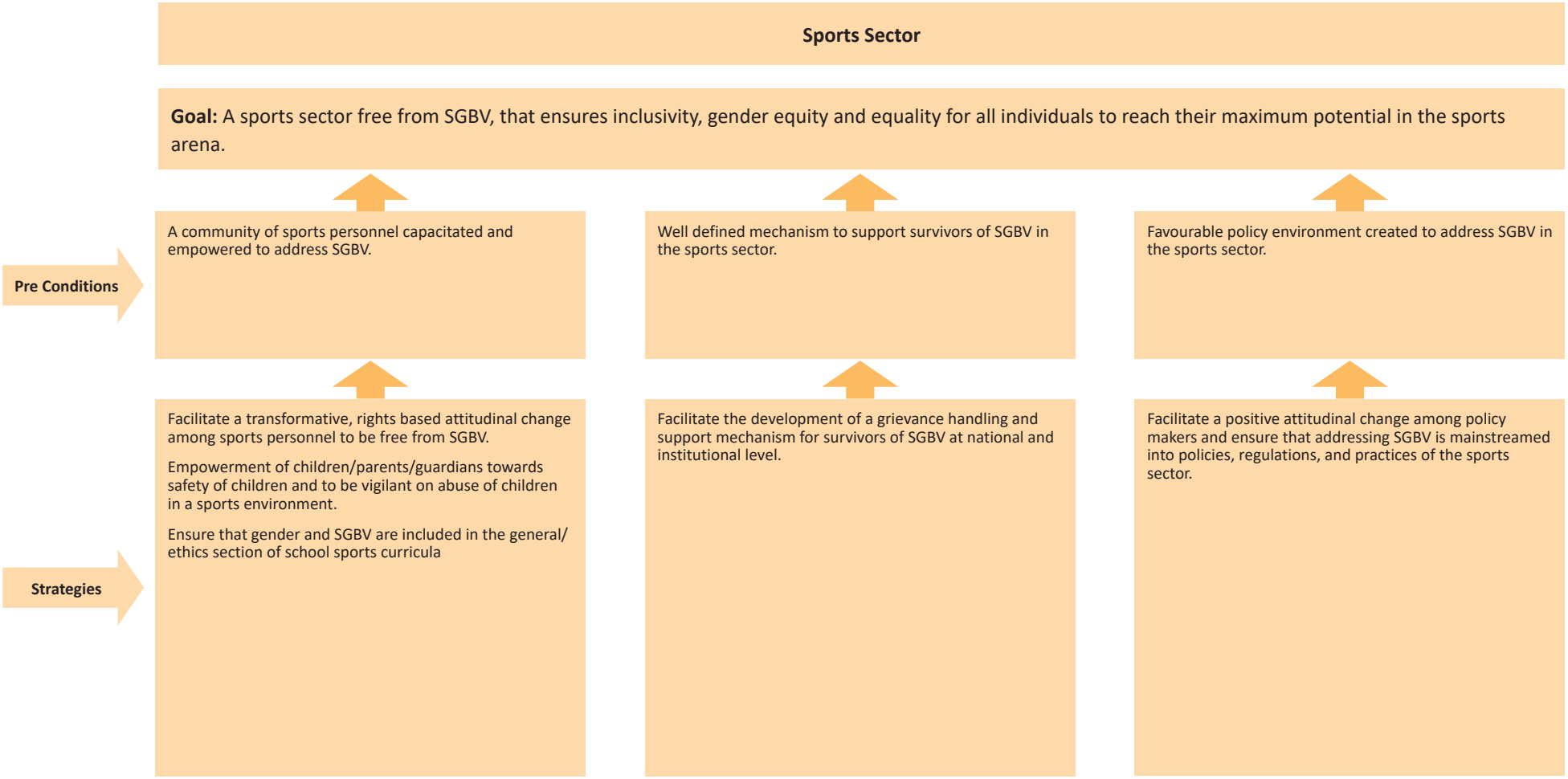
4. Institutional Mechanism/Structure/Outreach

- Department of Sports Development
- Provincial Sports Complex
- Institute of Sports Medicine
- Sri Lanka Anti – doping Agency
- Special Investigation Unit for the Prevention of Offenses Relating to Sports
- National Sports Council (NSC)
- District Sports Committees
- National Olympic Committee of Sri Lanka
- National Sports Fund (NSF)
- National Institute of Sports Science (NISC)
- Sugathadasa National Sports Complex Authority
- Institute of Sports Medicine (ISM)
- Sri Lanka Anti-Doping Agency (SLADA)

5. Key Milestones Achieved through the Implementation of the NAP SGBV 2016-2020

Sports sector was not included as a separate sector in the NAP 2016-2020, but engagement was integrated into other sectors.

6. Theory of Change



Sector: Sports

Lead ministry: Ministry of Youth & Sports Affairs

Other Ministries/Agencies: National Sports Council, District Sports Committees, National Association of Sports Coaches and Technical Officers, National Olympic Committee of Sri Lanka, National Sports Fund, National Institute of Sports Science, Sports Related Universities, Sports Development Department, Sugathadasa National Sports Complex Authority, Institute of Sports Medicine, Sri Lanka Anti-Doping Agency.

Total Budget: SL Rs. 15 Mn

SDG Targets: 4.3, 4.4, 5.1, 5.2, 8.6, 11.7, 16.2, 16.1

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Prevention									
1. A community of sports personnel capacitated and empowered to address SGBV.	1.1 Facilitate a transformative, rights based attitudinal change among sports personnel to be free from SGBV.	A transformed community of sports personnel empowered on the right to be free from SGBV.	# of broad-based awareness raising programmes on gender and SGBV designed and implemented	1.1.1 Develop an awareness raising manual/handbook and Behavior Change Communication (BCC) material for sports personnel, focused on the prevention of SGBV in the sports environment.	Guidelines # of manuals disseminated to sports personnel # of sports personnel groups educated		Donor agencies, Grama Niladari officers, Media Unit of MoS, Ministry of Sports & Youth Affairs, Ministry of Women & Child Affairs, National Institute of Sports Science, National Sports Federation/ school sports federations/ university physical education units and all relevant institutes/ Police & Tri forces sports training schools/ sports media unit, Provincial Ministry of Sports, Sports officers at the divisional level		5.5

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.2 Conduct a national level multistakeholder awareness raising campaign on the prevention of SGBV and toxic masculinities. 1.1.3 Conduct a campaign against SGBV through popular sports personalities 1.1.4 Publish the awareness raising manual in the Sports Ministry/ departments/ institutions/ websites and via social media. 1.1.5 Conduct a social media campaign against SGBV with active engagement of sportswomen and men. 1.1.6 Disseminate the BCC material developed in all the public outreach activities conducted by the Sports Media Unit.	# sports personnel reached # of modalities used in the campaign Manual accessible online # of activities conducted with the developed material integrated				

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
	1.2 Empowerment of children/ parents/ guardians towards safety of children and to be vigilant on abuse of children in a sports environment.	Children are empowered and protected from abuse and SGBV.	# of empowerment programmes targeting parents and children creating awareness of SGBV and how to be safe from it.	1.2.1 Develop and disseminate IEC material targeting children/parents/ guardians to sensitize them on red flags/signs of danger/ abuse and how to prevent SGBV. 1.2.2 Conduct awareness raising using IEC materials and activities organized by sports clubs/associations. 1.2.3 Develop and disseminate specially designed online educational material targeting children of all ages engaged in sport activities to be safe from abuse.	IEC material available # of IEC materials disseminated # of parent/ guardian groups reached # of individuals accessing the material # awareness raising sessions conducted Educational material available on social media				4.5

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
	1.3 Ensure that gender and SGBV are included in the school sports curricula* of the Ministry of Education (Developed jointly with the Ministry of Sports, and Ministry of Education)	SGBV is included in the general/ ethics section of sports curricula.	Gender and prevention of SGBV mainstreamed in # of educational/ training programmes of the sports sector.	1.3.1 Review existing health and physical education curricula (grade 6 to 11) and integrate gender, equality, inclusivity, and protection from SGBV into it. 1.3.2 Integrate gender, SGBV, equality and inclusivity into the curricula of all the programmes/trainings conducted by the National Institute of Sports Science (NISS). 1.3.3 Review the existing curricula of the government and private universities undertaking academic teaching in sports, and integrate gender, SGBV, equality and incivility into it.	# of changes made to the curricula # of additions to the curricula of the National Institute of Sports Science (NISS) # of university curricula /courses that have integrated gender and prevention of SGBV				
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Intervention									
2. Well defined mechanism to support survivors of SGBV in the sports sector.	2.1 Facilitate the development of a grievance handling and support mechanism for survivors of SGBV at national and institutional level.	A mechanism established to address SGBV incidents and support sports personnel.	# of sports officials engaged in operationalizing the grievance handling system.	2.1.1 Develop a grievance handling and support mechanism for survivors of SGBV in the sports sector. 2.1.2 Formulate a SOP to operationalize the mechanism at central and peripheral. 2.1.3 Disseminate the SOP to districts via ministry staff. 2.1.4 Conduct capacity building workshops for officials involved in the grievance handling and support mechanism. 2.1.5 Develop IEC material and conduct an awareness campaign on the grievance handling and support mechanism for the sports personnel* *(athletes, trainers/ coaches, officials)	Availability of a guideline on the grievance handling and support mechanism (Sport ombudsman) # of survivors accessing the mechanism Availability of grievance handling and support mechanisms # of workshops conducted		Ministry of Sports & Youth Affairs, Media unit of the MoS, Ministry of Women & Child Affairs, Sports Federation, National Institute of Sports Science, Donor agencies		3

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				2.1.6 Establish a Hotline or an online mechanism/Chatbot attached to the Ministry of Sports website accessible for trainees/trainers to provide information and guidance on services available for victims of SGBV 2.1.7 Develop a code of ethics on dignified and respectful behaviour, and distribute to all trainers/ coaches and trainees (at all levels) through the National Sports Federation.	Hotline established. # of individuals accessing the established mechanism Availability of a code of ethics for trainers and trainees towards zero tolerance to SGBV.				
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Policy & Advocacy									
3. Favorable policy environment created to address SGBV in the sports sector.	3.1 Facilitate a positive attitudinal change among policy makers and ensure that addressing SGBV is mainstreamed into policies, regulations, and practices of the sports sector.	Addressing SGBV is enhanced through changes to the existing policies, regulations, and practices of the sports sector.	# of gender responsive policy provisions available to guide the sports sector.	3.1.1 Conduct high level workshops/policy dialogues within the sports sector institutions to create a favourable attitudinal change to address SGBV.	# of workshops/ dialogues with policy makers		Ministry of Sports & Youth Affairs, Media unit of the MoS, Ministry of Women & Child Affairs, Sports Federation, National Institute of Sports Science, Donor agencies		2

Goal: A sports sector that is free from SGBV and fosters an inclusive, gender equitable environment to unlock the full potentials of invididuals in the world of sports.									
Pre Conditions	**Strategy**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				3.1.2 Review existing policies, regulations, and practices of the sports sector to identify gaps and opportunities in addressing SGBV and make recommendations. 3.1.3 Integrate penalties for sexual bribery/ sexual abuse/ SGBV in sports in to laws and regulations related to sports. 3.1.4. Develop criteria for gender responsive infrastructure /construction features (toilets & changing rooms) for all sports training institutions including universities, assess existing gaps through a survey and make recommendations. 3.1.5 Develop and implement a policy/guideline on anti-sexual harassment at the workplace for the institutions within the Ministry of Sports	# of policies reviewed # of revisions suggested # of revisions made to laws and regulations Guideline on gender responsive construction features Guideline and mechanism for handling workplace harassment in place and followed.				
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

13. Transport

Transport Sector

1. Background

The transport sector provides transportation services in Sri Lanka, primarily through its road network railway lines,airports, harbours and water ways. Transportation modes comprise of state and private buses, vans, three-wheelers and trains, etc.

In year 2021 Sri Lanka transportation services have collectively provided 2,158.2 million Passenger km by Sri Lanka Railways, 19,234 million Passenger km by private buses and 6,224.6 million Passenger km by the Sri Lanka Transport Board. Although public transport seems to be phasing out with the contribution of privately owned three-wheelers,[1] considerable number of passengers (36,962 million Passenger km) are using public transportation[2].

The Ministry of Transport and Highways[3] has the authority and the responsibility towards providing a safe public transport service. Its vision is: “Sri Lanka to be the country with the premier people centred transport system in the region.” Its Mission is: “To use State of art technology to implement, develop and sustain world class transport infrastructure and services to enhance living standard of the people” The purview of the Ministry is the establishment of an environment-friendly, as well as people-friendly transport system based on highways and railways, which provide passenger and goods transportation, tourist passenger facilities, related infrastructure, service standards, and the prevention of road congestion. The following institutions function under the Transport sector of the Ministry of Transport and Highways: Sri Lanka Railways, the Sri Lanka Transport Board, the Department of Motor Traffic, the National Transport Commission, the National Council for Road Safety, the National Transport Medical Institute and Lakdiva Engineering Company (Pvt) Ltd.

Certain aspects of the provision of transport such as regulation of road passenger and goods transport services by motor vehicles within a province, and provision of road transport services within a province are presently devolved to the Provincial Councils.[4]

Currently, there are many challenges faced by the providers of transport and commuters with overcrowding being a major challenge, especially at peak hours. This is common in most South Asian countries with Sri Lanka being no exception.

1. Statistics Department, 2020
2. Statistics Department, 2020
3. Ministry of Transport 2024
4. Ministry of Transport 2009

2. Relevant International Frameworks and National Policies

International Frameworks

Hours of Work and Rest Periods (Road Transport) Convention, (No. 153) 1979[5]

Promotional Framework for Occupational Safety and Health Convention, (No. 187) 2006[6]
This Convention mostly deals with occupational safety for staff, but also mentions safety in workspaces which includes transport vehicles.

National Policies

National Policy on Transport in Sri Lanka (2009)[7]
The vision of the policy is "to ensure satisfactory access to and choice within a safe, reliable, efficient and integrated system of transport modes and services, which satisfies the diverse public and corporate needs for mobility, for both goods and people."

Objectives include:
No.6: To reduce social exclusion by providing appropriate transport facilities, especially for the improved mobility of the elderly and the differently abled.

No.7: Improve safety and security for all users of the different transport systems.

Policy principles includes:
3.5.16 Safety: "Attention will also be given to increasing public awareness and education as well as the use of modern technology in enforcement and monitoring of safety concerns."

Motor Traffic Act – 1951[8]
The Motor Traffic Act of 1951 holds historical significance in Sri Lanka. It was enacted as Act No.14 of 1951, and its primary purpose was to regulate motor vehicles and traffic within the country.

National Transport Commission Act (No.37 of 1991)[9]
The functions of the Commission shall be to advise the government regarding the national policy relating to passenger transport services by omnibuses.

5. International Labour Organization, 1979
6. International Labour Organization, 2006
7. Ministry of Transport, 2009
8 Motor Traffic Act No. 14 of 1951
9. National Transport Commission Act No. 37 of 1991

A Policy Proposal for Managing Land Transport in Sri Lanka[10]

The Ministry of Transport and Highways has drafted the National Land Transport Policy of Sri Lanka and in the process of getting approval.

3. SDG Goals, Targets and Indicators as Relevant to Transport Sector

SDG 3. Good Health and Well-being	
Target	**Indicators**
3.6 By 2030, halve the number of global deaths and injuries from road traffic accidents	3.6.1 Death rate due to road traffic injuries
SDG 5. Gender Equality	
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
SDG 9. Industry, Innovation and Infrastructure	
9.1 Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	9.1.2 Passenger and freight volumes, by mode of transport
SDG 11. Sustainable Cities and Communities	
11.2 By 2030, provide access to safe, affordable, accessible, and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities, and older persons	11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities

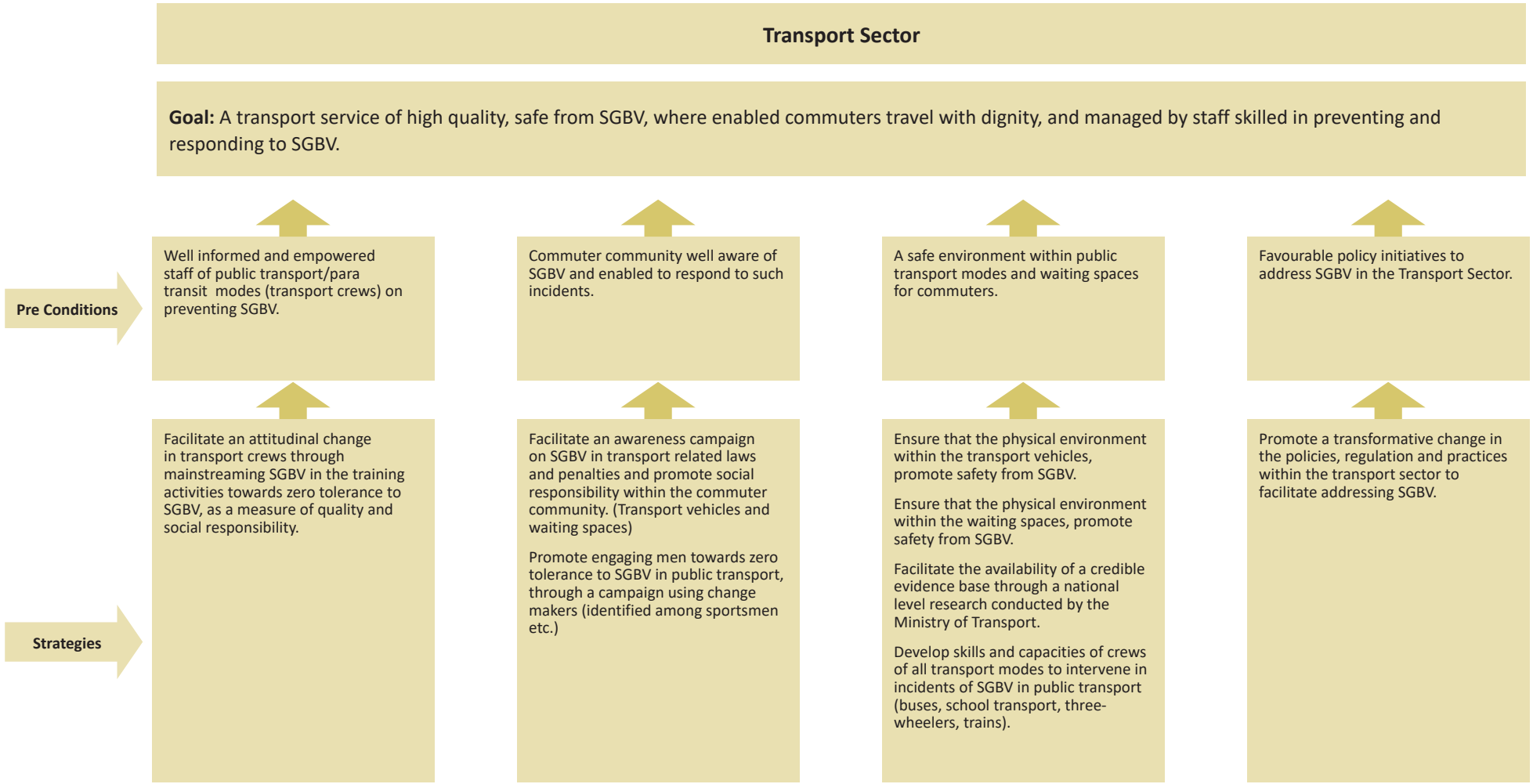
Note: A few of the SDG targets are relevant to the transport sector as a whole (Eg 3.6, 9.1) and other SDG targets are relevant to the SGBV incidents and gender discrimination during transport

10. Kumarage, 1999

4. Institutional Landscape/Mechanism/Structure/Outreach

- Ministry of Transport and Highways (MOT)
- Sri Lanka Railways (SLR)
- Sri Lanka Transport Board (SLTB)
- Department of Motor Traffic (DMT)
- National Transport Commission (NTC)
- National Council for Road Safety (NCRS)
- National Transport Medical Institute (NTMI)
- Lakdiva Engineering Company (Pvt) Ltd
- Multimodal Transport Center (MMC)

5. Theory of Change



Sector: Transport

Lead Ministry: Ministry of Transport and Highways

Other Ministries and Agencies: Sri Lanka Railways (SLR), Sri Lanka Transport Board (SLTB), Department of Motor Traffic (DMT), National Transport Commission (NTC), National Council for Road Safety (NCRS), National Transport Medical Institute (NTMI), Multimodal Transport Center (MMC), Sri Lanka Police, and other relevant agencies.

Total Budget: SL Rs. 47 Million

SDG Targets: 3.6, 5.1, 5.2, 9.1, 11.2

Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
Prevention									
1. Well informed and empowered staff of public transport/para transit modes (transport crews) on preventing SGBV.	1.1 Facilitate an attitudinal change in transport crews through mainstreaming SGBV in the training activities, towards zero-tolerance to SGBV, as a measure of quality and social responsibility.	SGBV prevented through an attitudinal change among transport crews.	# of incidents addressed by transport crew % reduction of public complaints	1.1.1 Develop a common training module with digital training aids for BCC activities targeting transport crews. 1.1.2 Integrate the developed module on SGBV into existing training programmes such as: driver/conductor training by NTC, DMT, SLTB, training conducted by the police etc. 1.1.3 Utilize the opportunities available at interfaces such as the medical examination, driving test etc. to disseminate the IEC materials developed.	A training module available # of programmes that has integrated the developed module.	By using a Opinion poll	DMT, MMC, NCRS, NTC, NTMI, SLR, SLTB	2024-2025	5

Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
				1.1.4 Conduct a national level training programme for trainers of driving schools using the above module. 1.1.5 Conduct a training programme for railway security crew/ district travelling inspectors/station masters using the module 1.1.6 Conduct advocacy workshops with high-level officials and staff of training institutes within the transport sector, on the need to address SGBV in the transport sector.	# of trainers of driving schools reached # of railway staff reached				

Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
2. The commuter community well aware of SGBV and enabled to respond to such incidents.	2.1 Facilitate an awareness campaign on SGBV in transport related laws and penalties and promote social responsibility within the commuter community. (Transport vehicles and waiting spaces)	Commuter community aware of laws and punishments related to SGBV in transport.	# of complaints reduced .	2.1.1 Develop IEC materials online and offline targeting the commuter community on the laws, penalties, and social responsibility of the community to respond to SGBV. (Visual modes/news media/YouTube/short videos) 2.1.2 Launch public awareness campaign targeting commuter community using the IEC material. 2.1.3 Initiate a dialogue with relevant stakeholders to gain support for the above activities in responding to SGBV in the transport sector by the public. (Passenger associations, private bus owners' associations, three-wheeler associations, school van associations)	# of IEC materials developed. # of transport vehicles covered. # of BCC materials developed.	By using a mobile application Police records Based on transport statistics	NTC SLTB DMT MMC SLR NTMI NCRS	2024- 2025	5

Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	2.2 Promote engaging men towards zero-tolerance to SGBV in public transport through a campaign using change makers (identified among sportsmen etc.)	Public opinion changed towards zero-tolerance to SGBV through men engagement.	# of programmes and campaigns implemented on prevention of SGBV in public transport	2.2.1 Identify male champions and conduct a media campaign to advocate for zero-tolerance to SGBV. 2.2.2 Include SGBV prevention activities conducted as a criterion for evaluating performance at annual award/ appreciation programmes.	# of male champions identified. # of awards given	By using a mobile application Police records Based on transport statistics		2024-2025	12
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Intervention									
3. A safe environment within public transport modes and waiting spaces for commuters.	3.1. Ensure that the physical environment within the transport vehicles promote safety from SGBV.	The environment within transport vehicles is safe from SGBV.	# of measures introduced to ensure protection of tourists # of complaint mechanisms available for reporting SGBV incidents in the tourist sector	3.1.1 Establish a digitally operated emergency response mechanism for passengers to connect through a mobile App with the police (directly) through a monitoring platform presently managed by the National Transport Commission (Hotline 1955).	Mechanism established.	By transport surveys By arrival records at the BIA	Commercial division of Sri Lanka Railways, DMT, MMC, MOT, NCRS, NTC- Control rooms, NTMI, SL Police, SLR- Control rooms, SLTB	2024-2025	10

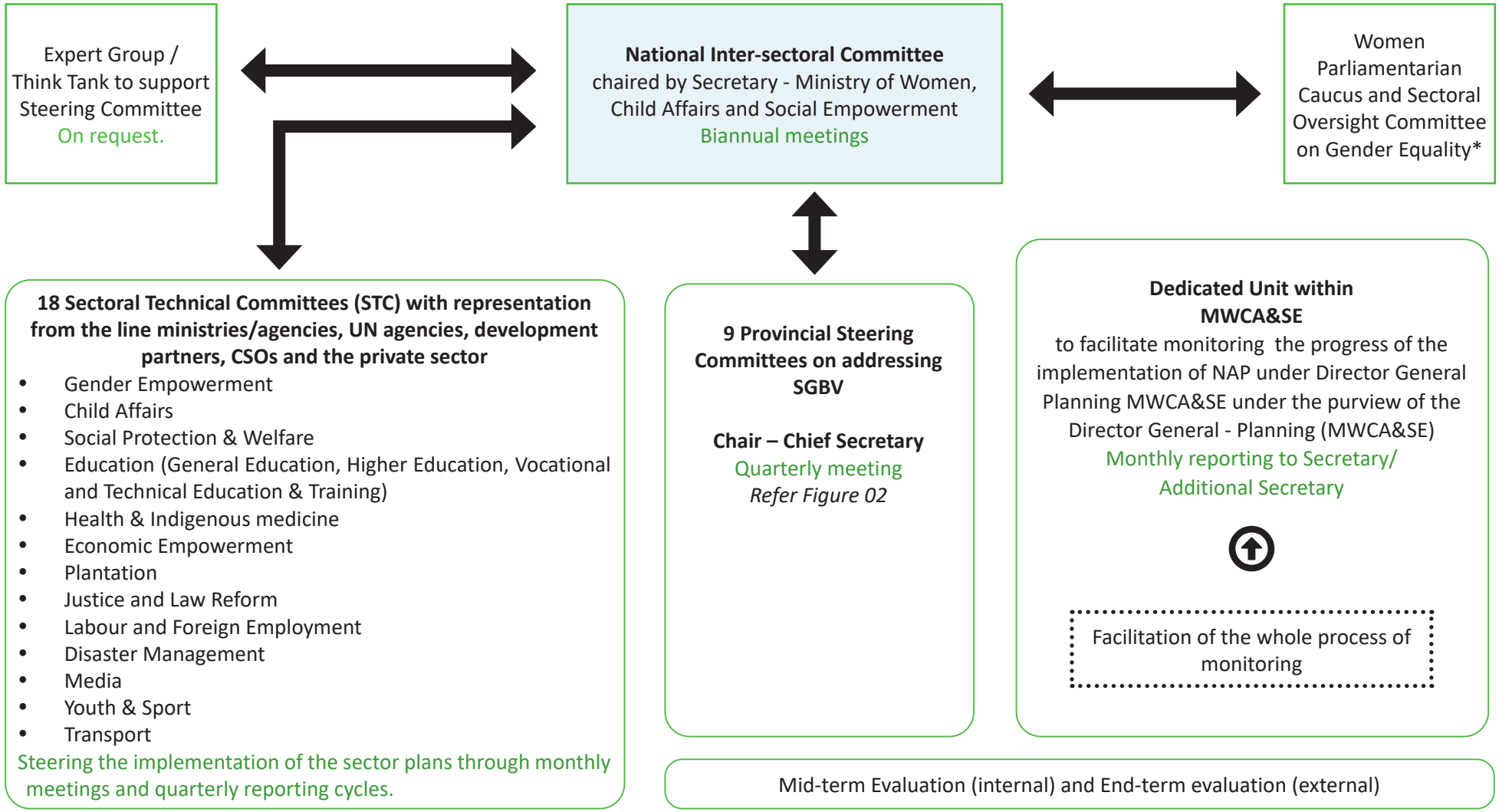
Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
				3.1.2 Develop a code of ethics for para transit service providers (school buses/office transport/three wheelers/cab services) 3.1.3 Introduce a GPS system and CCTV coverage for public and para transit service vehicles as a formal requirement for registration.					
	3.2. Ensure that the physical environment within the waiting spaces, promote safety from SGBV.	The environment within the waiting spaces are safe from SGBV.	# of waiting spaces in bus stands and railway stations that have measures of protection and a gender-responsive environment.	3.2.1 Initiate a dialogue with relevant authorities: Municipal, Urban Councils and railway authorities to advocate and reach consensus on criteria/ international standards to ensure safety from SGBV in bus stands and railway stations. 3.2.2 Advocate with relevant authorities to implement the standards. 3.2.3 Develop a system in the railway to conduct audits on the criteria on a regular basis related to trains and stations, through security officials.	# of discussions held Consensus on standards reached	By using commuter satisfaction app formed especially for this purpose	NTC SLTB DMT MMC SLR NTMI NCRS	2024-2028	0.5

Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget SLRs. Mn**
	3.3 Facilitate the availability of a credible evidence base through a national level research conducted by the Ministry of Transport	Accurate information on SGBV in the transport sector, available through a national level research.	# of findings, evidences and suggestions that have relevance to SGBV and means of addressing the same.	3.3.1. Conduct a national level research on the prevalence of SGBV/ sexual harassment in transport modes, including para transit modes. 3.3.2 Share the findings with relevant stakeholders and develop strategies to address SGBV in transport modes.	Research Report available	By the national level research report prepared by the MOT	MOT	2024-2025	12
	3.4 Develop skills and capacities of crews of all transport modes to intervene in incidents of SGBV in public transport (buses, school transport, three-wheelers, trains).	Crews of transport vehicles capacitated to identify and prevent incidents of SGBV.	# of programmes conducted with transport crews to make them aware to respond and intervene in SGBV incidents.	3.4.1 Develop a guideline for crews on responding to SGBV incidents and share it through a circular from MOT. 3.4.2 Develop messages/ visual aids to be displayed inside buses, trains and other para transit vehicles on the actions to be taken as compulsory intervention	Guideline available	1.By using a mobile application 2.Police records 3.Based on transport statistics	MOT Commercial Divion of SLR SLTB NTC	2024-2025	1

Goal: A transport service of high quality, safe from SGBV, where enabled commuters travel with dignity and managed by an empowered staff skilled in preventing and responding to SGBV.									
Pre Conditions	**Strategies**	**Outcome**	**Key Performance Indicator (KPI)**	**Key Activities**	**Output Indicators**	**Means of Verification**	**Implementing Agency***	**Time Frame**	**Budget** **SLRs. Mn**
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									
Policy & Advocacy									
4. Favourable policy initiatives to address SGBV in the Transport Sector	4.1 Promote a transformative change in the policies, regulation, and practices within the transport sector to facilitate addressing SGBV.	A favourable policy environment to address SGBV.	Increased % of tourists using public transport.	4.1.1 Review the existing/ drafted (NTC Act) laws, policies, and practices to identify gaps and opportunities related to addressing SGBV in the transport sector, including para transit services. 4.1.2 Conduct Policy & Advocacy on recommendations from 4.1.1 to implement necessary changes. 4.1.3 Mainstream SGBV into ministry policies and procedures. 4.1.4 Promote enrolment of a higher proportion of female drivers for public and para transport services. 4.1.5 Policy & Advocacy for the implementation of gender responsive criteria in the bus specification guideline – seating capacity through DMT	Report on the review of policies available # of recommendations % of female drivers	By transport statistics	MOT	2024-2028	1.5
**The relevant implementing agency/agencies to be selected from the given list during implementation of each activity.*									

Monitoring Plan: Multi-sectoral National Action Plan to Address Sexual and Gender-based Violence Sri Lanka (2024-2028)

Figure 1 Overall Monitoring Plan of NAP 2024-2028



**Women Parliamentarian Caucus and Sectoral Oversight Committee on Gender Equality*

Introduction:
The NAP 2024-2028 was developed with multisectoral engagement, through a participatory approach with inputs from national, provincial, and institutional level stakeholders, inclusive of governmental, private and non-Governmental domains. Similarly, the implementation and monitoring of the NAP needs engagement from all these groups. Since the Ministry of Women & Child Affairs and Social Empowerment (MWCA&SE) is mandated to formulate the Multi Sectoral National Plan of Action to Address SGBV 2024-2028, the Ministry has taken the lead role in the formulation of the plan. Therefore, it is strategic for MWCA&SE to be the focal agency for the monitoring and coordination of the implementation of the NAP 2024-2028.

Lessons learnt from the review of the previous Policy Framework & National Plan of Action to Address SGBV (2016-2020), and the inputs from multiple consultations held with the Provincial Councils, Sectoral Committees, Forum against GBV, the Women Parliamentarian Caucus and the Parliamentary Select Committee on Gender Equality were utilized in developing the monitoring Plan for NAP 2024-2028.

National Intersectoral Committee (NIC)
The National Intersectoral Committee is the apex body to be established for the purpose of facilitating the implementation of the NAP (2024-2028) and monitoring the same under the leadership of MWCA&SE, and is chaired by the Secretary - MWCA&SE.

The Committee comprises of the following:
- Secretaries of the relevant lead ministries (sector or the sub-sector) or nominee such as the Head of the Gender Unit of the ministry.
- Chief Secretary of each of the 9 provinces
- Secretaries or nominees from relevant ministries such as the Ministry of Finance, the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government.
- Director General Planning - MWCA&SE as the Head of the implementation unit at the MWCA&SE

Functions of the Committee:
- To monitor progress of implementation by different sectors and provinces, based on information submitted by sectoral technical committees (STCs) and provincial technical committees(PTCs) and provide policy guidance and strategic direction towards successful implementation of the National Action Plan.
- To provide necessary guidance towards closer and efficient collaboration between sectoral committees, provincial committees and other actors and assist in “trouble shooting” and problem solving.
- Consult with the Parliamentary, Human Rights Commission, and other commissions and oversight committees as and when necessary.

The National Steering Committee will meet bi-annually.

The National Steering Committee will be supported by:

Women Parliamentarian Caucus and Sectoral Oversight Committee on Gender Equality
The progress of the NAP to address SGBV will be under the oversight by the Women Parliamentarian Caucus and Sectoral Oversight Committee on Gender Equality. Minutes of the National Steering Committee will be submitted to these two committees, and the two Committees would provide necessary guidance to ensure the smooth and effective implementation of the NAP.

Expert Group/Think Tank of experts: Expert Group/Think Tank of experts in related fields will be established to provide necessary technical and expert guidance to the National Steering Committee.

Sectoral Technical Committees (STC)
Sectoral Technical Committees (STCs) will monitor the NAP activities within their Sector and is responsible for reporting on them to the National Intersectoral Committee through the NAP Monitoring Unit to be set up at the MWCA&SE, dedicated to monitor NAP (described later). The STC established initially for formulation of the NAP (2024-2028), will continue to monitor and support the implementation and monitoring of the NAP, till the end of the implementation period (2028). The Chairperson will be the Secretary/Additional Secretary of the respective ministry. The STC members comprise of the Gender Focal Person of the respective Ministry, Planning Director, and Ministry officials who are subject specialists of the sector and the Director/Head of the unit responsible to address SGBV in the lead ministry (where available). STC members also include nominations from UN and other agencies, CSO representatives, private sector, and academia engaged in relevant areas of the sector at national level and sub national levels.[1]

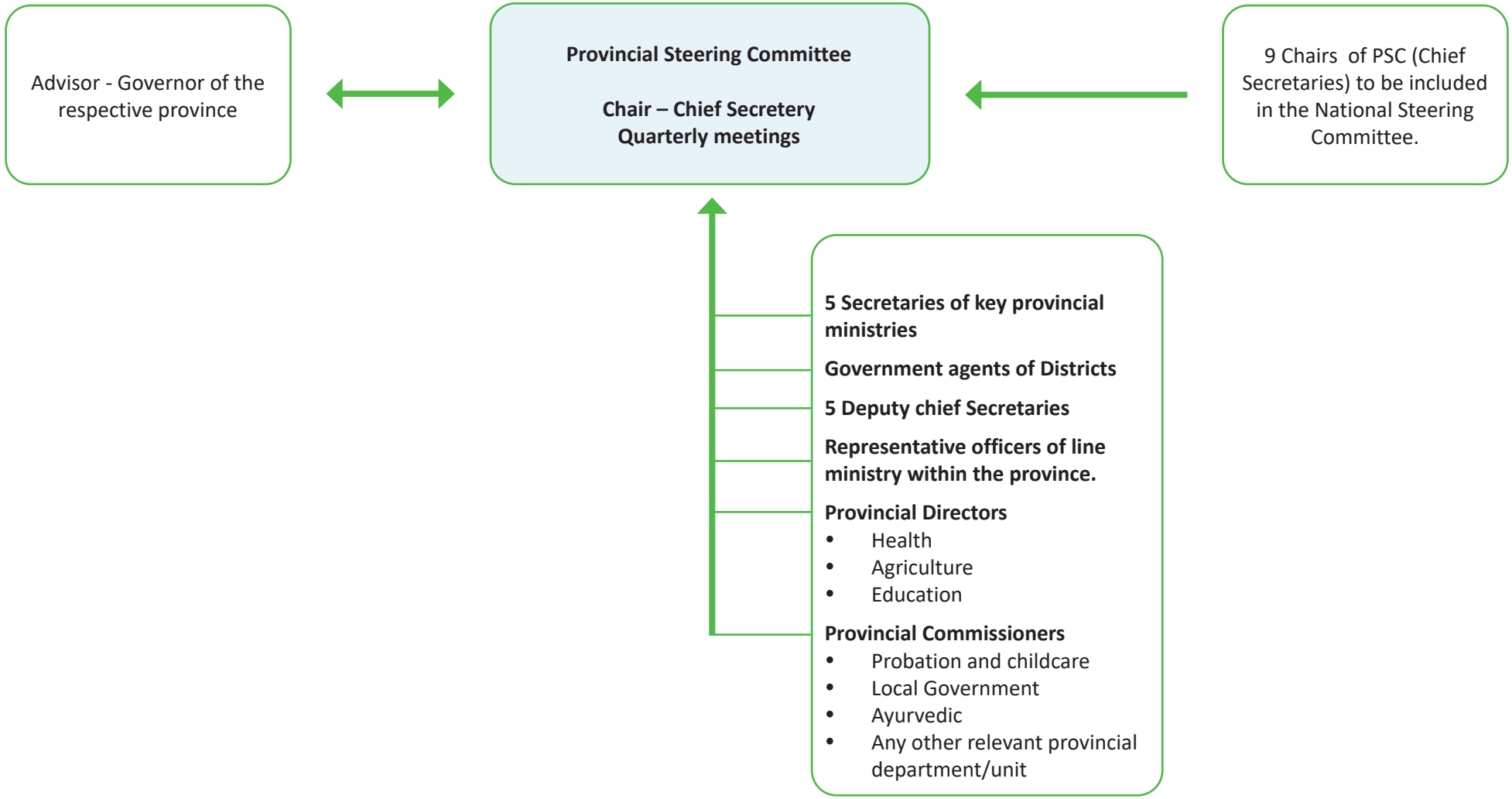
Functions of the committee: (Will be specified through a Terms of Reference)
- Conduct regular policy level direction to relevant actors and work in close collaboration with MWCA&SE.
- Develop linkages and coordinating mechanisms with other agencies within and beyond the identified sector.
- The chair/secretary/Director Planning of the committee would provide a report on the progress, every three months to the MWCA&SE through the Director General/Director Planning of the lead sector/if not the same as the chair of the STC
- The Chair of the STC through Director Planning would be responsible for uploading data to the proposed e- MIS (described later).

The sectoral technical committee will meet monthly and will report quarterly to the National Intersectoral Committee and is expected to be logistically supported by the lead ministry & development partners.

Provincial Steering Committees on SGBV
The monitoring of the NAP activities relevant to Provincial authorities will be by the Provincial Steering Committees on SGBV (PSCSGBV). The nine Provinces will establish Provincial Steering Committees in each. The Governor of the Province would serve as the advisor while the Chair of the Committee would be held by the Provincial Chief Secretary.

1. ToR for STC NAP formulation.

Figure 2 Sectoral Steering Committee



The Committee comprises of the following:

- Secretaries of the five key relevant ministries
- Deputy Chief Secretaries (5)
- Representative officers of line ministries within the province including Health Tri forces, police etc.
- Provincial Directors – Health, Agriculture, Education
- Provincial Commissioners – Probation and Childcare, Local Government, Ayurvedic
- Representatives from NGOs CSOs and relevant INGOs.
- Any other relevant provincial department/unit

NAP Implementation and Monitoring Unit at the MWCA&SE

A dedicated unit will be established for the specific purpose of the implementation and monitoring the plan at the MWCA&SE. This unit be operationalized under the Director General Planning MWCA&SE. Adequate resource mobilization human, infrastructure and equipment to be arranged by state and development partners. This unit will serve as the key formal mechanism coordinating the monitoring processes, collection and management of information.

Functions of the Unit will be:

- Arrange Biannual meetings of the National Intersectoral Committee.
- Liaise with sectoral technical committees and provincial committees and other stakeholders.
- Oversee the MIS developed, and the website dedicated to monitoring the National Action Plan 2024 – 2028
- Identify gaps and challenges for implementation and give suitable guidance or refer to the National sectoral committee.
- Provide summary reports to National Steering Committee and when request by the secretory to the MWCA&SE
- Provide a monthly progress report to the Secretary.
- Arrange midterm and end of term evaluation with the support of development partners.

The Provincial Steering Committees on SGBV will support the implementation and monitoring of the NAP SGBV (2024-2028) at provincial level and will function till the end of the implementation period (2028). The committee is expected to provide a report on the progress every three months to the National Intersectoral Committee and share it with MWCA&SE. The Committee will meet every three months.

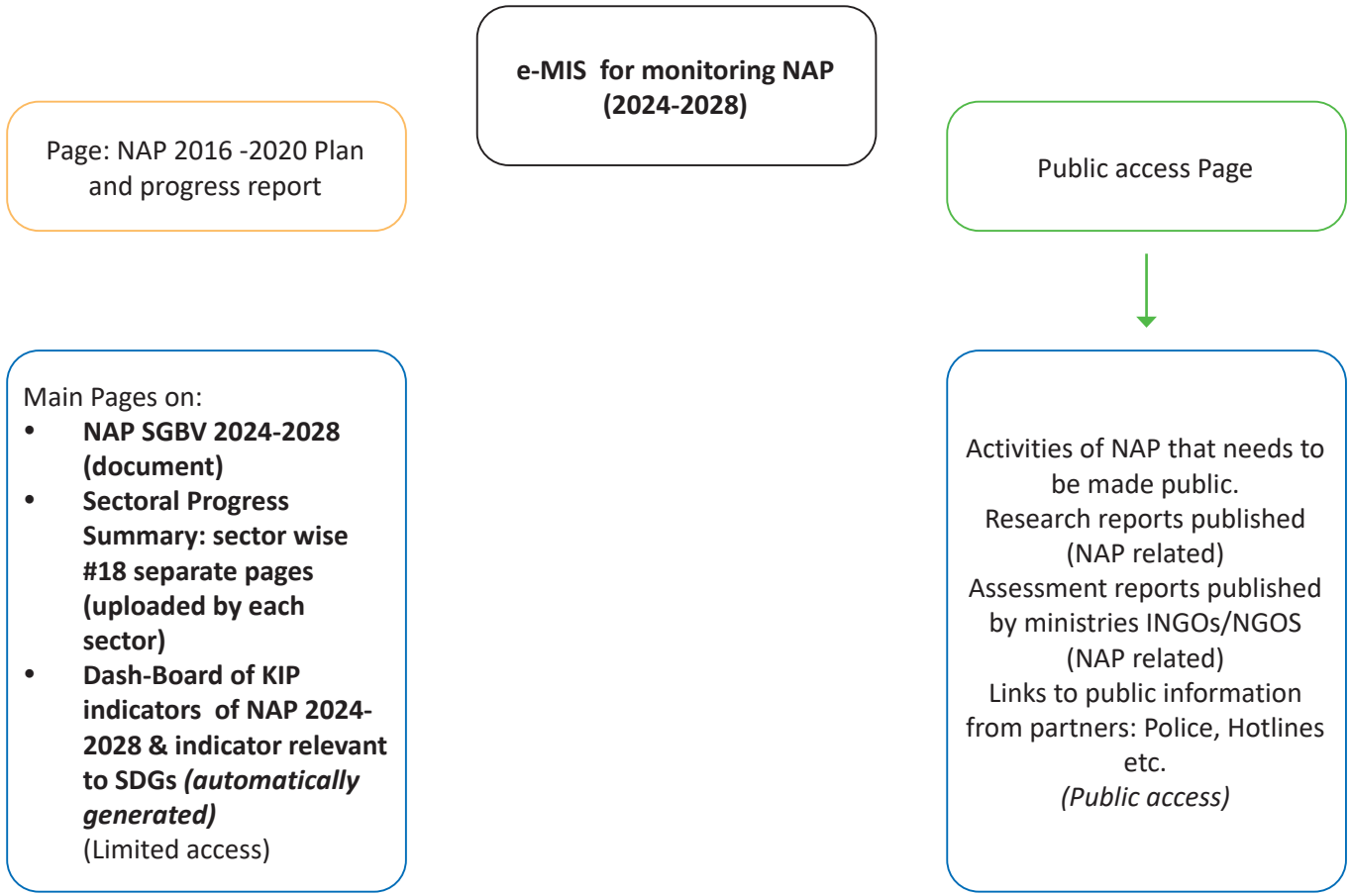
Electronic Management Information System (e-MIS) to support the monitoring of the NAP 2024-2028

The main purpose of the e-MIS is to monitor progress by making the information on activities of the NAP visible as they are implemented. The design of the MIS would ensure easy validation, uploading of information, automatic analysis of data to facilitate monitoring of the indicators and making the progress visible on the form of a “dashboard.” The already operational MIS/website of MWCA/UNFPA (NAP 2016-2020) is to be revamped and upgraded to make it more innovative for monitoring progress.

The website will have a separate page for each sector and individual sectors will be able to upload the information on the progress with due validation by the Director Planning of the leading ministry. Information on provincial level implementation will be identifiable distinctly within the sector page. The Director General Planning MWCA&SE as the head of the NAP monitoring Unit will oversee this process.

Horizons of visibility of the Plan and its implementation of its activities will be expanded by having a limited section of the website on progress of activities visible to the public.

Figure 3 Electronic Management Information System (e-MIS) to monitor NAP (2024-203



Engagement and Contribution of the Line Ministries and Sectoral Technical Committees

A multi sectoral approach to the formulation and implementation of the National Action Plan to address SGBV in Sri Lanka 2024-2028 called for the active engagement and collaboration of the most relevant sectoral ministries and affiliated agencies to address SGBV in Sri Lanka. Therefore, the Ministry of Women, Child Affairs and Social Empowerment coordinated with multiple sectoral ministries to ensure collaboration, engagement and a Whole of Government Approach to the NAP formulation. Principally addressing SGBV has to be a coordinated effort with multi sectoral engagement, and it was accepted that no single sector in isolation can achieve the national vision of a violence free life for women, men, girls, boys and others with diverse gender identities and sexual orientations. Thus, this plan is a result of relentless efforts of MWCA&SE and the other eleven lead ministries and multiple subsector ministries/agencies.

The lead ministries are :

1. Ministry of Women, Child Affairs and Social Empowerment (MWCASE)
2. Ministry of Education (MoE)
3. Ministry of Industries
4. Ministry of Health
5. Ministry of Agriculture and Plantation Industries (MAPI)
6. Ministry of Justice
7. Ministry of Labour and Foreign Employment
8. Ministry of Defense
9. Ministry of Mass Media
10. Ministry of Sports and Youth Affairs (MoSY)
11. Ministry of Transport and Highways

Each of the lead ministries formed a Sectoral Technical Committee (STC) chaired by the Secretary of the respective ministry. The STC membership was also extended to UN agencies, INGOs, CSOs and experts.

The following roles and responsibilities were vested on the STCs:

Overall, the STC was expected to develop the respective sectoral plans under the three main approaches: prevention, intervention and Policy & Advocacy with a special focus on the SDG 2030 agenda. Specifically, the STCs were responsible to:

- Study the review report of the Multi-Sectoral National Plan of Action to Address SGBV in Sri Lanka 2016 – 2020 in relation to the specific sector to draw in the strengths, best practices, the areas for improvements and identify barriers/ risks to the implementation of the previous NAP.
- Discuss on policy provisions, action plans, programmes and circulars/activities being implemented in the relevant sector that are relevant to addressing SGBV.
- Conduct a participatory and sector wide quick scan of the issues related to SGBV within the sector: incidence/emerging trends.

- Identify best practices implemented in the sector to address SGBV
- Identify the challenges, spaces for improvement of the policies and programmes in addressing SGBV.
- Identify the existing mechanism to address SGBV, institutional gaps and improvements needed.
- Develop a Theory of Change on how the specific sector will address SGBV and identify strategies.
- Detail out the sector plan to address SGBV with key activities, Key Performance Indicators with relevant SDG indicator/s, means of verification, responsible agency, budget required, and time frame.
- Validation of the sector plan at an intersectoral workshop.

The STCs will continue to engage in the NAP implementation and are an integral part of the NAP monitoring mechanism.

Commonly used Definitions and Terms related to SGBV.

Befriending	To act as, or become a friend to (someone), especially when they are in need of help or support[2].
Controlling behaviours	Includes, for example: not allowing a woman to go out of the home or to see family or friends, insisting on knowing where she is at all times, often being suspicious that she is unfaithful, not allowing her to seek health care without permission, or leaving her without money to run the home[3].
Domestic violence	Is an act which constitutes an offence specified in Schedule I; any emotional abuse, committed or caused by a relevant person within the environment of the home or outside and arising out of the personal relationship between the aggrieved person and the relevant person[4].
Essential services	A core set of services provided by the health care, social service, police and justice sectors. The services must, at a minimum, secure the rights, safety and well-being of any woman or girl who experiences gender-based violence[5].
Female Genital Mutilation	Comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons[6].
First-line support	Refers to the minimum level of (primary psychological) support and validation of their experience that should be received by all who disclose violence to a health care (or other) provider[7].
Gender	Refers to the socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men[8].
Gender-based discrimination	Any distinction, exclusion or restriction (such as unfair or unequal treatment) made based on gender norms, roles and relations that prevents women and men of different groups and ages from enjoying their human rights[9].

2. Ministry of Health, 2019
3. Department of Census & Statistics, 2019
4. Prevention of domestic violence Act, No.34 OF 2005
5. Ministry of Health, 2019
6. Ministry of Health, 2019
7. Ministry of Health, 2019
8. World Health Organization, 2011
9. World Health Organization, 2011

Gender bias	Making decisions based on gender that result in favoring one gender over the other which often results in contexts that are favoring men and/or boys over women and/or girls[10].
Gender binary	The word 'binary' means something only has two states. If someone has a binary view of gender, it means they think that the only genders that exist are 'man' and 'woman'. Evidence shows that this binary view of gender is inaccurate, and that gender exists along a spectrum[11].
Gender blind	Ignores gender norms, roles and relations and very often reinforces gender-based discrimination. By ignoring differences in opportunities and resource allocation for women and men, such policies are often assumed to be "fair" as they claim to treat everyone the same[12].
Gender equality	Refers to equal chances or opportunities for groups of women and men to access and control social, economic and political resources, including protection under the law (such as health services, education and voting rights)[13].
Gender equity	The different needs, preferences and interests of women and men. This may mean that different treatment is needed to ensure equality of opportunity[14].
Gender identity	A person's feelings and convictions about their gender. This can be the same or different to the gender they were assigned at birth[15].
Gender norms	Refer to beliefs about women and men, boys and girls that are passed from generation to generation through the process of socialization. They change over time and differ in different cultures and populations. Gender norms lead to inequality if they reinforce: a) mistreatment of one group or sex over the other; b) differences in power and opportunities[16].
Gender relations	Are social relations between and among women and men that are based on gender norms and roles. Gender relations often create to hierarchies between and among groups of men and women that can lead to unequal power relations, disadvantaging one group over another[17].
Gender-responsive	A policy or programme that considers gender norms, roles and inequality with measures taken to actively reduce their harmful effects[18].
Gender roles	Refers to what males and females are expected to do (in the household, community and workplace) in a given society [19].
Gender sensitivity	Awareness of how differences in power between women and men determine the way that men and women treat each other, their access to resources to protect their health and often how the health system treats them[20].
Gender-sensitive programming and policies	Programmes and policies that are aware of, analyze and address gender differences[21].

10. UNICEF, 2017.
11. Brook, 2019.
12. World Health Organization, 2011
13. World Health Organization, 2011
14. World Health Organization, 2011
15. UNICEF, 2017.
16. World Health Organization, 2011
17. World Health Organization, 2011
18. World Health Organization, 2011
19. World Health Organization, 2011
20. World Health Organization, 2022
21. World Health Organization, 2022

Gender stereotyping	Images, beliefs, attitudes or assumptions about certain groups of women and men. Stereotypes are usually negative and based on assumed gender norms, roles and relations[22].
Gender transition	The process of someone changing their social and/or legal identity, gender expression, and/or physical characteristics to reflect their gender identity[23]
Gender-transformative	Addresses the causes of gender-based health inequities by including ways to transform harmful gender norms, roles and relations[24].
Intimate partner	Person with whom someone is currently or formerly dating, cohabiting or within a marital relationship, which could be heterosexual, gay or lesbian [25].
Intimate partner violence	Includes sexual assault, physical assault, and stalking perpetrated by a current or former date, boyfriend, husband, or cohabiting partner. (Cohabiting means living together as a couple). Both same-sex and opposite-sex cohabitants are included in the definition[26].
LGBTQIA+	Umbrella term for all persons who have a non-normative gender or sexuality. LGBTQ stands for lesbian, gay, bisexual, transgender, intersex, and queer and/or questioning. Sometimes a + at the end is added to be more inclusive[27].
Mithuru Piyasa/Natpu Nilayam	a service point established in Government hospitals by MoH/FHB in Sri Lanka to provide dedicated services to adult survivors of SGBV[28].
Perpetrator	A person, group, or institution that directly inflicts or otherwise supports violence or other abuse inflicted on another against her / his will9 . Physical Violence includes causing injury or harm to the body by, for example, hitting, kicking or beating, pushing, hurting with a weapon[29].
Physical violence	includes causing injury or harm to the body by, for example, hitting, kicking or beating, pushing, hurting with a weapon[30].
Rape	defined in the Article 363 of the Penal Code as sexual intercourse with a woman in five specific scenarios [31]. (1) Sexual intercourse without consent, (2) Sexual intercourse even with consent where the woman is in lawful or unlawful detention or where consent is obtained through intimidation, threat, or force, (3) Sexual intercourse where consent has been obtained when the woman is of unsound mind or in a state of intoxication administered to her by the man or some other person, (4) Sexual intercourse where the woman has consented because she believes she is married to the man, (5) Sexual intercourse with or without consent if the woman is under 16 years of age unless the woman is the accused man's wife, she is over 12 years of age, and she is not judicially separated from the accused. Penetration constitutes sexual intercourse for the purposes of article
Risk factors	Elements associated with the development of disease or illness that are not sufficient to cause it. Examples include age, tobacco consumption or poverty[32].
Sexual assault	Refers to forced sex or rape: it can be by someone a woman knows (partner, other family member, friend or acquaintance) or by a stranger[33].

22. World Health Organization, 2022
23. Brook, 2019
24. UNICEF, 2017.
25. Ministry of Health, 2012
26. World Health Organization, 2022
27. Brook, 2019
28. Ministry of Health, 2019
29. Ministry of Health, 2019
30. Ministry of Health, 2019
31. Ministry of Health, 2019
32. World Health Organization, 2011
33. Ministry of Health, 2019

Sexual abuse	Is the actual or threatened, physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions[34]
Sexual coercion	Is an act of forcing or attempting to force, another individual through violence, threats, verbal insistence, deception, cultural expectations, or economic circumstances to engage in sexual behaviors against the person's will[35].
Sexual harassment	Is an unwelcome act of a sexual nature, using assault, criminal force, or words or actions, which causes annoyance or pain of mind to the person being harassed[36].
Sexual violence	Is violence of sexual nature inflicted upon a person and includes but not limited to: forcing her to have sex or perform sexual acts when she doesn't want to, harming her during sex, forcing her to have sex without protection from pregnancy or infection[37].
Socialization	The process by which girls and boys learn what roles are assigned to them[38].
Survivor	A person who has experienced gender-based violence. The terms "victim" and "survivor" can be used interchangeably. "Victim" is a term often used in the legal and medical sectors. "Survivor" is the term generally preferred in the psychological and social support sectors because it implies resiliency[39].
Temporary shelter	A safe house or refuge, usually a place, often at a concealed location, where women stay temporarily away from the abusive partners[40].
Transgender	Is an umbrella term used to describe a wide range of identities whose appearance and characteristics are perceived as gender atypical —including transsexual people, cross-dressers (sometimes referred to as "transvestites"), and people who identify as third gender[41]
Violence against women	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 in private life". It includes many different forms of violence against women and girls, such as intimate partner violence, non-partner sexual violence, trafficking, and harmful practices such as female genital mutilation[42].
Women's empowerment	Helping women to feel more in control of their lives and able to take decisions about their future. Empowerment is a key feature of advocacy interventions and of some psychological (brief counselling) interventions[43].
Terms related to Online Use	
Cyber violence	Is the use of computer systems to cause, facilitate, or threaten violence against individuals that results in, or is likely to result in […] harm or suffering and may include the exploitation of the individual's circumstances, characteristics or vulnerabilities.(Cybercrime Convention Committee, Council of Europe.)

34. Ministry of Health, 2012
35. Ministry of Health, 2019
36. Ministry of Health, 2019
37. Ministry of Health, 2019
38. World Health Organization, 2011.
39. Ministry of Health, 2012
40. Ministry of Health, 2019.
41. United Nations Free and Equal, 2017
42. United Nations, 1994
43. Ministry of Health, 2012.

Online sexual & gender-based violence (OSGBV)	'Any act of gender-based violence against women that is committed, assisted or aggravated in part or fully by the use of ICT (Information and Communication Technology), such as mobile phones and smartphones, the Internet, social media platforms or email, against a woman because she is a woman, or affects women disproportionately(UN Rapporteur on Violence against Women)
Technology-Facilitated Gender-Based Violence(TFGBV)	A threat or act of violence committed, assisted, aggravated, and amplified in part or fully by using information and communication technologies or digital media that is disproportionately targeted at women, girls, and gender non-conforming individuals.(USA strategy to prevent and address GBV)
Cyber-stalking	One user repeatedly sending unwanted e-mails or text messages to their victims often involves sexual advances or requests, threats of violence, and surveillance of a victim's location through a variety of technologies.
Cyber harassment and bullying	Offending a person online with unwanted, sexually explicit messages, threats of violence, or hate speech. Usually a persistent and repeated course of conduct targeted at a specific person, designed to cause severe emotional distress and often a fear of physical harm.
Image-based sexual abuse	The sexually explicit pictures of a person that is distributed without the subject's consent. Often committed by a victim's former partner and posted on a website or social media profile Involves posting or distributing sexually graphic images or videos. Perpetrators may be seeking sexual gratification, or want the victim to do something for them, using the images as a form of social or economic blackmail. When the victim is a minor it is considered child pornography.

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