



Ministry of Women, Child Affairs
and Social Empowerment

WOMEN, PEACE AND SECURITY

Sri Lanka's National Action Plan for the Implementation
of the UN Security Council's Resolutions
on Women, Peace and Security
2023 – 2027

Supported by



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ACKNOWLEDGEMENTS

The Ministry of Women, Child Affairs and Social Empowerment embarked on the journey of developing this National Action Plan on Women, Peace, and Security in 2019. This was initiated with the generous help of the Government of Japan and the technical support of UN Women, Sri Lanka. As a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women, and in keeping with its international commitment in accordance with the UN Security Council's Resolutions on Women, Peace and Security 1325, the Government of Sri Lanka is committed to empowering women in every aspect of private and public life and ensure their peace and security in all settings. These obligations of the Government of Sri Lanka also take into consideration the socio-political history of the island which was damaged by a near three-decade armed conflict. It is against this backdrop that the Government of Sri Lanka is taking steps to implement this National Action Plan on Women, Peace, and Security.

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As the ministry that is mandated to ensure women's empowerment and their social protection, it is our fervent hope that this National Action Plan becomes the first step in further advancing the Women, Peace, and Security priorities in Sri Lanka.

Yamuna Perera

Secretary
Ministry of Women, Child Affairs
and Social Empowerment

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ACRONYMS

CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRSV	Conflict-related Sexual Violence
CSOs	Civil Society Organisations
FGD	Focus Group Discussion
FHHs	Female Headed Households
GoSL	Government of Sri Lanka
IDPs	Internally Displaced Persons
INGOs	International Non-Governmental Organisations
LTTE	Liberation Tigers of Tamil Eelam
M&E	Monitoring and Evaluation
NAP	National Action Plan
NAP on WPS	National Action Plan on Women, Peace and Security
NGOs	Non-Governmental Organisations
OGP	Open Government Partnership
PWDs	Persons with disabilities
SDGs	Sustainable Development Goals

SGBV	Sexual and Gender Based Violence
SOPs	Standard Operating Procedures
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WDOs	Women Development Officers
WPS	Women, Peace and Security

INTRODUCTION AND BACKGROUND

United Nations Security Council Resolution 1325

On 31 October 2000, the United Nations Security Council adopted its landmark resolution on Women, Peace and Security (WPS). This enabled the world to take into cognizance the issues women face during and after conflict contexts. At the same time, it recognized the importance of women's roles in peace and security. Thus, the Resolution also encourages States to adopt measures to involve women in decision-making and enhance women's participation at conflict resolution mechanisms.

The WPS global agenda is premised on four pillars that were identified under United Nations Security Council Resolution (UNSCR) 1325. The four pillars are:

1. Participation
2. Protection
3. Prevention
4. Relief and recovery

In addition to the UNSCR 1325, there are nine supporting resolutions that further the WPS agenda. They are:

1. UNSCR 1820
2. UNSCR 1888
3. UNSCR 1889
4. UNSCR 1960
5. UNSCR 2106
6. UNSCR 2122
7. UNSCR 2242
8. UNSCR 2467
9. UNSCR 2493

These UNSCRs - supported by the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action - provide a foundational framework that can be utilized in formulating the National Action Plan (NAP) on WPS for Sri Lanka. Furthermore, the National Policy Framework of the Government of Sri Lanka (GoSL) has also laid the basic framework that enables the Ministry of Women, Child Affairs and Social Empowerment to work specifically on impacts of conflicts on women through the formulation of a specific NAP.

Even though armed conflict has come to an end, through the policies embedded in the national policy framework, the GoSL has indicated its continuing commitment to address conflict-related grievances of Sri Lanka.

In preparation of this NAP, guidance has been drawn from specific issues highlighted by UNSCR 1325. This Resolution recognizes that:

particularly women and children, account for the vast majority of those adversely affected by civil conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation.

It also reaffirms:

the important role of women in the prevention and resolution of conflicts and in peace building and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace, and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution.

To achieve these ends, the Resolution seeks to promote gender equality and equal participation and full involvement of women in all measures associated with the maintenance and promotion of peace and security. Furthermore, it reaffirms “the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts”. States all over the world have been encouraged to recognize these needs and seek to mainstream gender into all activities associated with peace and security; and establish effective institutional, social, policy, and legal arrangements to guarantee women’s full protection and involvement in respect of promotion of peace and security. It is within this framework that the National Action Plan on Women, Peace and Security for Sri Lanka has been formulated.

Requisites for the Formulation of the National Action Plan on Women, Peace and Security

Sri Lanka has been a party to the CEDAW since 1981. Both CEDAW and UNSCR 1325 are useful tools in moving the agenda for gender equality forward and for preventing violence against women, especially in times of conflict and in societies that have been ravaged by conflict.

In the past fifty years, Sri Lanka has experienced a protracted civil conflict that was waged between the GoSL and the Liberation Tigers of Tamil Eelam (LTTE), as well as other insurgencies and riots, all of which have disproportionately impacted the lives of women. As a result of these conflicts, large numbers of women have become female heads of households, faced displacement, lost avenues of sustainable income generation, faced increased poverty, suffered sexual and gender-based violence (SGBV) or conflict-related sexual violence (CRSV) and other forms of violence and injustice that particularly affect women. These, in turn, have posed challenges to the State in preventing violence against women, promoting women’s protection, promoting the increased participation of women in decision-making positions, and the achievement of full gender equality as enshrined in Article 12 of the Constitution of Sri Lanka that recognises equality as a fundamental right. This continuing impact of conflict on women’s lived realities necessitates the adoption of a NAP on WPS in this juncture of Sri Lanka’s history.

Due to the armed conflict and other conflict-related circumstances in Sri Lanka, women have faced, inter alia, the following issues:

- becoming war widows
- conflict-related disabilities suffered by loved ones or women themselves
- death and disappearances of loved ones
- experiences of trauma and re-traumatization
- exploitation (sexual and otherwise)
- issues related to access to justice
- structural inequalities
- gender-based discrimination
- gender blind, gender neutral or gender insensitive laws and policies
- inadequacies in protection mechanisms and such protection mechanisms being founded on the premise that women are a 'vulnerable' group as opposed to as a segment of society that has faced such vulnerabilities due to social inequalities
- increased poverty
- intersectional vulnerabilities founded on gender, race, religion, caste, social status, economic status, and educational status
- lack of cohesive state, provincial, and community level policies targeted at effectively preventing conflicts
- lack of opportunities for political participation and representation
- lack of socially cohesive policies
- lack of support structures
- lack of sustainable income generation methods

- lack or absence of economic support
- non-cohesive relief and recovery processes
- increase in female-headed households (FHH)
- SGBV or CRSV

The GoSL is committed to creating a disciplined and just society and a prosperous nation. It is within this general backdrop that the Ministry of Women, Child Affairs and Social Empowerment has undertaken the task of developing an actionable framework for Women, Peace and Security.

CONTEXT OF THE NATIONAL ACTION PLAN

Narrative on the Armed Conflict of Sri Lanka and How it Impacted Women

Between 1983 and 2009, Sri Lanka grappled with a protracted armed conflict between State armed forces and LTTE combatants that left it economically, socially, politically, and ethno-religiously ravaged. It resulted in large-scale loss of lives, conflict-related disappearances, civilian casualties, conflict-related disabilities, and pervasive destruction of property and environment. Despite the end of the armed conflict over a decade ago, its impact continues to date.

The Ministry of Women, Child Affairs and Social Empowerment intends to contribute to redressing past harms and creating a conducive environment for gender equality, lasting peace, and the security of women. This commitment underpins the specific focus of the NAP on WPS on the impact of armed conflict on women, which is uniquely different from the scopes of other National Action Plans on the rights, protection, and empowerment of women.

Women's experiences in relation to conflict are different from those of men. The impact of conflict on women

is nuanced and heightened by societal standards and perceptions that continue to render women vulnerable, and obstruct women's active involvement in decision-making and governance. These varied impacts have further narrowed the role of women in society. It is necessary to take cognizance of such social transformations if laws and policies are to effectively address the circumstances to which they intend to respond.

The Constitution of Sri Lanka, by virtue of Article 12(4) provides that the State may make "special provision" through "law, subordinate legislation or executive action for the advancement of women, children or disabled persons". This allows for the adoption of specific interventions for women's advancement through the NAP on WPS.

Affirmative Actions Taken by the Government of Sri Lanka to Ensure Women's Safety and Participation in Peace-building

The GoSL has instituted multiple comprehensive measures to ensure the rights, protection, and empowerment of women.

At grassroots levels, Women Development Officers (WDOs), Counseling Officers, Women Development Field Assistants, Counseling Assistants at the district and divisional level, Child Rights Promotion Officers, Early Childhood Development Assistants, Child Protection and Psychosocial Officers have been appointed to ensure that the interests of women and children are protected. These officers undergo training on technical areas as well as gender¹, to ensure that they fulfill their roles with gender sensitivity.

Parallely, the GoSL has established many initiatives at grassroots levels to strengthen the leadership skills and financial literacy of women as well as their full participation in society. At present, 25 District Women Federations 334 Divisional Women Federations and 12500 Women Action Societies operate under the Women's Bureau² to implement these initiatives. The Ministry of Women,

Child Affairs and Social Empowerment has further allocated funds to carry out programs targeting the development of skills and the economic empowerment of women in women action societies.³

Furthermore, in 2014, the GoSL established Women and Children's Development Units⁴ at District and Divisional Secretariats, strengthening collaboration between different officers. By doing so, the GoSL has affirmatively prevented duplication of work and facilitated coordination between different officials as well as entities. This unit was further strengthened in 2015.⁵ These units also house an information collection as well as a counselling centre.

At the ministerial level, subsequent to obtaining cabinet approval to establish Gender Focal Points in 2013⁶, such focal points have been established at all relevant

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- 1 Ministry of Women, Child Affairs and Social Empowerment, Performance Report 2019. Available at: <https://www.parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-women-child-affairs-2019.pdf> last accessed on 18th of February 2021.
 - 2 State Ministry of Women and Child Development, Pre-Schools & Primary Education, School Infrastructure & Education Services. Available at: <http://www.childwomenmin.gov.lk/institutes/womens-bureau> last accessed on 18th of February 2021.
 - 3 Ministry of Women, Child Affairs and Social Empowerment, Performance Report 2017. Available at: <https://www.parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-women-child-affairs-2017.pdf> last accessed on 18th of February 2021.
 - 4 Ministry of Women, Child Affairs and Social Empowerment, Performance Report 2014. Available at: <https://www.parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-child-development-and-women-affairs-2014.pdf> last accessed on 19th of February 2021.
 - 5 Ministry of Women and Child Affairs, Performance Report 2015. Available at: <https://www.parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-women-child-affairs-2015.pdf> last accessed on 19th of February 2021.
 - 6 Ministry of Women, Child Affairs and Social Empowerment, Performance Report 2017. Available at: <https://www.parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-women-child-affairs-2017.pdf> last accessed on 18th of February 2021.

ministries. These focal points work on promoting gender mainstreaming policies and practices to eliminate discrimination against women and girls. They also seek to maintain gender balance and to formulate programmes, systems, and measures to minimise the occurrence of gender-based violence.⁷

The GoSL has particularly given significant attention to empower women affected by war. For example, it established a National Center on 13th November 2015 in Karachchi Divisional Secretariat in Kilinochchi District with the key objective of introducing a special system of protection for women who were widowed as a result of the armed conflict. This Centre also seeks to support the dependents of such women. The government is committed to addressing the gaps in the Centre while also working to further strengthen it to be an entity that is capacitated to provide protection to and facilitate the welfare of the women who access it.

Mechanisms set up as part of the transitional justice process have also been proactively gender responsive. For example, the Policy and Guidelines of the Office for

Reparations (2021) make specific reference to the needs and vulnerabilities of women affected by conflict and recommends the prioritisation of such women in granting reparations.

As a step towards eliminating gender-based violence and making state institutions gender-sensitive and accessible, the GoSL established the Children and Women's Bureau of the Sri Lankan Police in almost all police stations throughout the country in 2015.⁸ This is also tasked with raising awareness among schools and state institutions with a view to addressing, preventing, and eliminating gender-based violence at all levels of society. It is primarily staffed by trained female police officers.⁹ This has allowed women to access police stations with increased ease and trust. Furthermore, the GoSL has adopted steps to train police officers on gender sensitivity in dealing with cases of sexual and gender-based violence. As an integral component of such training, at present, a training module on the Prevention of Domestic Violence Act is being prepared with a focus on gender. It seeks to clarify the role of police officers and provide guidance on dealing with cases of domestic violence.¹⁰

7 Ministry of Women, Child Affairs and Social Empowerment, Establishment of Gender Mainstreaming Programmes at Ministerial Level. Available at: https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/LKA/INT_CEDAW_RLIL_LKA_26729_E.pdf last accessed on 19th of February 2021.

8 Ministry of Women, Child Affairs and Social Empowerment, Performance Report 2015. Available at: <https://www.parliament.lk/uploads/documents/paperspresented/performance-report-ministry-of-women-child-affairs-2015.pdf> last accessed on 19th of February 2021.

9 See Sri Lanka Police Website on <https://www.police.lk/index.php/police-history> last accessed on 18th of February 2021.

10 Ministry of Women, Child Affairs and Social Empowerment, Pre-Schools & Primary Education, School Infrastructure & Education Services. Available at: <http://www.childwomenmin.gov.lk/institutes/national-committee-women/programs> last accessed on 19th of February 2021.

The GoSL has also taken steps to increase women's participation in public and national life including in dispute resolution mechanisms. One of GoSL's milestone achievements in this regard was the enactment of the Local Authorities Elections (Amendment) Act No. 1 of 2016 and 2017, to increase women's representation in local government, in keeping with the policy goal of increasing women's representation at local authorities to a minimum of 25%. The National Committee on Women (NCW) has also worked to increase women's capacity to engage in politics. For example, in 2016, a certificate course was launched for potential women candidates in collaboration with University of Peradeniya and made available in both Sinhala and Tamil.¹¹

The GoSL has also implemented policies and activities to increase the number of women mediators. In 2011, an evaluation by the GoSL found that women made up only 14% of mediation boards.¹² By 2016, this had increased to 20%, signaling a gradual increase in women's involvement in mediation mechanisms.¹³

These are few of the key affirmative measures that have been adopted by the GoSL to advance the Women, Peace and Security agenda within Sri Lanka. Through this NAP on WPS and its implementation, the GoSL aspires to further strengthen such interventions with the aspiration of advancing the lives of Sri Lankan women, contributing to conflict resolution, and building sustainable peace.

11 Ministry of Women, Child Affairs and Social Empowerment, Pre-Schools & Primary Education, School Infrastructure & Education Services. Available at: <http://www.childwomenmin.gov.lk/institutes/national-committee-women/programs> last accessed on 19th of February 2021.

12 Cyrene Siriwardhana, Evaluation of the Community Mediation Boards Program in Sri Lanka (Ministry of Justice, Prison Affairs and Constitutional Reforms, 2011). Available at: http://mediation.gov.lk/static/media/publications/en/Evaluation_Community_Mediation.pdf last accessed on 19th of February 2021.

13 Ramani Jayasundere and Rimash Rahman, Understanding Women Mediators: An In-Depth Study of Women in Community Mediation Boards in Sri Lanka 2016 (The Asia Foundation, 2016). Available at: http://mediation.gov.lk/static/media/publications/en/Understanding_Women_Mediators.pdf last accessed on 20th of February 2021.

OBJECTIVES OF THE NATIONAL ACTION PLAN

The NAP on WPS - premised on UNSCR 1325 - is expected to enable the achievement of the objectives below, through the implementation of activities detailed in the results framework:

- to increase the meaningful participation of women in all aspects of national life, including the maintenance of peace and security
- to protect women's safety and wellbeing by addressing their needs, priorities and rights during and after conflict, as well as other emergency situations such as disasters and pandemics
- to build and strengthen the capacities of communities and government institutions to promote social cohesion and prevent violence, terrorism, and crimes
- to facilitate the relief and recovery of women and girl children affected by conflict contexts
- to contribute towards achieving gender equality and Sustainable Development Goals (SDGs) by ensuring inclusive, responsive, participatory, and representative decision making at all levels

Existing national action plans and their gaps

There are several National Action Plans (NAPs) and Policies that are contemporarily applicable to Sri Lanka. However, these are focused on other thematic concerns, and do not particularly focus on WPS. As such, they do not provide for the strategic interventions proposed by this NAP. In limited circumstances where existing policies and action plans do refer to WPS concerns, the reference remains at a surface level which fails to address deep rooted WPS issues. Furthermore, some of the policies and action plans that may have had a direct bearing on WPS have either expired or remain at draft stage, having never been implemented.

The gaps of the contemporarily applicable NAPs and policies are concisely explored below, in justification of the introduction of the NAP on WPS:

1. Policy Framework and National Plan of Action to Address Sexual and Gender-Based Violence in Sri Lanka 2016 – 2020

While this NAP has been formulated corresponding to normative frameworks and is comprehensive towards the prevention of SGBV in ordinary contexts, it does not deal specifically with CRSV. The Secretary General's

Report on Conflict-Related Sexual Violence recognizes that CRSV ought to be considered as a separate offence and be interpreted in a comprehensive manner.

2. National Action Plan for the Protection and Promotion of Human Rights 2017 – 2021

This NAP, though well-formed and comprehensive, does not capture the entire gamut of the WPS agenda as found in the framework of UNSCR 1325. The NAP does not identify the specific challenges that are faced by women who have experienced conflict. For instance, it does not cover issues such as early and underage marriages prevalent in former war-affected areas, CRSV such as sexual bribery that has been reported by FHH or military widows who attempt to access services, difficulties faced by female-heads of households with spouses with disabilities, and conflict-related disabilities suffered by women and girl children.

Although this NAP refers to the significance of women's participation in decision-making, its extent and scope is lower than that envisioned under the WPS agenda of the UNSCR 1325, where such participation is deemed significant and essential. These nuances have been incorporated into the present NAP on WPS.

Additionally, there are gaps in the monitoring and evaluation framework of the National Action Plan for the Protection and Promotion of Human Rights. This

has resulted in many of its activities being unachieved or underachieved. This NAP seeks to amend this through a strong monitoring and evaluation framework which measures outputs, outcomes, as well as overarching goals. It is hoped that following such monitoring and evaluation, the present NAP on WPS will continue to be strengthened in light of the realities discovered in the implementation of this NAP.

3. National Action Plan on Female Headed Households (draft)

This action plan, though comprising of positive elements, has not been adopted or implemented. It is therefore suggested within this NAP on WPS to implement the NAP on FHH after amending it to reflect existing concerns.

4. National Plan of Action for Children in Sri Lanka (draft), 2016 – 2020

This NAP remains in draft stage. The NAP on WPS addresses concerns of girl children from a WPS perspective to fill the lacuna created by the absence of an implemented NAP on children.

5. Open Government Partnership: Sri Lanka's 2nd National Action Plan 2019 – 2021

The NAP on Open Government Partnership (OGP) is comprehensive and is built around the values of:

- Transparency
- Accountability
- Public participation
- Technology and innovation for openness and accountability

Measures that are relevant to WPS which have been covered under the OGP have not been replicated in this NAP on WPS. However, it is noted that the scope and extent of the NAP on OGP is specific and does not extend to cover the WPS agenda.

The NAP on OGP is to create a Government – Civil Society Coordination Model. The same model has been reflected in this NAP on WPS, to support the Government in its implementation of the NAP on WPS. While the GoSL will bear the primary responsibility for the implementation of the NAP on WPS, where necessary, expert advice, aid, and other support will be drawn from members of Civil Society Organizations who have amassed experience in working on the issues identified by the NAP.

The NAP on OGP mentions the names of individual officers responsible for implementing the activities contained therein. However, during the draft stages of the NAP on WPS, it was recognised that the responsibility should be institutionalized and assigned to designations rather than individuals, to ensure that personnel turnover does not disrupt the implementation of the NAP. This has been reflected in the framework of the NAP on WPS.

6. National Action Plan for Combatting Bribery and Corruption in Sri Lanka 2019 – 2023

This NAP is targeted at combating bribery and corruption in Sri Lanka, but has not yet incorporated sexual violence as a possible mechanism of bribery. In 2019, the Commission to Investigate Allegations of Bribery or Corruption published a handbook suggesting policies to be implemented by legislative amendments. This included the proposal that “sexual bribery” should be added as a form of “gratification” into the Bribery Act. However, no legislative amendment to this effect has been passed, and this NAP on WPS therefore proposes an intervention in this respect.

PROCESS OF FORMULATING THE NATIONAL ACTION PLAN AND FINDINGS OF THE CONSULTATIONS

At the very outset, Ministry of Women, and Child Affairs and Development of Dry Zones, understood that the engagement and support of all relevant ministries and the sensitization of the officers therein was necessary to ensure the effective implementation of the NAP on WPS. Thus, on 16 September 2019, the team of consultants, along with the then Secretary of the Ministry of Women and Child Affairs and Development of Dry Zones met with representatives of key ministries.

During this programme, the ministries were briefed on contextual information pertaining to the formulation of the NAP on WPS, the envisioned scope of the NAP as well as the methodology chosen for the formulation of the NAP. This was well received, and the Ministry of Women, Child Affairs and Social Empowerment was able to garner the interest and support of the other relevant ministries for the NAP on WPS.

From the outset, it was determined that the ownership of the NAP on WPS should extend beyond the Ministry of Women, Child Affairs and Social Empowerment to other ministries, government entities, non-government entities, and the general populace of Sri Lanka. It was also determined that the NAP would reflect ground realities of Sri Lankan women, with particular attention to those impacted by conflict. To this end, provincial consultative dialogues were conducted in all nine provinces of Sri Lanka. These provincial consultations convened stakeholders from all twenty-five administrative districts of Sri Lanka.¹⁴

These stakeholders included:

1. State officials working at the village, divisional, district, and provincial levels
2. Representatives of civil society organizations (CSOs), Non-Governmental Organizations (NGOs), International Non-Governmental Organizations (INGOs), and Community Based Organizations (CBOs)
3. Victim survivors of conflict, military widows, FHHs, women with disabilities, survivors of sexual and gender-based violence, ex-combatants of the LTTE, women working in the estate sector or fisheries, women providing care for partners and/or children with disabilities.

14 See Annexure 1 for the Schedule of Consultations that were carried out for the formulation of the NAP.

The methodology of the provincial consultative dialogues aimed to enable coordination between GoSL and CSOs. To ensure that the data gathered was clear and distinct, the consultations were held separately for State officials and representatives of CSOs. The issues raised by each group were then shared with the other at the consultations, to build consensus between the GoSL and CSOs towards the collaborative implementation of the NAP. Many of the issues identified in the NAP on WPS and the actions proposed to address them were drawn from the valuable sharing of ideas that was facilitated during the provincial consultations. During this process, specific CSOs which were experienced in dealing with selected aspects of WPS were further consulted on their willingness to work with the State on implementing corresponding sections of the NAP, to which the response was largely favorable.

At the consultations, it was highlighted that effective coordination between State entities and the enhancement of inter-agency cooperation would not only lead to effective collaboration between State entities to achieve common goals, but that it would also reduce the duplication of tasks by state entities. This in turn, would lead to decreased costs around implementing various activities. The participants were appreciative of the efforts of the GoSL to consider diverse views in formulating the NAP on WPS. The consultations also revealed the existing gaps relating to the WPS agenda which need to be addressed, and these have been translated into actionable tasks in this NAP.

Strategic Focus and Thematic Priorities

Sri Lanka has experienced a protracted armed conflict, as well as insurgencies, riots, ethno-religious violence, and terrorist attacks in the past. Therefore, themes pertaining to national security, territorial integrity, sovereignty, and individual autonomy have always been featured in Sri Lankan discourse. These discourses have further increased subsequent to the Easter Sunday attacks in 2019. The strategic focus of the NAP is to acknowledge and address how these issues pertain to women, in accordance with Sri Lanka's international obligations, domestic laws, as well as the National Policy Framework of the government.

The participation and empowerment of women is a key step in preventing instability and threats to national security from rendering women vulnerable to violence and harassment. During the provincial consultations, some of the stakeholders contended that gender insensitive security checks which were carried out subsequent to the Easter Sunday terror attacks may have had a discriminatory and disproportionate impact on women. Another core issue which was highlighted was the lack of processes to facilitate the effective participation of women in building and maintaining peace and security. It was evident that apart from the lacunas that exist in local government and the provincial, and national level engagement of women, such lacunas are also deep rooted at grassroots levels of society. While gender was a core factor in the formulation of the NAP on WPS, other factors affecting the WPS agenda in Sri Lanka were also considered. Some of these

other core factors were age, socio-economic background, ethnic/racial/religious affiliations, gender identity, sexual orientation, geographic location, family support or lack thereof level of education, and status of disability.

The GoSL has also taken cognizance of the lacunas in parallel NAPs and policies pertaining to Sri Lanka, and determined to address the same through the NAP on WPS. A key part of this has been the identification of responsible authorities to carry out the activities identified in the NAP. This has been done in accordance with the mandates and terms of reference which regulate the functions of the relevant authorities, to prevent the necessity for new recruitments or overburdening of officials. The GoSL recognises that the lack of inclusion or effective participation of women in peace, reconciliation and conflict-prevention mechanisms weaken the legitimacy and structures of those mechanisms. The GoSL is thus of the opinion that the participation of women is vital to the effectiveness of peace and security policies and strategies of the State.

Relevance of Commitments to Women, Peace and Security

The preamble of the UNSCR 1325 affirms that there is a “need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts”. Article 2 of CEDAW also requires State parties to:

- embody the principle of equality of men and women
- ensure through law and other appropriate means, the practical realisation of equality
- adopt appropriate legislative and other measures prohibiting all discrimination against women
- take all appropriate measures including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women

The UNSCR 1325 also recognises that “an understanding of the impact of armed conflict on women and girls, [and] effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security”. Furthermore, the resolution states that there is a “need to consolidate data on the impact of armed conflict on women and girls”. It is within these broad normative frameworks that the GoSL has sought to formulate the NAP on WPS. However, it was decided during the consultation process that the scope of WPS would not be restricted to the armed conflict and other conflict contexts that have been experienced by Sri Lanka, and that the framework of the NAP would encapsulate WPS as broadly as possible, taking into cognizance the many concerns which threaten women’s peace and security in Sri Lanka.

The preamble of the UNSCR 1325 also highlights the significance of women's involvement in peace building, conflict prevention and conflict resolution. It states that the Resolution reaffirms

“The important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution.”

Furthermore, the Resolution recognises that an understanding of the impact of armed conflict on women and girls and guaranteeing their protection and full participation in the peace process can contribute to the maintenance and promotion of international peace and security. While the preamble provision has been drafted in keeping with the mandate of the United Nations Security Council to maintain and promote international peace and security, the GoSL intends to implement this segment of the NAP with a view to ensuring the full participation of women in the peace and reconciliation process in Sri Lanka as the State strives to address past grievances and move towards reconciling a deeply divided society.

The Resolution further recognizes that there are “consequent impacts” caused by being displaced and by being a refugee and that these factors can impact durable peace and reconciliation. Further, by virtue of Clause 12

of the Resolution, State parties are called on to “respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design...”. Additionally, the State's responsibilities pertaining to those who lived in Internally Displaced Persons (IDPs) and refugee camps during various time frames continue in the aftermath of the conflict as well. These broader aspects of UNSCR 1325 continue to be relevant to the commitments that have been identified under the NAP on WPS.

During the context of the armed conflict, as well as during various natural disasters, Sri Lanka has experienced the internal displacement of segments of its populace. This is another aspect that has been sought to be addressed within this NAP especially because the broader debates pertaining to the WPS agenda recognize the integral nexus between WPS and natural disasters. For instance, the Global Study on UNSCR 1325 issued in 2015 states:

“Increasingly, natural disaster leading to emergencies and humanitarian crises have a complex relationship with conflict and gender inequality. Lack of access to information and resources, entrenched gender stereotypes and inequalities and cultural restrictions make women and girls among the most susceptible to natural disasters – particularly in conflict-affected settings. For example, the tsunami that struck conflict-ravaged Sri Lanka in 2004 killed nearly one in five displaced women, more than twice the mortality rate of displaced men.”¹⁵ Taking this nexus into account, this National Action Plan also seeks to

15 UN Women, Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of the United Nations Security Council Resolution 1325 (2015), p 86.

make interventions concerning women and girls who are impacted by natural disasters.

The preamble of the UNSCR 1325 states that there is a “need to consolidate data on the impact of armed conflict on women and girls”. Thus, the GoSL is of the opinion that the NAP on WPS should specifically cater to women who have been impacted by the conflict through widowhood or their associations – familial or organizational – with combatants and combatancy. The extended reach of the NAP to also cover FHHs that have not directly been affected by the conflict was done in recognition of the overarching impacts of armed conflict which create indirect impacts as well. The main target of this NAP, therefore, is to guarantee the full protection and participation of women in matters related to peace and security.

At the drafting stage of the NAP on WPS, the views, grievances, and concerns that were expressed at the consultations stage were significant. The process of consulting with different segments of society ensured the incorporation of intersectional concerns of Sri Lankan women at grassroots levels. The GoSL wishes to fulfill its international obligations at this juncture, by adopting a NAP on WPS that directly responds to these concerns. It is in keeping with these main aspects of the UNSCR 1325, that the WPS commitments have been formulated and incorporated into this NAP.

Key Concerns Addressed

Within this NAP, several key concerns have been addressed in a manner that covers the WPS agenda. These thematic areas are explained below:

1. Legal, policy, and institutional reforms

Such reforms are encouraged by the WPS Agenda of Resolution 1325. The specific interventions under this thematic area are proposed in the NAP in accordance with the findings that were made at Provincial Consultations. Within this, the GoSL intends – among others - to:

- amend obsolete legal procedures and ordinances to ensure that the country’s legal system aligns well with international laws
- strengthen the arbitration process to settle civil disputes at Mediation Boards instead of being taken to the courts of law
- provide training on law enforcement procedures and mechanisms to relevant personnel

In the NAP on WPS, these have been framed through a gender lens to ensure that women’s empowerment is achieved through the activities and goals specified herein.

2. Impact of displacement experienced by women

One of the key issues faced by women who have been displaced relates to lack of proper housing and accommodation. In the preparation of this NAP, this has been seriously considered and other associated aspects have been added to make the lives of displaced women more meaningful. Furthermore, the GoSL is committed to uplifting the economic standards and livelihoods of the people therein, including through the provision of housing for families affected by the armed conflict. This has also been considered in shaping the activities and interventions of the NAP that deal with the impact of displacement which also remains a core theme of Resolution 1325.

3. Addressing concerns of military and Police widows, ex-combatants and female-headed households

The GoSL is committed to ensuring national security without compromising the democratic space available to Sri Lankans. It is within this approach that it attempts to carry out its responsibilities concerning all those who have been affected by armed conflict in any manner. This segment will cover the needs of military widows, ex-combatants, and female heads of households in relation to the Women, Peace, and Security Agenda within this general approach.

Therefore, within this thematic segment, the NAP on WPS focuses on catering to the specific concerns of military widows, women ex-combatants as well as

other FHHs. The widening of policies to benefit as many women as possible to ensure their peace and security is an objective of Resolution 1325, and has therefore been reflected in this NAP on WPS.

4. Women's protection and security

The GoSL has recognised a strategy for ensuring safety of women as a key priority for national security. The thematic segment of the NAP on WPS which concentrates on women's protection and security has been framed in accordance with this commitment of the GoSL. The NAP on WPS focuses on various aspects of protection of women and children which have in turn been further strengthened through the NAP on WPS, in accordance with women's concerns which emerged during the consultations.

The NAP on WPS aims to complement this process by recognising the needs of women and girl children with disabilities whether or not the disability has arisen in relation to a conflict context. This wider recognition is warranted by how disability exposes women and children to socially constructed vulnerabilities. The NAP on WPS recognizes that disability exposes women and girls to social, structural, institutional, and intersectional violence which threaten women's peace and security, and seeks to cater to their needs accordingly. One of the key concerns raised by women at the consultations was the threat to security due to the lack of childcare facilities and flexible working arrangements.

In line with this, the NAP on WPS has developed specific activities with identifiable goals, and monitoring mechanisms that will enable the achievement of the broader goals.

5. Economic empowerment of women

During the consultations, it was evident that women from all parts of Sri Lanka were facing economic issues which were exacerbated by unregulated lending practices, largely by micro financing institutions. The NAP on WPS seeks to address this issue. This intervention is backed by the GoSL's focus on the economic and social contribution of women, and the need to support women entrepreneurs. To achieve this end, the NAP on WPS has designed interventions and activities which would be monitored and evaluated by various government entities to ensure that women are aided appropriately to manage their borrowing practices and become successful entrepreneurs thereby ensuring their economic safety and security.

6. Promoting Women's participation in peacebuilding, conflict prevention, conflict resolution, decision making and politics

The GoSL is committed to increase the participation of women and youth in political decision-making. This has been adopted within the NAP on WPS with a broadened and gendered focus, targeting the increase of women's participation in decision-making at all levels of governance in Sri Lanka. This is further supported by the political inclusivity and gender sensitivity promoted by Resolution 1325. The NAP WPS focuses on strengthening people-centric mediation boards at Grama Niladhari Division which include women's representation. The NAP on WPS aligns with this commitment through gendered lens, in compliance with domestic and international obligations of Sri Lanka.

THEMATIC PRIORITY 01:

LEGAL, POLICY AND INSTITUTIONAL REFORMS

STRATEGIC OBJECTIVES:

1. Amending existing legislative enactments to be gender-sensitive.
2. Revising existing practices of institutions to promote women's participation.
3. Increasing State involvement to provide services to women at the grassroots levels.
4. Increasing gender sensitivity and language parity in State institutions.
5. Sensitising State officials to gendered concerns related to women.
6. Raising awareness of the women at the grassroots levels of available State services and how best to access them.

Focus Area

01

Legal and policy reforms to ensure protection of women against gender-based violence and discrimination

Outcome:	Responsible Authority/Official:
Women have enhanced protection against gender-based violence and discrimination through legal and policy reforms	<ul style="list-style-type: none"> Ministry of Women, Child Affairs and Social Empowerment National Committee on Women

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>1.1 Amend discriminatory provisions contained in personal and territorial laws in line with Art. 2 of CEDAW and Article 12 of the 1978 Constitution of Sri Lanka.</p>	<p># of consultations conducted with a view to amending selected personal/territorial/religious laws.</p> <p># amendments drafted and presented to the Parliament</p> <p>% of amendments implemented.</p>	<p>Legal Draftsman's Department</p> <p>Parliament of Sri Lanka</p>	<p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p>	<p>Parliamentary Select Committee on Gender Equity and Equality</p> <p>Legal Draftsman's Department</p> <p>Women's Caucus of the Parliament</p> <p>National Committee on Women Department of</p>	<p>UN Agencies</p> <p>CSOs</p> <p>Research institutions</p>	<p>Jan 2023-Oct 2025</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>1.2 Amend Provincial Council Election Act No. 2 of 1988 to provide for a minimum of 25% of representation to be guaranteed for women.</p>	<p># of amendments drafted and presented to the Parliament.</p> <p>% of amendments implemented.</p>	<p>Legal Draftsman's Department</p> <p>Parliament of Sri Lanka</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p>	<p>Parliamentary Select Committee on gender Equity and Equality</p> <p>Legal Draftsman's Department</p> <p>Women Parliamentarians Caucus in Parliament</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Election commission</p>	<p>UN Agencies</p> <p>CSOs</p> <p>Research Institutions</p>	<p>Jan 2023- Oct 2025</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>1.3 Introduce provisions within the Parliamentary Elections Act No. 1 of 1981 to provide for a minimum representation of 25% guarantees for women at parliamentary level.</p>	<p># of amendments drafted and presented to the Parliament.</p> <p>% of amendments implemented.</p>	<p>Legal Draftsman's Department</p> <p>Parliament of Sri Lanka</p>	<p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p>	<p>Parliamentary Select Committee on gender equity and equality</p> <p>Legal Draftsman's Department</p> <p>Women Parliamentarians Caucus in Parliament</p> <p>Election commission</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Jan 2023- Oct 2025</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>1.4 Conduct a study on the reported cases on sexual violence of the past decade [i.e. 2012 – 2022], with a focus on ascertaining the time period taken for each case to be resolved. (Time period to be calculated from the first instance of the police complaint and/or the medical/legal examination).</p>	# of studies conducted.	Ministry of Justice, Prison Affairs and Constitutional Reforms	Ministry of Justice, Prison Affairs and Constitutional Reforms	Law Commission of Sri Lanka National Committee on Women	UN Agencies CSOs	Jan 2023- Oct 2025	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
1.5 Digitalize the data pertaining to sexual violence with a special tracking system that records the timeline from first complaint to resolution of matter through dismissal, withdrawal, acquittal, or conviction.	# of database developed to track progress of cases on sexual violence.	Bureau for the Prevention of Abuse of Children and Women Ministry of Justice, Prison Affairs and Constitutional Reforms	Ministry of Public Security	Law Commission of Sri Lanka National Child Protection Authority Legal Aid Commission	UN Agencies CSOs	Jan 2023-Oct 2025	Ministry of Women, Child Affairs and Social Empowerment	TBC
1.6 Develop Standard Operating Procedures (SOPs) to expedite court processes in a gender-sensitive and responsive manner using a survivor-centered approach.	# of SOPs developed and adopted. # of districts in which District Courts have established a dedicated system to resolve court cases concerning women and children.	Bureau for the Prevention of Abuse of Children and Women Ministry of Justice, Prison Affairs and Constitutional Reforms	Ministry of Public Security	Law Commission of Sri Lanka Legal Aid Commission	UN Agencies CSOs	Jan 2023-Oct 2025	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>1.7 Reform Section 363 of the penal code to ensure fullest protection against all forms and perpetrators of rape, to ensure adequate protection of children, as well as the inclusion of marital rape, and the removal of gender restrictions on the perpetrator and victim of rape.</p>	<p># of consultations conducted with a view to amending selected provisions.</p> <p># of report on consultations published and publicly available.</p> <p># of amendments drafted and presented to the Parliament.</p> <p>% of amendments implemented.</p>	<p>Legal Draftsman</p> <p>Parliament of Sri Lanka</p>	<p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p>	<p>Parliamentary Select Committee on Gender Equity and Equality</p> <p>Legal Draftsman's Department</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>UN Agencies</p> <p>Research Institutions</p> <p>CSOs</p>	<p>Feb 2023 – Jan 2025</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
1.8 Conduct a Review of the gender sensitivity of national frameworks relating to disaster management and risk reduction.	# of reviews conducted and reports developed on the gender sensitivity of national disaster management framework.	Ministry of Defence Disaster Management Centre	Ministry of Defence Disaster Management Centre	Ministry of Women, Child Affairs and Social Empowerment	CSOs	Feb 2023-Aug 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC

Focus Area

02

Institutional reforms towards gender-inclusivity, with gender-responsive budgets, and personnel with increased capacity to accelerate the Women, Peace and Security agenda in Sri Lanka

Outcome:	Responsible Authority/Official:
Women at the grassroots levels have enhanced access to gender-sensitive State supported resources and services	<ul style="list-style-type: none"> Ministry of Women, Child Affairs and Social Empowerment National Committee on Women

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.1 Implement mechanisms to ensure that systems (including digital systems) and the infrastructure of State institutions are accessible to women in a gender-sensitive manner.</p>	<p># of guidelines produced.</p> <p>% of women accessing online State systems.</p> <p>% of government offices with premises that are accessible to persons with disabilities (PWDs).</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>District Secretariats</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p>	All government agencies	<p>UN Agencies</p> <p>Research Institutions</p>	Jan 2023 – Aug 2027	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.2 Recruit and/or assign an adequate number of capable and gender-sensitive WDOs to fill cadre gaps.</p>	<p># of policies and budget decisions concerning WDOs developed at the District Level.</p> <p># of new WDOs recruited.</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>District Secretariats</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Women's Bureau of Sri Lanka</p> <p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>UN Agencies</p> <p>CSOs</p> <p>Research Institutions</p>	<p>Jan 2023 – Aug 2027</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p>	<p>TBC</p>
<p>2.3 Recruit sufficient Tamil speaking officers. (Vernacular proficiency to be ensured at the hotline desks and across the Divisional and District Secretariats).</p>	<p># of Tamil-speaking officers recruited.</p> <p>% of officers segregated according to gender linguistic diversity.</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>District Secretariats</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Women's Bureau of Sri Lanka</p> <p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>National Committee on Women</p> <p>National Child Protection Authority</p>	<p>UN Agencies</p> <p>CSOs</p> <p>Research Institutions</p>	<p>Jan 2023 – Aug 2027</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.4 Introduce and implement regulations on facilitating trilingual fluency within schools.¹⁶</p>	<p># of schools in which the regulations is carried out effectively.</p> <p>% of schools teaching English, Sinhala and Tamil to all students.</p> <p># of guidelines and training sessions on teaching second languages.</p> <p># of regulations to incentivize fluency in Tamil and Sinhala among teachers.</p> <p>#of available digital language modules on English, Sinhala and Tamil.</p>	Ministry of Education	Ministry of Education	<p>Department of Official Languages</p> <p>Department of Examinations</p> <p>Educational Publications Department</p>	UN Agencies	Jan 2023 – long term	Ministry of Education	TBC

¹⁶ This can be done through increased resource allocation, increased recruitment of language teacher, guidelines on teaching second languages and training teachers on the same, upgrading teacher promotion schemes to accommodate bilingual skills as an incentive, and strengthening development of and access to digital modules on language learning.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.5 Ensure that all administrative departments and offices offer trilingual services (Sinhala, Tamil, English), as per constitutional and other legal guarantees.</p>	<p>% of administrative departments offering trilingual services.</p> <p>% of administrative departments offering services in only Sinhala and Tamil.</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p>	<p>Department of Official Languages</p>	<p>UN Agencies</p>	<p>Jan 2023 – long term</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p>	<p>TBC</p>
<p>2.6 Conduct training programmes for public officials on the implementation of Sri Lanka's NAP on WPS.</p>	<p># of training modules developed.</p> <p># of trainings conducted.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>District Secretariats</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>All implementing and supporting agencies listed in this National Action Plan</p>	<p>UN Agencies</p> <p>Research Institutions</p>	<p>Jan 2023-Aug 2027</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.7 Recruit university students and recent graduates on three-month internships from national universities and provide them with a week of intensive training on Human Rights Commission of Sri Lanka's work, and use their skills to raise awareness on the same.¹⁷</p>	# of Districts in which awareness raising is carried by Human Rights Commission of Sri Lanka.	Human Rights Commission of Sri Lanka	Human Rights Commission of Sri Lanka	Law teaching State institutions	Coordinating Committee of Civil Society Organizations in the Regional Offices of the Human Rights Commission of Sri Lanka Research Institutions	Jan 2023-Aug 2027	Ministry of Women, Child Affairs and Social Empowerment	TBC

¹⁷ This suggestion arose at the consultation held in the Central Province. It was recommended that a measure of this nature would have a dual use. Firstly, the Human Rights Commission of Sri Lanka can address its lacuna of staff members. Secondly, this provides university students engaged in the study of law to enhance their practical skills, thereby making them suitable candidates to be recruited as permanent staff to Human Rights Commission of Sri Lanka and other entities working for the promotion and protection of human rights.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.8 Ensure capacity for bilingual service provision¹⁸ at all police stations.</p>	<p># of police stations able to respond to and record complaints in both national languages.</p>	<p>National Police Commission</p> <p>Ministry of Public Security</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Sri Lanka Police</p>	<p>Sri Lanka Police</p>	<p>Police College of Sri Lanka</p> <p>Human Rights Commission of Sri Lanka</p>	<p>Research Institutions</p>	<p>Jan 2023-Aug 2027</p>	<p>National Police Commission</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

¹⁸ Stakeholders who attended consultations specified the necessity for recruiting these officers from amongst Tamil and Muslim communities.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.9 Recruit police officers conversant in sign language/ providing sign language trainings to selected officers.</p>	<p># of police officers recruited and/ or trained to communicate in sign language.</p> <p># of sign language trainings provided.</p>	<p>Public Service Commission</p> <p>Ministry of Public Security</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Sri Lanka Police</p>	Sri Lanka Police	<p>Police College of Sri Lanka</p> <p>National Council & National Secretariat for PWDs</p> <p>Human Rights Commission of Sri Lanka</p> <p>Social Services Department</p>	<p>CSOs</p> <p>Research Institutions</p>	Jan 2023-Aug 2027	<p>Public Service Commission</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.10 Ensure that there is gender parity in recruitments and promotions of the Tri Forces and the Police.</p>	<p># of men and women recruited into the tri forces annually.</p> <p># of men and women promoted into higher ranks on a yearly basis.</p> <p># of reports with gender segregated records of the number of officers publicly available.</p> <p>% of women officers recruited.</p>	<p>Ministry of Defence</p> <p>Ministry of Public Security</p>	<p>Ministry of Defence</p> <p>Ministry of Public Security</p>	Not applicable	Not applicable	Jan 2023 – long term	Ministry of Defence	TBC
<p>2.11 Strengthen the complaint mechanism through the Ombudsman, and raise awareness amongst women on how to access the services provided by the Ombudsman.</p>	<p># of complaints received at the desk of Ombudsman.</p> <p># of awareness raising campaigns/ training conducted for women.</p>	<p>Ombudsman (Office of the Parliamentary Commissioner for Administration)</p>	<p>Ombudsman (Office of the Parliamentary Commissioner for Administration)</p>	<p>Presidential Secretariat</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Jan 2023- Aug 2024</p>	<p>Presidential Secretariat</p>	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.12 Ensure that women police officers are sufficiently recruited and are stationed in all police stations, and ensure that such women police officers are retained in service and are provided with equal opportunities in promotions and decision-making capacities of the police.</p>	<p># of women police officers recruited. % of women police officers stationed at each Police Station.</p> <p># of women police officers serving in the top 3 official ranks of the police.</p> <p># of annual surveys conducted to ascertain the number of women police officers recruited between 2023 and 2027.</p> <p># of surveys conducted to ascertain the number of women police officers remain in service for over 5, 10, 15, 20, 25 years.</p>	<p>Police Commission</p> <p>Sri Lanka Police</p>	<p>Public Service Commission</p> <p>Police Commission</p> <p>Sri Lanka Police</p> <p>Ministry of Public Security</p>	<p>Public Service Commission</p> <p>Police College of Sri Lanka</p> <p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Research Institutions</p>	<p>Jan 2023- Aug 2027</p>	<p>National Police Commission of Sri Lanka</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.13 Implement existing separation of mandates between the Civil Security Department and/or administration of education - including preschool education.¹⁹</p>	# of measures adopted to streamline pre-school and primary education in former conflict-affected areas.	Ministry of Education	Ministry of Education	Civil Security Department Ministry of Defence Ministry of Women, Child Affairs and Social Empowerment Department of Child Care Services	CSOs	Jan 2023-Aug 2023	Ministry of Education Ministry of Women, Child Affairs and Social Empowerment	TBC

¹⁹ Consultations highlighted this to be a key concern of communities.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.14 Introduce a Code of Conduct for Journalists with instructions to ensure ethical reporting with particular focus on women and ethno-religious minorities being respected, in line with international standards such as UN's Rabat Plan of Action and national standards such as Clause 10 of Part I Section (I) of Gazette Extraordinary No: 162/5A of 1981 October 14.^{20,21}</p>	# of Codes of Conducts developed and adopted.	Ministry of Mass Media	Ministry of Mass Media	Ministry of Women, Child Affairs and Social Empowerment Mass Media Higher Education, Research and Training Institute National Child Protection Authority	UN Agencies Research Institutions Media institutions	Jan 2023 – Long term	Ministry of Mass Media	TBC

20 This clause reads as: "A journalist shall not report or cause to be printed or published any matter for the purpose of promoting communal or religious discord or violence."
 21 Consultations highlighted that media reporting often focuses on women or persons of minority/ ethno-religious communities, and/ or discloses the same in breach of privacy, etc.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>2.15 Include a module on gender in the induction programme of all public officials, and develop internal advocacy campaigns around the pillars of the WPS Agenda.</p>	<p># of gender sensitization trainings for public officials</p> <p># of officers attending such programmes, disaggregated by sex.</p> <p># of evaluations conducted with public officers on gender biases.</p> <p># of assessments conducted with government officers after 6 months of attending the programme.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Public Service Commission</p>	<p>Sri Lanka Institute of Development Administration</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>UN Agencies</p>	<p>Jan 2023-Aug 2023</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

THEMATIC PRIORITY 02:

ADDRESSING THE IMPACT OF DISPLACEMENT EXPERIENCED BY WOMEN

STRATEGIC OBJECTIVES:

1. To support the implementation of existing policies.
2. To respond to the continuing requirements of the internally displaced persons/refugee returnees with a gender-sensitive mandate.
3. To enhance and increase gender sensitivity to women's concerns in disaster management.
4. To strengthen sensitization regarding conflict-affected people with a focus on women.

Focus Area

03

Service delivery to women affected by conflict and disaster related displacement agenda in Sri Lanka²²

Outcome:	Responsible Authority/Official:
Women who have been subject to conflict and disaster related displacement have access to State-sponsored and gender-sensitive psychosocial support services, and sustainable solutions.	<ul style="list-style-type: none"> Ministry of Women, Child Affairs and Social Empowerment

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
3.1 Implement the National Policy on Durable Solutions for Conflict-Affected Displacement ²³ , in a gender-inclusive manner.	Full implementation of the National Policy on Durable Solutions for Conflict-affected Displacements.	Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government	Office for National Unity and Reconciliation	Ministry of Finance, Economic Stabilization and National Policies Ministry of Tourism and Lands	UN Agencies	Feb 2023-Aug 2023	Ministry of Justice, Prison Affairs and Constitutional Reforms	TBC

²² In the context of this National Action Plan, Conflict-Related Displacement includes refugees, internally displaced persons, and refugee returnees.
²³ The National Policy on Durable Solutions for Conflict-affected Displacement is a well-considered policy that is capable of effectively responding to all issues associated with conflict-related displacement. Hence, the commitments undertaken under the said policy have not been reproduced in this NAP.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>3.2 Conduct yearly evaluations of women affected by conflict-related displacement to assess their existing and continuing psychosocial needs.</p>	<p># of surveys conducted to assess the psychosocial needs of women who have been displaced due to conflicts.</p> <p># of women who have participated in the surveys assessing continuing and existing psychosocial needs.</p> <p># of women seeking psychosocial services/assistance following the surveys.</p>	Ministry of Health	Directorate of Mental Health, Ministry of Health	<p>Divisional Secretariats</p> <p>Psychosocial Officers and Women Development Field Assistants of the Child and Women Development Units of the Ministry of Women, Child Affairs and Social Empowerment</p>	<p>UN Agencies</p> <p>Research institutions</p>	Feb 2023-Aug 2027	<p>Ministry of Health</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>3.3 Assess livelihood capabilities and needs of women affected by conflict-related displacement, and provide support in accessing livelihoods.</p>	<p># of assessments carried out among women affected by displacement, to ascertain the level of skills, willingness, physical and mental health of women to engage in livelihood generation activities.</p> <p>#of trainings conducted to develop skills of women to generate a livelihood in response to the assessment.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Women's Bureau of Sri Lanka</p> <p>Divisional Secretariats</p> <p>WDOs</p>	UN Agencies	Feb 2023- Nov 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>3.4 Establish an information desk (where trilingual and sign language services are provided) at the Bandaranaike International Airport, and capacitate Chief Immigration and Emigration Officers to support refugee returnees by informing them of relevant administrative processes to be followed to obtain birth certificates, citizenship certificates, etc.²⁴</p>	<p># of information desks established at the Airport.</p> <p># of officers employed at the Information Desk.</p> <p># of refugee returnees per year.</p> <p># of refugee returnees obtaining services from the Information desk.</p>	Department of Immigration and Emigration	Department of Immigration and Emigration	Birth Registration Unit of the Registrar General's Department	UN Agencies	Jan 2023-long term	Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government	LKR 119,000

²⁴ Participants at consultations proposed that this should be done especially in support of female heads of households returning with children.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>3.5 Standardise the assessment of educational and vocational qualifications which refugee returnees have obtained from other countries during their time there as refugees, through the development of standardised guidelines.²⁵</p>	<p># of standardisation guidelines adopted for educational and vocational qualifications.</p> <p># of refugee returnees applying to have educational and/or vocational qualifications standardised per year.</p>	Ministry of Education	Ministry of Education	<p>University Grants Commission</p> <p>National Apprentice and Industrial Training Authority</p> <p>Vocational Training Authority of Sri Lanka</p>	UN Agencies	Feb 2023-Oct 2024	<p>Ministry of Education</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	TBC

25 This activity has been added in response to the concerns that were raised by participants who attended the consultations. Some participants noted that there is no mechanism in Sri Lanka to evaluate whether the qualifications that refugees had obtained in India and in other countries are equivalent to Sri Lankan qualifications in standards. This was regarded as impacting the ability of some such refugee returnees to find employment and/or continue their education upon return. Thus, it has been suggested that there should be a standardization of qualification assessment to ascertain where such qualifications rank in comparison to Sri Lankan qualifications.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>3.6 Provide education facilities to women and girls affected by conflict-related displacement, with a special emphasis on the education of girl children, and <i>second-chance education</i>²⁶ for women.</p>	<p># of women and girls affected by conflict-related displacement accessing education facilities.</p> <p># of women and girls affected by conflict-related displacement accessing <i>second chance education</i>.</p>	Office for National Unity and Reconciliation	Ministry of Education	Ministry of Women, Child Affairs and Social Empowerment	UN Agencies	Feb 2023-long term	<p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p> <p>Ministry of Education</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	TBC

²⁶ The term “second chance education” was specifically suggested during consultations. The argument was that a second chance at education should be given to women who have had to forego education due to them being displaced and/or affected by conflict.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
3.7 Provide safe water and sanitation facilities for women and their families living in temporary housing due to conflict and/or disaster-related displacement.	# of guidelines adopted and implemented to ensure access to safe water and sanitation facilities. # of households living in temporary housing and accessing basic services of State.	Office for National Unity and Reconciliation	Provincial Department of Social Services Disaster Management Centre	Ministry of Health Ministry of Women, Child Affairs and Social Empowerment	UN Agencies	Feb 2023-Jan 2025	Office for National Unity and Reconciliation Ministry of Women, Child Affairs and Social Empowerment	TBC

Focus Area

04

Outcome:

Women have enhanced access to gender-sensitive and regularized disaster management mechanisms.

Responsible Authority/Official:

- Ministry of Defence
- Disaster Management Centre

Safe and accessible safe house facilities for people affected by natural disasters.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>4.1 Ensure adequate service provision to women and girls affected by disaster, displacement</p> <p><small>27,28</small></p>	<p># of safety centres following the guidelines of the handbook²⁹ for safety centre managers.</p> <p># of safety centres adopting WASH³⁰ standards.</p> <p># of safety centres adhering to SPHERE³¹ standards as appropriate to Sri Lanka.</p>	<p>Ministry of Defence</p> <p>Disaster Management Centre</p>	<p>Ministry of Defence</p> <p>Disaster Management Centre</p>	<p>National Council for Disaster Management</p> <p>Divisional Secretariats (Relevant officials from Divisional Secretariats are expected to work in collaboration with the responsible authorities to conduct the survey on disaster prone areas)</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Department of Irrigation³²</p> <p>Ministry of Tourism and Lands³³</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>CSOs</p> <p>Research Institutions</p>	<p>Jan 2023-Aug 2027</p>	<p>Ministry of Defence</p> <p>Disaster Management Centre</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

27 This can be done by revamping the existing shelters or if they are not available establish new shelters in disaster prone areas, ensuring adequate and accessible sanitary hygiene products and other basic necessities, ensuring safe spaces for women’s security and privacy (e.g., breast feeding areas, segregated sanitary facilities, and cost-effective partitioning, etc.).

28 Special attention to be paid to floods, landslides and environmental pollution related displacements. (Pilot work to be undertaken in Ratnapura and Kegalle). Participants also proposed that such facilities should be established subsequent to conducting consultations with women and other stakeholders

29 Produced by DMC, UNFPA, IOM and UNICEF.

30 WASH guidelines are available at <https://www.humanitarianlibrary.org/sites/default/files/2018/11/Water%2C%20Sanitation%20and%20Hygiene%20%28WASH%29%20Guideline-Swiss%20Red%20Cross.pdf>

31 SPHERE guidelines are available at <https://spherestandards.org/wp-content/uploads/Sphere-Handbook-2018-EN.pdf>

32 Expected to provide information on flood patterns to the responsible authorities to aid in the process of compiling the survey.

33 The Ministry is expected to work in collaboration with the Disaster Management Centre in allocating appropriate state lands for constructing shelters.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>4.2 Develop and adopt SOPs for the provision of basic necessities, including cooked food in IDP camps and temporary shelters established during natural disasters, in a regularised manner.³⁴</p>	# of guidelines/ SOPs adopted for the provision of basic necessities in IDP camps and temporary shelters.	Ministry of Defence Disaster Management Centre	Ministry of Defence Disaster Management Centre	National Disaster Relief Services Centre	CSOs	Jan 2023- Oct 2024	Ministry of Defence Disaster Management Centre Ministry of Women, Child Affairs and Social Empowerment	TBC

³⁴ This was proposed at the consultations to prevent donated cooked food from being wasted, ensure introducing a waste disposal system, to ensure women have access to adequate and appropriate nutrition and sanitation facilities having regard to their ethnic/religious/health specific needs.

THEMATIC PRIORITY 03:

ADDRESSING CONCERNS OF MILITARY AND POLICE WIDOWS, WOMEN EX-COMBATANTS AND FEMALE-HEADED HOUSEHOLDS

STRATEGIC OBJECTIVES:

1. To identify, prioritize, and address the requirements of military and Police widows, women ex-combatants, FHHs.
2. To evaluate the existing laws and policies concerning the identified groups of women and gender sensitizing such laws and policies.
3. Where necessary, to adopt payment and/or compensation schemes or regularize existing schemes.
4. To cater to the continuing psychosocial requirements of military and Police widows, women ex-combatants, and FHHs.
5. To promote sustainable livelihood means amongst military and Police widows, women ex-combatants, and FHHs.
6. To sensitize State officials, medical officials, and other relevant officials on the particularities of the circumstances and issues faced by military and Police widows, women ex-combatants and FHHs with a view to improving their services.

Focus Area

05

Addressing concerns of military and police widows, women ex-combatants and FHHs.

Outcome:	Responsible Authority/Official:
Military and police widows, women ex-combatants, and FHHs have increased access to gender-sensitive State services that enhance their standard of living.	<ul style="list-style-type: none"> Ministry of Defence Ministry of Women, Child Affairs and Social Empowerment

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.1 Review existing systems to ensure that entitlements of military and police widows are administered effectively and consistently.³⁵</p>	<p>Completed review of current systems.</p> <p># of recommendations from the review which have been implemented.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Ministry of Defence</p> <p>Ministry of Public Security</p>	<p>Ranaviru Seva Authority</p>	<p>CSOs</p>	<p>Jan 2023-Aug 2024</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Defence</p>	<p>TBC</p>

³⁵ Consultations showed that military widows are required to submit a statement every three months asserting that their civil status remains unchanged. Delay of submission results in loss of their payments. It was stated by the military widows in attendance that the payments that they are receiving on behalf of their deceased spouse will be stopped if they contract another marital relationship. Some instances were divulged where Grama Niladharis have informed relevant authorities that certain military widows cohabit with partners and such information has resulted in loss of their payments. The resulting discrimination was sought to be addressed through the NAP.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.2 Draft a briefing paper evaluating the impact of existing laws and policies on military widows and widows of police officers including volunteer force widows, with recommendations to enhancing their quality of life.</p>	Completed briefing paper within the stipulated deadline.	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Defence Ministry of Public Security Ranaviru Seva Authority	Research Institutions	Feb 2023-Aug 2023	Ministry of Women, Child Affairs and Social Empowerment Ministry of Defence	TBC
<p>5.3 Adopt measures to empower military widows and strengthen their decision-making capacities in villages dedicated for war heroes (Ranaviru Gammana).³⁶</p>	# of new measures adopted to enhance status of life of military widows.	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Defence Ranaviru Seva Authority	Ministry of Women, Child Affairs and Social Empowerment	CSOs	Feb 2023-Jan 2024	Ministry of Women, Child Affairs and Social Empowerment Ministry of Defence	TBC

³⁶ Military widows who attended Focus Group Discussions (FGDs) stated that there are power dynamics in these villages which disempower them from being involved in decision-making in such villages. They noted that almost entirely decision-making is done by men of these villages.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.4 Ensure the gender sensitivity of surveillance measures in place, to keep them from negatively impacting the lives of women ex-combatants and affecting their privacy.³⁷</p>	<p># of sensitization programmes conducted for State officials.</p> <p># of officers sensitised.</p> <p># of measures adopted to alter the status quo.</p> <p>% of women ex-combatants who report an improvement in the scale and impact of surveillance imposed.</p>	Ministry of Defence	Ministry of Defence	Bureau of the Commissioner General of Rehabilitation	CSOs	Feb 2023-Jan 2024	Ministry of Women, Child Affairs and Social Empowerment Ministry of Defence	TBC

³⁷ Ex-combatants noted at FGDs that some surveillance practices such as those done during evenings and/or conducted with women officers impact their lives negatively and result in them being ostracized from village communities.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.5 Establish effective grievance handling mechanisms and introduce psychosocial counselling for women ex-combatants, to aid them with reintegrating into society more effectively and with confidence.</p>	<p># of measures adopted to alter the status quo.</p> <p>% of women ex-combatants with access to targeted and sustained psychosocial counselling.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Ministry of Defence</p> <p>Sri Lanka National Association of Counsellors</p> <p>Bureau of the Commissioner General of Rehabilitation</p> <p>Ministry of Health</p>	<p>CSOs</p>	<p>Feb 2023- Jan 2024</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Defence</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.6 Conduct gender and conflict sensitivity training programmes for State officials who provide services to, or work with, women ex-combatants.³⁸</p>	<p># of sensitization programmes conducted for State officials, disaggregated by location.</p> <p>% of State officials sensitised.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Ministry of Defence</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>State Banks</p> <p>National Committee on Women</p> <p>Women's Bureau of Sri Lanka</p>	<p>Research Institutions</p>	<p>Feb 2023-Aug 2025</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Defence</p>	<p>TBC</p>

³⁸ Ex-combatants who participated at the consultations stated that they face procedural difficulties when attempting to obtain loans despite them possessing a rehabilitation certificate. This is due to the insistence by the Bank Officials that there should be two guarantors with State employment even though the actual guidelines only require any two guarantors. Thus, it is also deemed necessary to gender sensitize officers of State banks towards the specific challenges faced by ex-combatants.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.7 Conducting an assessment of the status quo and the income generating capacity of women ex-combatants, and in light of the findings, making recommendations to the relevant authorities to strengthen their economic empowerment.</p>	<p># of assessments on the status quo and income generating capacity of women ex-combatants.</p> <p># of recommendations developed subsequent to the assessment.</p>	Ministry of Women, Child Affairs and Social Empowerment	<p>Bureau of Commissioner General of Rehabilitation</p> <p>Ministry of Defence</p>	Ministry of Women, Child Affairs and Social Empowerment	CSOs Research Institutions	Jan 2023- Oct 2024	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Defence</p>	TBC
<p>5.8 Train medical professionals in gender, conflict and trauma sensitive practices, and support them to act with humanity, impartiality, and professionalism towards the continuing medical requirements of ex-combatants.</p>	<p># of sensitisation programmes conducted for medical professionals.</p> <p>% of medical professionals sensitised.</p> <p>% of women ex-combatants reporting more sensitive medical treatment and accessible health care.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Health	<p>Ministry of Defence</p> <p>Bureau of Commissioner General of Rehabilitation</p>	CSOs	Feb 2023- Aug 2025	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Defence</p>	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.9 Adopt and incorporate an inclusive definition for FHH prior to the adoption of the NAP on FHH.</p>	<p># of consultations held with stakeholders to formulate the relevant definitions.</p> <p># of stakeholders consulted with the preparation and publication of a report consisting of the consensus reached at the consultations.</p> <p># adoption of a definition for FHH. # Implementation of the NAP on FHH.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Parliamentary Select Committee on Gender Equity and Equality</p> <p>Women's Bureau of Sri Lanka</p> <p>National Committee on Women</p>	UN Agencies CSOs	Jan 2023-Oct 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.10 Conduct a study on the number of families that have become FHH and the causes leading to becoming a FHH, and make recommendations to ensure FHHs are adequately supported.</p>	<p># of studies. # of recommendations formulated. % of recommendations implemented.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Department of Pensions Provincial Departments of Social Services Department of Census and Statistics Women's Bureau of Sri Lanka</p>	UN Agencies CSOs	Feb 2023-Aug 2025	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>5.11 Conduct a study to assess the specific requirements of wives of fishermen who have disappeared at sea, and make recommendations on providing socio-economic support.</p>	<p># of completed studies. # of recommendations formulated. % of recommendations implemented.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Department of Samurdhi Development Ministry of Fisheries</p>	Research institutions	Feb 2023-Aug 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.12 Develop actionable mechanisms to promote livelihood development activities and enhance FHH's economic engagement.</p>	<p># of mechanisms developed.</p> <p>%of FHHs accessing the programmes.</p> <p>% of FHHs reporting strengthened livelihood/ development activities owing to the mechanisms developed.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Ministry of Water Supply and Estate Infrastructure Development</p> <p>Ministry of Education</p> <p>Ministry of Fisheries</p> <p>Department of Samurdhi Development</p>	UN Agencies CSOs	Feb 2023- Jan 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>5.13 Ensure FHH's access to livelihood support institutions and sectoral unions (e.g., farmers'/ trade unions), as well as their participation in decision making within those institutions.</p>	<p># of FHHs contributing to sectoral unions (e.g., agriculture).</p> <p># of FHHs accessing livelihood support institutions.</p> <p>% of women who have participated in decision-making in respective entities.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Department of Samurdhi Development</p> <p>Women's Bureau of Sri Lanka</p>	UN Agencies CSOs	Feb 2023- Jan 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>5.14 Conduct needs assessment of women living in formerly conflict-affected villages, and make recommendations to relevant authorities.</p>	<p># of assessments conducted.</p> <p># of recommendations developed.</p> <p>% of recommendations implemented.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	Provincial Departments of Social Services	UN Agencies CSOs	Feb 2023- Jan 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>5.15 Implement and monitor the recommendations of the Needs Assessment of women living in formerly conflict-affected villages [see 5.14].</p>	<p># of recommendations implemented.</p> <p># of assessments on the impact and results of the implemented recommendations.</p> <p># of amendments made to the recommendations towards relevant and sustainable support.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	National and Provincial Departments of Social Services	UN Agencies CSOs	Feb 2023- Aug 2027	Ministry of Women, Child Affairs and Social Empowerment	TBC

THEMATIC PRIORITY 04:

WOMEN'S PROTECTION AND SECURITY

STRATEGIC OBJECTIVES:

1. To inquire into and address issues of sexual violence, associated displacement, and other related conflict contexts.
2. To educate and raise awareness amongst members of the tri-forces, police, and other authorities on preventing and addressing sexual violence - in relation to both conflict and post-conflict contexts.
3. To increase facilities/allowances provided to elderly women, women with disabilities, and other groups of women identified as more vulnerable and/or marginalised in society.

Focus Area

06

Protection of women and girls against violence, including sexual violence.

Outcome:	Responsible Authority/Official:
Measures are adopted to prevent violence against women, especially in relation to elderly women, girl children, women with disabilities, and trans persons, and to enhance their socio-economic opportunities and participation in decision-making.	<ul style="list-style-type: none"> Ministry of Women, Child Affairs and Social Empowerment

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.1 Conduct a study on sexual violence incidents that are connected with any conflict context (displacement, ethno-religious conflicts, conflict-related sexual violence).</p>	<p># of completed studies.</p> <p># of stakeholders consulted with.</p> <p># of events conducted to disseminate findings among key stakeholders.</p>	Ministry of Women, Child Affairs and Social Empowerment	<p>Ministry of Public Security</p> <p>Sri Lanka Police (Bureau for the Prevention of Abuse of Children and Women)</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>National Child Protection Authority</p> <p>Women's Bureau of Sri Lanka</p> <p>National Committee on Women</p>	<p>UN Agencies</p> <p>CSOs</p>	Jan 2023-Oct 2025	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.2 Development of a Code of Conduct/ Ethics guiding Tri-Forces and police officers on the relevant laws, policies, and mechanisms to prevent sexual violence in conflict and post-conflict contexts.</p>	# of Codes of Conduct developed.	Ministry of Defence Sri Lanka Police	Ministry of Defence Ministry of Public Security	Ministry of Women, Child Affairs and Social Empowerment Sri Lanka Police	CSOs	Feb 2023 - Aug 2025	Ministry of Defence Ministry of Women, Child Affairs and Social Empowerment Sri Lanka Police	TBC
<p>6.3 Strengthen the existing social protection schemes available for the elderly³⁹ (including elderly women),⁴⁰ including increasing the 'Wedihiti Awarana Kepakaru' sponsorship payment charged to sponsors to Rs. 1,000/-.</p>	<p>% increase in the allowance.</p> <p># of elderly women utilising the subsidy scheme for senior citizens above 65 years of age to purchase prescribed medicines and provide free health check-ups biannually.</p> <p># of elderly women receiving low interest loans to go on pilgrimages to respective places of worship.</p>	Ministry of Women, Child Affairs and Social Empowerment National Council and Secretariat for Elders	Ministry of Women, Child Affairs and Social Empowerment National Council and Secretariat for Elders	Ministry of Health National Integration Division (under the Ministry of Justice, Prison Affairs and Constitutional Reforms) National Council Secretariat for Elders Department of Samurdhi Development	UN Agencies CSOs	Jan 2023- Oct 2024 <i>Long term commitment for the sponsorship scheme</i>	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.4 Promote the 'Wedihiti Awarana Kepakaru' Sponsorship scheme through a media campaign.</p>	<p># of media placements (newspapers, TV, radio, social media/online).</p> <p># of sponsors joining the Wedihiti Awarana Kepakaru sponsorship scheme on an yearly basis.</p> <p># of viewers reached via the media campaign.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>National Council and Secretariat for Elders</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>National Council and Secretariat for Elders</p>	<p>National Council and Secretariat for Elders</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Department of Samurdhi Development</p> <p>Ministry of Mass Media</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Jan2023-Oct2024 Long term commitment for the sponsorship scheme</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

- 39 This includes the following schemes: (1) "Arogya" Medical Assistance Program - Providing financial assistance of Rs. 25,000 each to low-income elders who are suffering from chronic non-communicable diseases; (2) "Suwapahasu" Financial Assistance Scheme - Providing the minimum facilities and sanitary facilities required for the elderly to live in their own homes (up to a maximum of Rs. 0.05 million per beneficiary); (3) "Diriya Piyasa" Housing Project - Renovation and construction of houses for low-income families with elderly persons (Rs. 0.3Mn.); (4) Organising elderly religious tours - Providing financial facilities for elderly tours (Rs. 0.05Mn for each tour).
- 40 At present, senior citizens over 70 years old are only issued a monthly allowance of Rs. 2,000 if their monthly income is below Rs. 3,000. Elderly women who have also been impacted by the armed conflict and have had to endure hardships throughout their entire lives noted that the said allowance is inadequate and that they are also incapable of generating income through labour due to their age-related incapacities.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.5 Strengthen existing livelihood assistance schemes/ programmes, increasing the support/ benefits provided for women earning low- incomes, including elderly women.</p>	<p># of livelihood assistance programmes providing increased benefits.</p> <p># of low-income persons disaggregated by type (elderly women, female heads of households etc.) benefitting from the implemented programmes.</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Department of Samurdhi Development</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Department of Samurdhi Development</p>	<p>National Council and Secretariat for Elders</p> <p>Women's Bureau of Sri Lanka</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Jan 2023- Aug 2025</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>
<p>6.6 Provide career guidance and social integration skills development support to girls and boys of 16- 18 years as they prepare to leave Children's Homes.</p>	<p># of career guidance programmes.</p> <p># of girls benefiting from career guidance programmes.</p> <p># of girls obtaining employment within six months of having benefitted from career guidance programmes.</p>	<p>Department of Probation and Child Care Services</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>National Apprentice and Industrial Training Authority</p> <p>Vocational Training Authority of Sri Lanka</p> <p>National Career Guidance and Counselling Centre</p> <p>Department of Probation and Child Care Services</p>	<p>UN Agencies</p>	<p>Jan 2023- long term</p>	<p>Department of Probation and Child Care Services</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.7 Provide shelter and protection for the 18+ young adults who are leaving the Children's Homes until they are capable of living a secure and independent life.</p>	<p># of young adults received capacity building.</p> <p># young adults receiving shelter and protection.</p> <p># young adults leaving to lead a secured and independent life.</p>	Department of Probation and Child Care Services	Ministry of Women, Child Affairs and Social Empowerment	<p>Department of Probation and Child Care Services</p> <p>Women's Bureau of Sri Lanka</p>	UN Agencies	Jan 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>6.8 Establishment of a special unit to investigate cybercrimes, harassment, and hate speech – particularly on the basis of gender, ethno-religious identity, political affiliations, etc.</p>	# of special units established, including allocation of office space, equipment/ infrastructure, personnel, and financial resources.	Ministry of Women, Child Affairs and Social Empowerment	<p>Bureau for the Prevention of Abuse of Children and Women</p> <p>Sri Lanka Computer Emergency Readiness Team</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Defence</p> <p>Ministry of Mass Media</p> <p>Ministry of Technology</p> <p>Ministry of Public Security</p> <p>National Child Protection Authority</p>	CSOs	Jan 2023-Aug 2024	<p>Bureau for the Prevention of Abuse of Children and Women</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.9 Carry out a needs assessment of women providing care for PWDs, with special emphasis on those providing care for former combatants with disabilities.</p>	# of needs assessments carried out.	National Secretariat for Persons with Disabilities	National Secretariat for Persons with Disabilities	Ministry of Women, Child Affairs and Social Empowerment Ministry of Defence Ranaviru Seva Authority Ministry of Education Office for National Unity and Reconciliation	CSOs	Jan 2023-Aug 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>6.10 Implement programmes to capacitate caretakers of PWDs on how best to provide care, ensure rights of the PWDs, and to support their psychosocial wellbeing in accordance with the above needs assessment.</p>	# of programmes carried out. # of persons trained through empowerment trainings. # of persons providing care for PWDs accessing psychosocial services.	National Secretariat for Persons with Disabilities	National Secretariat for Persons with Disabilities	Ministry of Women, Child Affairs and Social Empowerment Ministry of Defence Ranaviru Seva Authority Department of Social Services	CSOs	Sept 2025-Aug 2027	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
6.11 Adopt measures to provide for the wellbeing of persons caring for PWDs. ⁴¹	# of measures to provide for the wellbeing of women providing care to PWDs.	National Secretariat for Persons with Disabilities	National Secretariat for Persons with Disabilities	Ministry of Women, Child Affairs and Social Empowerment Ministry of Finance, Economic Stabilization and National Policies Department of Social Services	UN Agencies	Jan 2023- Oct 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC
6.12 Conduct awareness programmes for both public and private sector employers and job seekers highlighting the need to create more employment opportunities for women with disabilities.	# of programmes conducted # of public and private sector organisations sensitised. # of public and private sector employers committing to review Human Resources and recruitment policies to support employees with disabilities.	National Secretariat for Persons with Disabilities Department of Social Services	Department of Social Services Ministry of Labour and Foreign Employment	Ministry of Women, Child Affairs and Social Empowerment Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government National secretariat for persons with disabilities Ministry of Education	Research institutions	Jan 2023- Aug 2024	Ministry of Women, Child Affairs and Social Empowerment	TBC

⁴¹ Participants at consultations stated that the allowance is paid to only one person from a family even if a family has more than one person with disability. It is this lacuna that is sought to be addressed through this activity.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.13 Conduct sensitizing programmes for State officers to recognise and respect the rights of trans persons, towards their security and broader social cohesion.</p>	<p># of sensitisation programmes conducted.</p> <p># of state officers sensitised.</p>	<p>Ministry of Public Security</p> <p>Ministry of Health</p>	<p>Ministry of Health</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Human Rights Commission of Sri Lanka</p> <p>Sri Lanka Police</p>	<p>CSOs</p>	<p>Jan 2023-long term</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>
<p>6.14 Expedite the administrative process of obtaining the Gender Recognition Certificates, towards their full and safe participation in society.</p>	<p># of measures adopted to remove administrative barriers of obtaining State documents.</p>	<p>Registrar General's Department</p> <p>Directorate of Mental Health, Ministry of Health</p>	<p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p> <p>Registrar General's Department</p>	<p>Ministry of Health</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Human Rights Commission of Sri Lanka</p> <p>Sri Lanka Police</p>	<p>CSOs</p>	<p>Feb 2023-Jan 2024</p>	<p>Registrar General's Department</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>6.15 Develop SOPs for police officers on processes to be adopted when carrying out security checks of trans persons, towards their security and full participation in society.</p>	<p># of SOPs developed.</p> <p># of police officers sensitised.</p>	<p>Human Rights Division of Sri Lanka Police</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>Human Rights Division of Sri Lanka Police</p>	<p>Human Rights Commission of Sri Lanka</p> <p>National Police Commission</p> <p>Ministry of Public Security</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Jan 2023-long term</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

THEMATIC PRIORITY 05:

ECONOMIC EMPOWERMENT OF WOMEN

STRATEGIC OBJECTIVES:

1. To alter micro credit/ finance practices to ensure that women at the grassroots levels of society are not negatively impacted by such borrowing practices.
2. Regulation of microfinancing entities and the implementation of existing rules and regulations through the Central Bank of Sri Lanka.
3. Educating and raising awareness amongst women as regards management of finance and the disadvantages of serial borrowing of microcredit/finance.

Focus Area

07

Protection of women and their households from the pervasive threat of microfinance practices.

Outcome:

Gender focused and mainstreamed interventions concerning microfinance practices impacting women at the grassroots level of Sri Lanka are adopted.

Responsible Authority/Official:

- Ministry of Finance, Economic Stabilization and National Policies

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>7.1 Conduct pilot surveys in all districts to ascertain the pervasiveness of microcredit issues, the level of indebtedness, and their impact on women's financial, mental and physical security.</p> <p>The survey results and recommendations are to be utilised for addressing other identified issues pertaining to microcredit.</p>	# of pilot surveys conducted with a focus of identifying issues to be addressed per district.	Department of Census and Statistics	Ministry of Women, Child Affairs and Social Empowerment Department of Samurdhi Development Department of Census and Statistics	Ministry of Finance, Economic Stabilization and National Policies	UN Agencies CSOs	Jan 2023- Oct 2024	Ministry of Finance, Economic Stabilization and National Policies	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>7.2 Compile a report on the current loan interest rates maintained by microfinancing institutions, including NGOs providing microcredit, as well as women's ability to access loans at competitive rates.</p>	<p># of reports compiled biannually on interest rates maintained by different institutions.</p>	<p>Department of Supervision of Non-Bank Financial Institutions of the Central Bank of Sri Lanka</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>Central Bank of Sri Lanka</p> <p>Department of Supervision of Non-Bank Financial Institutions of the Central Bank of Sri Lanka</p> <p>National Secretariat for Non- Governmental Organisations</p>	<p>CSOs</p>	<p>Jan 2023- Oct 2024</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>
<p>7.3 Adopt and implement the Draft Micro finance and Credit Regulatory Bill which is currently being developed.</p>	<p># of laws issued and implemented.</p> <p># of institutions registered under the new laws and regulations.</p> <p># of sessions conducted to sensitise government officials at all levels [once the Act is approved].</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>Central Bank of Sri Lanka</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>CSOs</p>	<p>Jan 2023- Oct 2024</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>7.4 Conduct a Training of Trainers programme for WDOs on financial management to educate the women at grassroots level.</p>	<p># of training programmes conducted. # of WDOs who have obtained training. # of trainings that are conducted by trained WDOs at the grassroots levels.</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>Ministry of Women, Child Affairs and Social Empowerment Ministry of Finance, Economic Stabilization and National Policies Department of Samurdhi Development</p>		<p>CSOs UN Agencies</p>	<p>Jan 2023 – Long term</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>TBC</p>

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>7.5 Enhance the financial management and financial literacy skills of women in all districts and conduct awareness raising and financial management skills development campaigns for women at the village level.</p>	<p># of grassroots level programmes conducted.</p> <p># of women who attend such programmes.</p> <p>% decrease of women obtaining microcredit.</p> <p># of women with improved financial management skills, disaggregated by district.</p> <p>% of women and households not classified as 'heavily indebted' (baseline assessed by survey in 8.1)⁴²</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Finance, Economic Stabilization and National Policies</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Communications Department of the Central Bank of Sri Lanka</p> <p>Department for Regional Development of the Central Bank of Sri Lanka</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Centre for Banking Studies,</p> <p>Central Bank of Sri Lanka</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Feb 2023-long term</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

⁴² Measurement scale (low level of debt, medium level of debt, and high level of debt) will need to be developed as part of the monitoring framework.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>7.6 Raise awareness on how to make informed decisions on microfinance, highlighting the potential advantages and disadvantages and the registered institutions, through a trilingual media campaign.</p>	<p># of media campaigns conducted via television, newspaper, radio, social media, and community-level groups.</p> <p># of persons reached, disaggregated by medium.</p>	<p>Ministry of Mass Media</p> <p>Communications Department of the Central Bank of Sri Lanka</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Central Bank of Sri Lanka</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>District Secretariats</p> <p>Divisional Secretariats</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Feb 2023-long term</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>
<p>7.7 Strengthen women's access to credit facilities, through formal institutions (e.g., banks).⁴³</p>	<p># of women accessing credit via formal institutions.</p> <p># of formal credit institutions adapting policies on credit facilities.</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Central Bank of Sri Lanka</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Central Bank of Sri Lanka</p>	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Department of Samurdhi Development</p>	<p>UN Agencies</p> <p>CSOs</p>	<p>Feb 2023-long term</p>	<p>Ministry of Finance, Economic Stabilization and National Policies</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>TBC</p>

⁴³ This can be done through adopting flexible policies on supporting documentation, simplifying lending process, strengthening outreach to women in rural areas.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
7.8 Strengthen women's access to and leadership in women's groups, cooperatives and informal community-based economic resources.	# of measures adopted to promote women's access to and leadership in women's groups, cooperatives and informal community-based economic resources. # of women accessing informal savings schemes, disaggregated by type of scheme and district.	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment Department of Samurdhi Development	Department of Co-operative Development (Under Ministry of Trade) District Secretariats and Divisional Secretariats	UN Agencies CSOs	Feb 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

THEMATIC PRIORITY 06:

PROMOTING WOMEN'S PARTICIPATION IN PEACEBUILDING, CONFLICT PREVENTION, CONFLICT RESOLUTION, DECISION-MAKING AND POLITICS

STRATEGIC OBJECTIVES:

1. To conduct and promote peacebuilding activities, conflict prevention and conflict resolution.
2. To engage more women as decision-makers in all levels of governance.
3. To increase women's political participation.
4. To involve women more equitably in peacebuilding, conflict-prevention and conflict resolution activities.
5. To encourage political parties to pledge the achievement of gender balances in party representations.

Focus Area

08

Peacebuilding, peacekeeping and Promoting Harmony Amongst Communities of Sri Lanka

Outcome:

To promote the democratic ideals of Sri Lankan society through the equitable involvement of women in peacebuilding, conflict-prevention, and conflict resolution and the involvement of women in decision-making at all levels of governance and politics.

Responsible Authority/Official:

- Ministry of Women, Child Affairs and Social Empowerment
- Ministry of Justice, Prison Affairs and Constitutional Reforms

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>8.1 Conduct divisional level peacebuilding activities to promote social cohesion especially but not limited to areas where the demographic balance of a single community exceeds 70%, with a focus on the meaningful participation of women in peacebuilding and conflict resolution.</p>	<p># of peacebuilding activities developed to promote interactions between communities.</p> <p># of programmes conducted and the areas in which such programmes are conducted.</p> <p># of women attending peacebuilding programmes.</p> <p># of women represented in People-Centric Boards established at each Grama Niladhari Division.</p>	Office for National Unity and Reconciliation	Office for National Unity and Reconciliation	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Ministry of Mass Media</p> <p>Ministry of Public Security</p>	<p>UN Agencies</p> <p>CSOs</p>	Jan 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>8.2 Conduct inter-community dialogues with a view of peacebuilding, collective leadership and women's engagement in communities.</p>	<p># of dialogues conducted in each District.</p> <p># of women participating in the dialogue.</p> <p>% of participants with increased understanding of peacebuilding and conflict resolution.</p> <p># of follow up activities based on outcomes of the dialogues.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>Women's Bureau of Sri Lanka</p> <p>Ministry of Buddhasasana, Religious and Cultural Affairs</p> <p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>Local Government Authorities</p>	<p>UN Agencies</p> <p>CSOs</p>	Jan 2023 – long term	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>8.3 Develop networks of peacebuilders with a particular focus on supporting women peacebuilders, while strengthening linkages to existing networks such as inter-religious committees to further social dialogue.</p>	<p># of networking activities developed and implemented.</p> <p># of meetings convened by the networks.</p> <p>#of joint activities/discussions conducted in collaboration with existing networks/committees.</p>	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	<p>District Secretariats and Divisional Secretariats</p> <p>Inter-religious committees under the National Peace Council</p>	<p>UN Agencies</p> <p>CSOs</p>	Jan 2023 – long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
8.4 Develop and train young women to take leadership roles in governance and peacebuilding, with holistic understanding of contextual and historical narratives.	# of modules developed at introductory, intermediate and advanced course levels. # of partnerships with State universities and centres to conduct the course. # of young women trained. % of improvement in leadership skills and understanding of contextual and historical narratives.	Ministry of Education Ministry of Women, Child Affairs and Social Empowerment	Ministry of Women, Child Affairs and Social Empowerment	Ministry of Education	UN Agencies CSOs Academic Institutions/ Universities	Jan 2023 – long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

Focus Area

09

Promoting women’s political participation and involve more women in decision-making positions.

Outcome:	Responsible Authority/Official:
Equitable and increased involvement of women in decision making of society at all levels of governance.	<ul style="list-style-type: none"> Ministry of Women, Child Affairs and Social Empowerment together with other relevant Ministries

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>9.1 Advocate for more women leadership and management in sector-specific collectives, with a particular focus on marginalized and under-privileged sectors/communities.⁴⁴</p>	<p># of women taking up leadership positions/decision – making positions in grassroots level communities (to be assessed through data collected by WDOs).</p> <p># of sensitization programmes carried out within sector-specific collectives to highlight the significance of women’s involvement.</p>	District Secretariats and Divisional Secretariats	<p>Ministry of Water Supply and Estate Infrastructure Development</p> <p>Ministry of Women, Child Affairs and Social Empowerment</p>	<p>WDOs</p> <p>Plantation Human Development Trust</p>	<p>UN Agencies</p> <p>CSOs</p>	Jan 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

⁴⁴ These communities include, but are not limited to, estate communities, fishing communities. For example, during the consultations, participants noted that the issues faced by communities living and working in the estates are often discussed through male community leaders referred to as “thalaiwar”. The discussion focused on the necessity of encouraging women to become “thalaivi” – the term used to denote a female community leader.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>9.2 Encourage and facilitate women to take up leadership positions and decision-making positions in community level structures, / societies/ associations.^{45,46}</p>	<p># of women in leadership positions in village level societies and association as at 30 Jan 2023.</p> <p># of women taking up leadership positions in such associations on an annual basis.</p> <p>% increase of the number of women in leadership positions in such societies by the end of the assessment period.</p>	District Secretariats and Divisional Secretariats	Ministry of Women, Child Affairs and Social Empowerment	<p>Women's Bureau of Sri Lanka</p> <p>WDOs</p> <p>District Secretariats and Divisional Secretariats</p>	<p>UN Agencies</p> <p>CSOs</p>	Feb 2023-Jan 2026	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>9.3 Ensure and promote fair representation of women in Mediation Boards through the adoption of a Gazette Extraordinary.</p>	Gazette Extraordinary issued to ensure equitable representation for women in the Mediation.	Ministry of Women, Child Affairs and Social Empowerment	<p>The Mediation Boards Commission</p> <p>Ministry of Justice, Prison Affairs and Constitutional Reforms</p>	Ministry of Women, Child Affairs and Social Empowerment	CSOs	Jan 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

45 Community level participants highlighted the significance in women's decision-making societies/associations that are not confined to women.
46 These includes but is not limited to Praja Mandalas, Kantha Bala Mandala, etc.

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>9.4 Ensuring training on gender responsive mediation for all mediation boards.</p>	<p># of training programmes conducted, disaggregated by district.</p> <p># of mediation board members trained and capacitated, disaggregated by district and sex.</p> <p>% of mediation board members reporting increased understanding on gender equality issues.</p>	Ministry of Women, Child Affairs and Social Empowerment	The Mediation Boards Commission	Ministry of Women, Child Affairs and Social Empowerment	CSOs	Jan 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>9.5 Developing a national network of women mediators and promoting cross-national and cross-regional exchanges.</p>	<p># of women mediators, disaggregated by district.</p> <p># of meetings and exchanges conducted annually.</p> <p># of good practice and lessons learnt shared and compiled.</p>	Ministry of Women, Child Affairs and Social Empowerment	The Mediation Boards Commission	Ministry of Women, Child Affairs and Social	UN Agencies CSOs	Jan 2023-long term	Ministry of Women, Child Affairs and Social Empowerment	TBC

Key Activities	Indicators	Means of Verification	Lead implementing agencies	Supporting Agencies		Time Frame	Monitoring Agency	Budget
				State Actors	Non-State Actors			
<p>9.6 Advocate for at least 25% of each party's nominations to be given to women candidates to promote women's inclusive representation at national level politics.</p>	<p>% increase in the number of women entering national level politics.</p> <p># of women entering national level politics through Parliamentary elections.</p> <p># of female candidates nominated for national elections, disaggregated by political party.</p>	Parliament of Sri Lanka	Women Parliamentarians Caucus in Parliament	Ministry of Women, Child Affairs and Social Empowerment	UN Agencies	Feb 2023- Jan 2026	Ministry of Women, Child Affairs and Social Empowerment	TBC
<p>9.7 Formalize and strengthen inter-party networks of women in politics at national and subnational levels, to ensure support and mentorship.</p>	<p># of women in politics who are part of networks on women in politics.</p> <p>#of trainings on women's empowerment and leadership for elected representatives.</p>	Ministry of Women, Child Affairs and Social Empowerment	<p>Ministry of Women, Child Affairs and Social Empowerment</p> <p>Women Parliamentarians Caucus in Parliament</p>	<p>Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government</p> <p>District level Caucuses for Women Representatives</p>	UN Agencies CSOs	Feb 2023- Jan 2026	Ministry of Women, Child Affairs and Social Empowerment	TBC

MONITORING AND EVALUATION

The successful achievement of outcomes outlined in the NAP is intrinsically linked with a strong monitoring and evaluation (M&E) mechanism to inform effective implementation and efficient use of resources for planned as well as future WPS work and to ensure accountability and accomplishment of targets set to reach higher level results. In order to facilitate a practical approach to operationalization and implementation, a Monitoring and Evaluation Framework has been introduced under each Commitment to monitor the Outcome level result with contributing activities. The activities detailed under each preceding Commitment are carried out by respective state actors to realize outcomes that represent higher level institutional and behavioural changes as direct results of the said interventions. The long-term intended and unintended effects of the interventions ultimately contribute, through collective efforts of additional state and non-state actors such as civil society and development partners, to higher level changes in the status and conditions of women and girls affected by conflict, socio-economic, cultural, institutional and other factors, which will be verified by mid-term and final evaluations as mentioned below under respective sections.

TARGETS AND INDICATORS

The Monitoring Framework for the NAP was developed within the frame of SDGs and inputs from diverse stakeholders at grassroots consultations. The goals were formulated in accordance with relevant SDGs⁴⁷, including but not limited to SDG 5: Achieve gender equality and empower all women and girls and SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Sri Lanka's performance in achieving the SDGs and ranking in global indices, i.e. Global Gender Gap Index, are to be assessed at regular intervals during implementation to benchmark progress towards overarching goals. The outcome results under each commitment were matched with specific activities and incorporated into separate frameworks that enumerate the designated lead implementing and cooperating state agencies for respective commitments and contributing activities. This M&E framework also includes indicators to monitor the accomplishment of activities, their means of verification, time frame, monitoring agency, supporting agencies, state and non-state sector actors and the budget.

⁴⁷ SDG 1 – End poverty in all its forms everywhere
 SDG 3 – Ensure healthy lives and promote wellbeing for all at all ages
 SDG 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
 SDG 5 – Achieve gender equality and empower all women and girls
 SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
 SDG 9 – Build resilient infrastructure, promote inclusive and sustainable industrialization
 SDG 10 – Reduce inequality within and among countries
 SDG 16 – Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

M&E IMPLEMENTATION STRATEGY

The implementation of the NAP on WPS requires joint efforts of multiple state and non-state actors to effectively translate each commitment into concrete results. Given the diverse range of partners and stakeholders involved, two multi-agency and stakeholder coordinating bodies – Inter-Agency Coordination and Assessment Committee and National Core Steering Committee – will be established to oversee and fulfill key M&E responsibilities in parallel with the interventions. Whereas monitoring processes aid the government in assessing whether implementation is being done in accordance with relevant plans, the evaluation processes will support learning and adapting WPS interventions in response to challenges and opportunities on the ground. The participatory M&E approach will foster shared ownership and accountability and leverage existing expertise, particularly that of civil society, to strengthen relevancy and applicability of the NAP in the domains of national, sub-national and international decision-making.

The M&E mechanisms set forth in the following sections were designed to enable substantive involvement of the local government and civil society in operationalizing implementation plans and the M&E frameworks as expressed repeatedly in consultations. The structures and functions set therein will not only facilitate coordination and engagement of all stakeholders, but will also prevent the NAP from being viewed as the sole priority of the

Ministry of Women, Child Affairs and Social Empowerment by highlighting the collective contributions as well as individual roles and responsibilities of all identified stakeholders.

INTER-AGENCY COORDINATION AND ASSESSMENT COMMITTEE

The GoSL – and the Ministry of Women, Child Affairs and Social Empowerment in particular – remains committed to advancing gender equality and the WPS agenda. The establishment of Inter-Agency Coordination and Assessment Committees comprised of both state and non-state actors are perceived by the government as key mechanisms to instill necessary political will and advocacy for the achievement of NAP objectives. The involvement of non-state actors, i.e. civil society organizations, are expected to contribute to raising awareness and promoting NAP interventions among the Sri Lankan populace.

The Lead Implementing Agency identified for each of the commitments would adopt the initiative of setting up a Coordination and Assessment Committee to carry out respective M&E efforts. The convening government agency is expected to be the actor identified in the NAP as the Lead Implementing Agency. In cases where a specific designation has not been identified, the stated agency would appoint a senior official within their administrative structures as the convening agent representing the Lead

Implementing Agency. Such convenor, if not from Ministry of Women, Child Affairs and Social Empowerment, is expected to liaise closely with the ministry. It shall be the responsibility of the convening agent to ensure that the Committee is represented by at least one member from each of the state actors and non-state actors identified.

Committee Composition

Each Coordination and Assessment Committee will be comprised of at least five persons with a limit of ten persons. The minimum and maximum membership limits are set herein to ensure that overly large or small coordination bodies would not hamper effective functioning of such bodies.

Membership of the Coordination and Assessment Committee

At minimum, the following personnel should be considered as members:

- (i) The convening agent representing the Lead Implementation Agency
- (ii) One other member of the Lead Implementation Agency
- (iii) At least one representative from each additional state actor identified for the relevant activity of the NAP
- (iv) At least one representative from each non-state actor identified for the relevant activity

- (v) At least one representative from Ministry of Women, Child Affairs and Social Empowerment in cases where the above does not comprise of a representative of the same
- (vi) At least one representative from the Department for Project Management and Monitoring
- (vii) One expert jointly identified and appointed by other Committee members

The convening agent and the Committee Chairperson, where possible, are expected to continue their terms until the expiration of this NAP in 2027. The other members are expected to continue their membership for at least two years. Each entity is responsible for nominating another agent to replace their representative who removes themselves from the Committee.

Timeline, Quorum and Representation

The Coordination and Assessment Committees will meet quarterly and the quorum for decision-making shall be 75 percent of all members represented therein with no less than 50 percent of female members being present. Committees shall be comprised of at the least 70 percent women. The Chairperson shall be chosen amongst the members with preferences given to female members. The convening agent should, however, continue to be the member representing the Lead Implementing Agency.

Committee Core Functions Monitoring

- (i) Establish a data management system for the NAP WPS
- (ii) Maintain and update indicator baselines and targets under each commitment – This is considered a primary task as there is a lacuna of baseline data at present
- (iii) Conduct regular progress reviews and submit bi-annual monitoring reports to the Lead Implementing Agency, Ministry of Women, Child Affairs and Social Empowerment and identified data sources and monitoring agencies at the output and outcome levels – Ministry of Women, Child Affairs and Social Empowerment is expected to maintain a central online and offline database to ensure that the public has access to these details in accordance with the Right to Information Act No. 12 of 2016 of Sri Lanka
- (iv) Oversee coordination and communication of findings within and across Committees and among external stakeholders to inform and support evidence-based decision-making on WPS and other relevant efforts

Evaluation

- (i) Initiate and manage mid-term review after 3 years of implementation of the NAP on WPS and final evaluations after the full implementation period of the NAP WPS in collaboration with broader networks of CSOs and other stakeholders to systematically assess the implementation of the NAP and to produce credible findings;
- (ii) Adopt measures to compile a comprehensive evaluation report at the end of the term of application of the NAP on WPS. The report should include in-depth, rigorous analysis of data and evidence provided by the respective Committees.
- (iii) Compile a lessons learnt report inclusive of key areas highlighted in the mid-term and final evaluation reports and set benchmarks and recommendations to ensure that these are addressed in the next iteration of the NAP on WPS.

The Committees should be jointly responsible for identifying and implementing strategies to address gaps in the capacities of relevant authorities for effective implementation of the M&E mechanisms, ensure coherence with reporting of SDGs and streamline gender sensitivity and inclusivity in the M&E efforts through collection disaggregated data under each commitment.

CORE STEERING COMMITTEE

The function of the Core Steering Committee formed by members from each of the Coordination and Assessment Committee, is to consolidate and coordinate all M&E efforts and to ensure quality and accountability of such efforts. The membership of the Core Steering Committee is as follows:

- (i) Secretary of the Ministry of Women, Child Affairs and Social Empowerment (expected to function as the Chairperson of the Core Steering Committee)
- (ii) Secretary of the Ministry of Justice
- (iii) Secretary, Ministry of Finance
- (iv) Secretary, Ministry of Foreign Affairs
- (v) Secretary, Ministry of Defence
- (vi) Chairperson - National Committee on Women
- (vii) Director Women's Bureau of Sri Lanka
- (viii) Director – Children's Secretariat
- (ix) Director General, Department of Census and Statistics
- (x) Representative from Police Children and Women Bureau
- (xi) Five experts on women's rights
- (xii) Seven representatives chosen from among CSOs

The Core Steering Committee is expected to constitute a total of twenty to twenty five members. The Committee is to meet once every four months and the detailed minutes/reports/resolutions and/or any such documents that are produced as outcomes of the triannual meetings are to be maintained by the Ministry of Women, Child

Affairs and Social Empowerment and forwarded to other entities that are expected to act in accordance with those decisions. The triannual meetings should be attended by at least 12 members of the Committee inclusive of the five secretaries of listed ministries to be considered valid. The Committee is expected to review all reports/documents submitted by Coordination and Assessment Committees and adopt necessary decisions concerning the same. As the focal point of the Committee, the Secretary of Ministry of Women, Child Affairs and Social Empowerment will be responsible for communicating the decisions of the Steering Committee to the Coordination and Assessment Committees for necessary action. The Steering Committee shall be responsible for liaising with upper-level decision makers of the state, including but not limited to the Cabinet of Ministers and making policy recommendations to relevant authorities on matters related to Women, Peace and Security.

CHALLENGES TO THE IMPLEMENTATION OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY

At the stage of completing the NAP on WPS – eight core challenges that may pose threats to the implementation of the NAP have been identified. They are as follows:

1. **Availability of funds and resources:** while all attempts have been made to ensure that the responsibility of ensuring the satisfactory implementation of stated commitments are undertaken by authorities who are already vested with carrying out similar tasks under their existing job descriptions, many of the commitments require a significant amount of State funding. Due to the difficulties faced by the GoSL in relation to having sufficient funding, it is expected that the international community will aid Sri Lanka's very first attempt at implementing a NAP on WPS.
2. **Commitment of relevant stakeholders:** the responsible State authorities have been identified in this NAP as a means of ensuring that a stated individual currently holding a particular designation is required under the NAP to bear the accountability for ensuring the implementation of the commitment. The success of this is however dependent on the coordination and collaboration between the responsible authority/authorities and other State actors as well as the non-State actors.
3. **Difficulty of coordinating with multiple stakeholders:** some challenges and difficulties are expected when coordinating with multiple stakeholders for the implementation of different commitments. Furthermore, it is understood that some stakeholders including some officials mentioned as responsible authorities, the other State actors, as well as some of the non-State actors have been vested with multiple tasks which may also run parallel to one another. This may cause some challenges pertaining to time commitments.
4. **Human resource development:** some of the commitments can only be successfully implemented if there is human resource development through different types of trainings/seminars etc. For fulfilment of such commitments, the GoSL will require support and commitment from experts in various fields.
5. **Lack of human resources:** the successful implementation of some of the stated commitments are dependent on new recruitments or the provision of trainings to existing officials. These acts are heavily dependent on the availability of human resources. Some challenges are to be foreseen in relation to the availability of human resources.

6. **Reluctance and push back from certain communities:** especially when attempts are made by the GoSL to alter some discriminatory laws or gender stereotypical practices that threaten women's peace and security, there has been constant resistance from certain communities. These challenges are to be foreseen. However, the GoSL seeks to ensure that equality for women is granted in accordance with Sri Lanka's Constitution as well as international obligations undertaken under the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights, and the CEDAW.
7. **Continued impact of the Global Pandemic:** the continuation of the Global Pandemic Sars-Cov2 or COVID-19 may hinder the implementation of the activities listed under the NAP in a timely manner. In such a context, it is expected that the Lead Implementing Agencies would adjust the time frames in a reasonably discretionary manner to accommodate the achievement of the goals in a "new normal" context.
8. **Timely implementation:** the timelines that have been stated in the NAP on WPS are imagined within the framework of five years from 2023 – 2027. Some of the commitments are short term commitments while the others have a longer stipulated time duration. Yet another set of commitments are imagined as commitments to be undertaken by the State to continue even after the lapse of the five-year period of the NAP on WPS.

Despite the foreseen challenges the GoSL seeks to ensure that the commitments stated in this NAP on WPS are implemented to the fullest possible capacity to ensure that women in Sri Lanka are involved in conflict prevention, conflict resolution, peacebuilding, decision-making and politics at all levels of the society. The core principle underlying the National Action Plan is premised on a just, free, equal, and equitable society for women of Sri Lanka.

Annexure 1: Provincial Consultation Schedule

Date	Province	Districts Represented	Attended by:
24 Sep 2019	Central Province	Kandy, Matale, Nuwara Eliya	State officials
25 Sep 2019			Members of CSOs/NGOs/Military Widows/Women working in the estate sector/FHH/women caring for family members with disabilities
27 Sep 2019	Western Province	Colombo and Gampaha	State officials
28 Sep 2019			Representatives of CSOs/NGOs/CBOs/Independent Consultants/Representatives of academic institutions working for the promotion of human rights
30 Sep 2019	Eastern Province	Ampara and Batticaloa	Members of CSOs/NGOs/FHH/Family members of ex LTTE cadres/women with disabilities
01 Oct 2019			State officials
02 Oct 2019	Eastern Province	Trincomalee	Representatives of CSOs/NGOs/CBOs/Organizations working for education of women/refugee returnees
03 Oct 2019			State officials
04 Oct 2019	Uva Province	Monaragala and Badulla	State officials
05 Oct 2019			Representatives of CSOs/NGOs/CBOs

Date	Province	Districts Represented	Attended by:
08 Oct 2019	Northern Province	Jaffna, Kilinochchi, and Mullaitivu	State officials
09 Oct 2019			Representatives of CSOs/NGOs/INGOs/FHH/Women with disabilities/ex-combatants/victim survivors of conflict-related sexual violence (CRSV)/wives and mothers of victims of disappearances
08 Oct 2019	Southern Province	Matara and Hambanthota	State officials
09 Oct 2019			Representatives of CSOs/NGOs/CBOs/military wives/FHH/Wives of the Disappeared
10 Oct 2019	Northern Province	Mannar and Vavuniya	Representatives of CSOs/NGOs/INGOs/FHH/Women with disabilities/ex-combatants/Elderly women who have lost loved ones due to deaths or disappearances
11 Oct 2019			State Officials
11 Oct 2019	Western Province	Kalutara District	State Officials
12 Oct 2019			Representatives of CSOs/NGOs/CBOs
15 Oct 2019	North Central Province	Anuradhapura and Polonnaruwa	State Officials
16 Oct 2019			Representatives of CSOs/NGOs/CBOs/Military widows/FHH/women with disabilities
15 Oct 2019	Southern Province	Galle District	State officials
16 Oct 2019			Representatives of CSOs/NGOs/CBOs/Military wives/FHH/mothers and sisters of victims of disappearances
18 Oct 2019	North Western Province	Kurunegala and Puttalam	State officials
19 Oct 2019			Representatives of CSOs
22 Oct 2019	Sabaragamuwa Province	Ratnapura and Kegalle	State officials

