

Exploring Research on Gender-Based Discrimination and Sexual Harassment in the Sri Lankan Workplace



DURATION

2018 – 2019

DONOR

Warwick University, UK

LOCALE

Sri Lanka

OBSERVATIONS/RESULTS

- The review looked at the discrimination faced by women based on the wage gap that has been a major impediment to career mobility; discrimination faced by women in academic advancement due to subtle, less pronounced or visible socio cultural practices and ideology that particularly act to undermine women's academic advancement, the perpetuation of gender ideology in the state school curriculum to create discrimination in social structures, and the 'glass ceiling' that continues to operate at the highest levels in the employment structure in traditional occupations as well as in new employment areas.
- A database on gender based discrimination and sexual harassment in employment covering education, free trade zones, migration, the informal sector including home-based workers, vocational training was developed. The data has been disaggregated by location, income, ethnicity and other variables as available.