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USAID/SRI LANKA

WOMEN-IN-DEVELOPMENT ACTIVITIES  
A REPORT ON THE PAST, PRESENT AND FUTURE

March 8, 1983

## I. BACKGROUND INFORMATION

In Sri Lanka, there exists an exceedingly active and effective network of women's groups. Based on demands by more than thirty active women's organizations, the President established the Women's Bureau of Sri Lanka in November 1978 under the Ministry of Plan Implementation, for which he is Minister. The Director of the Women's Bureau was appointed with the concurrence of the women's groups, and was given a token staff of about three people. The Bureau was housed in what was a former residence, consisting of one floor, together with another office - the Population Information Division. About a year later, the Population Information Division was required to relocate to make way for an expanded Women's Bureau. Today, the Women's Bureau, having outgrown its first home, occupies a much larger building with a staff of more than twelve times its original size, not including the seventy-five or more Development Officers who were seconded to the Bureau concurrently with the implementation of a development program with this Mission. What probably was to be the Government's concession to pacify the women turned out to be a vital organization, which has mobilized women from throughout the country and from all walks of life to participate in national development. Under the versatile leadership of the Director, the Bureau has relentlessly and tirelessly coordinated, organized, spearheaded and implemented countless number of programs throughout Sri Lanka, all with one aim - to benefit women and their families.

## II. USAID/SRI LANKA'S OBJECTIVES

The role of women-in-development has always been an active part of this Mission's functions and routinely considered in any undertaking, be it bilateral or multi-lateral programs. Concurrently, we have promoted programs that include the broad-based participation of the rural poor which will bring them the benefits of development and provide more equitable access to productive resources, services and employment in all socio-economic settings. We intend to be much more sensitive to women's needs, especially in certain areas where support has not been significant or satisfactory - specifically in training. We will remain alert to opportunities to actively encourage and support more women participants seeking enrollment in technical and managerial training. This is in line with the Government of Sri Lanka's (GSL) decision to include more women in higher levels of government.

As part of our overall strategy and objectives, we intend to:

1. identify, address and seek solutions to women's problems and needs.
2. Strengthen women's institutions and organizations.
3. Integrate women more fully into non-traditional economic activities, such as the Institutional Organizers program (see Section IV-A), vocational training (Section V-B), and other training programs (Annex 1).
4. Review constraints to female employment and conduct analyses to allow the GSL to remove such constraints, such as the Survey on the Status of Sri Lankan Women (Section III-B), the problem of high unemployment among women university graduates (Section III-D) and the Survey on Night Work for Women (Section III-F).

We believe the chronology that follows clearly evidences a responsive Mission that has consistently and positively contributed to supporting women in their activities and in meeting their needs.

### III. PAST ACTIVITIES

A. On April 11, 1977, the Overseas Education Fund of the League of Women Voters of America (OEF/LWV), a Washington D.C. based non-profit women's organization, received a grant from AID/Washington Office of Nutrition to carry out a survey which would define the role of the working women in Asia and Latin America, and to distinguish the child care needs of the rural low-income women versus the urban low-income women. With the support and concurrence of the then AID Representative, Sri Lanka was one of six countries selected for the survey. In early to mid-1978, the survey in Sri Lanka was carried out in four relatively remote areas - Dematagoda, Saithamaruthu, Danagama and Mattuvil - by the Sri Lanka Federation of University Women (SLFUW), a non-profit organization founded in 1941. The OEF/LWV and the SLFUW conducted a workshop in July 1979 to discuss survey findings and to recommend policies and programs in child care needs for low-income people. The survey report, "Survey of Child Care Needs of Low-Income Families," was published and distributed to international organizations.

Since then, we have observed an increase in activities addressing women's concerns and needs - issues that were highlighted in the report, such as the need for income-generating activities for the rural poor women; day-care centers to allow poor women to seek employment; basic health and sanitation services and nutrition clinics, etc. While we do not lay claim for crediting all such activities to the report, we feel it has contributed to the awareness that women are bound by many constraints that require special attention by action organizations working in the development arena.

B. AID entered into an agreement with the then University of Sri Lanka, Colombo Campus (U/Sri Lanka), on September 28, 1977, providing \$21,600 in grant funds to support research on the legal, social and economic position of women in traditional and modernizing Sri Lanka. The survey was proposed by three women university professors (all PhD's), who recognized the need for a collection data base on the status and roles of women in Sri Lanka. This informative would then support and facilitate plans for the systematic integration of women in the Nation's development process. The report was published in October 1979 and became an instant best seller. It readily provided development planners with needed information and filled important gaps in the awareness of the roles women played in Sri Lankan society.

C. Under an AID/Washington institutional development type grant and with concurrence from USAID/Sri Lanka, Planning Assistance, Inc. (PAI), a U.S. non-governmental organization, conducted a planning meeting in collaboration with the Lanka Mahila Samithi (LMS), which has the largest network of rural women's societies with over 50,000 rural members. Participants from twelve voluntary organizations and one quasi-voluntary organization involved in rural programs for women in six districts were assisted in identifying problems concerning women and provided training in developing recommendations and solutions. GSL Rural Development Officers also participated, thus enabling public and private development workers to meet and share ideas.

D. Early in 1978, the Sri Lanka Federation of University Women (SLFUW) decided to address the problem of high unemployment among women university graduates and requested the Overseas Education Fund of the League of Women Voters (OEF/LWV) to assist in developing a workable plan of action. The supply of university graduates at that time far exceeded the demand in the labor market. This made opportunities for women extremely limited and the possession of a general arts degree made it virtually impossible for women to find any kind of work for which they were qualified. In response, AID provided \$213,615 in grant funds to support a program to promote women's integration into the labor force by making available training opportunities to increase their marketability.

In a three-phased, thirty-month program, the SLFUW conducted a survey to identify the major factors that impeded the employment of these women liberal arts graduates. The public and private sectors were canvassed so that employment needs could be assessed and the required areas of training identified. The unemployed women graduates were then counselled, provided skills training in their areas of interest and suitability and assisted in job placement. At project end, approximately 110 women had been placed in positions for which they were trained. A "Report on the Study of Unemployment Among Women Arts Graduates" was published in June 1980.

E. At the urging of the U.S. Mission in Sri Lanka that serious development needs existed in one of the world's least developed, isolated, smallest and poorest countries (population of around 150,000), OEF/LWV's Asia Director of Programs, Joyce Rasmussen, visited the Republic of Maldives in early 1978. What Rasmussen found was a government interested in the welfare of its people and, especially, in improving the living conditions of the "outer island women and their families." Rasmussen noted three areas of primary concern - the need for basic health services, income-generating activities for women, and organizing women to work together to meet priority needs. She reported that, "although concern was expressed over the loss of income productivity for women and the lessened health conditions of the fishermen's families, little reliable data were available on which a project design could be based." Aside from atoll population figures, there were absolutely no data on the socio-economic conditions of the country.

In late 1978, the Government of the Republic of Maldives (GORM) and OEF/LWV entered into an agreement, with \$90,092 grant funding from AID, for OEF to "conduct an extensive outer island survey to determine the felt needs of island women with particular emphasis on income and health and to determine what human and natural resources are available on each island." In early 1980, a "Report on the Survey of Island Women" was published by the National Planning Agency of GORM, in collaboration with OEF. The report was the outcome of an arduous study conducted over a period of fifteen months and was the first empirical survey of the Maldivian Islands. Under the AID grant, OEF had contracted Helen Seidler as its Field Consultant to carry out the survey. The operational problems, including the constant loss of survey personnel, once trained, to other agencies, were enormous, but Seidler surmounted all obstacles through sheer perseverance, patience, tenacity and brilliance. The Honorable Howard E. Wriggins, the then American Ambassador accredited to Sri Lanka and the Maldives, reported to Washington that the international organizations were "salivating" to obtain the unique data assembled by Seidler and her team of Maldivian investigators, all of whom were trained by her. The report went beyond the study of the role of women in the Maldives and provided a basic and sorely needed socio-economic analysis which formed the basis for development activities to follow.

F. On February 9, 1979, USAID provided \$3,000 to the SLFUW in support of a three-day Asian Regional Workshop in Colombo. In attendance were thirty-five delegates of the International Federation of University Women (IFUW) representing national federations in the Asian region. Under the theme, "The Participation of University Women in Integrating Women and Children in the Development Process," the workshop enabled the participants to plan programs which would involve women and early school leavers in income generation, management and leadership activities.

G. USAID/Sri Lanka's Development Services and Training Project (383-0044) provided OEF/LWV \$25,000 in grant support to conduct a training program for the GSL International Year of the Child Secretariat in January 1980. Under the theme, "Planning for Action in Community Welfare," OEF/LWV agreed to carry out a program which would strengthen the capabilities of communities to carry out social, economic and/or health improvement programs in eight districts of Sri Lanka. Thirty women and men were selected by the IYC Secretariat (under the Ministry of Plan Implementation) and provided a five-day training program consisting of audio-visual demonstrations, lectures, workshop discussions, small-group sessions and practical application of newly acquired skills. These thirty people from rural government and non-government agencies returned to their areas as Community Resource Planners to assist in assessing needs, preparing viable project proposals and in identifying resources to implement programs addressing specific village needs in their districts.

H. The Development Services and Training Project (383-0044) supported the Sri Lanka Women's Bureau in its survey on night work for women. Previously, the laws of Sri Lanka prohibited the employment of women workers in factories and industries between 10:00 PM and 8:00 AM, which was in conformity with an ILO convention that was ratified by Sri Lanka many years earlier. The Ministry of Labor felt that this prohibition discriminated unfairly and unjustly against women, and requested the Women's Bureau to canvass randomly selected women and their families on their views and needs. With a grant of \$1,850, the Women's Bureau began the survey in July 1980. The results, which were published in March 1981, paved the way for Sri Lanka to rescind its

earlier decision on the ILO convention. Women can now seek to maximize their employment opportunities. Copies of the report have been distributed to AID/Washington (PPC/WID Office) and all Women in Development Officers in the Asia Bureau missions.

I. In late 1980, the OEF/LWV, in collaboration with the Women's Bureau of Sri Lanka, initiated an activity involving rural women in income generation and health activities. This was funded as a sub-project under the Mission's PVO Co-Financing Project (383-0060). This sub-project was carried out over a period of twenty months with a grant of \$200,000 and was successfully completed in June 1982.

It began with the training of ninety-six specially selected Government Development Officers (GDOs) of the Ministry of Plan Implementation from Sri Lanka's twenty-four districts, who would be working with rural women in 288 villages once training was completed. The GDOs were picked on the premise that they were in the best position to continue and expand the extension services for women in the villages after project completion.

After an extensive training program, including seven months of field work, the GDOs were ready to work with village women in identifying needs and problems, and planning improvement programs. Health improvement projects were planned and implemented and the village women were trained and assisted in starting income-generating activities.

All indicators point to a highly successful program - the work plan was followed and completed on time, and the village women actually participated in income-generating activities. A handbook, soon to be published in two languages, will contain the experiences gained and lessons learned from this project. We should point out that the GDOs consist of both women and men.

J. The Yahapath Endera Farming Center in Sri Lanka is an agricultural training center for young rural women with a genuine interest in making farming and/or animal husbandry their career. The Center is run by Nuns of the Order of Good Shepherd and is well known throughout Sri Lanka. Because of its popularity, the Center is constantly besieged by large groups of young women, including regular school excursion trips. Such visits were

extremely disruptive to the school's training program, necessitating the Nuns to take some sort of action. The result was the establishment of a model farm where the visitors would not disrupt the Center, but could receive a guided tour and briefing. In January 1981, USAID provided a \$28,763 grant that supported the establishment of the model farm and helped expand and improve the training facilities of the Center.

K. In June 1981, USAID provided \$526 for a six-day workshop conducted by the Sri Lanka Women's Conference, the umbrella organization of about thirty-five women's organizations in Sri Lanka. Fifty participants from different regions of the country, both urban and rural, were selected for training in project management, which consisted of workshop discussions, lectures, demonstrations, and a field trip to the Yahapth Endera Farming Center (see paragraph J, above). The women were selected on the basis of their active participation in projects in their areas and demonstrated commitment to community work. Subsequently, we were advised that a number of women had approached the Women's Bureau regarding programs for women, especially in income-generation activities.

L. The Women's Bureau of Sri Lanka celebrates International Women's Day annually on March 8. USAID's \$950 grant support in 1982 from the Development Services and Training Project (383-0044) enabled rural women, who had been motivated and trained in AID-financed income generating activities (see paragraph I, above), to display and sell their products and wares in an exhibition and sales center. The Center was opened by Mrs. J.H. Reed, the U.S. Ambassador's wife, and was a huge success. Not only did the rural women benefit from the sale of their goods, but the publicity given to this event attracted many more rural women. In this manner more women will be motivated to participate in the development process. Another project objective was met as GSL Development Officers, who had been trained by the Women's Bureau in an AID-funded program (paragraph I, above), were able to review, compare and assess their own performance by measuring the achievements of the participating rural women whom they had taught and motivated. Because of the tremendous success, the Women's Bureau repeated this activity in 1983.

As an important aside, the Women's Bureau commemorated International Women's Day in 1981 by honoring three outstanding foreign women leaders for their steadfast support to women in development in Sri Lanka. Ms. Sarah Jane Littlefield, the Mission Director, received one of the awards for her pre-eminent role in the USAID's staunch assistance and encouragement not only to the GSL Women's Bureau, but to the many women's organizations throughout Sri Lanka.

M. Conference support: Sometimes the Mission is required to assist in areas for which no mechanism is readily available from which to provide funding. The Women in Development Office in AID/Washington has invariably been supportive of our requests and has funded deserving women leaders from non-governmental agencies engaged in development work to attend conferences and workshops. One such example was a conference held in Washington, D.C. on the "Role of Women's Organizations in Development" in September 1979. One delegate from Sri Lanka attended the conference and contributed positively and commendably to the agenda. The feedback we received was that she "was superb!"

Another was the World Conference of the U.N. Decade of Women, which was held in Copenhagen in July 1980. With PPC/WID assistance and USAID's support of four women, Sri Lanka was able to send six delegates to the conference. Sri Lanka's delegation was headed by the Director of the Women's Bureau, whose participation in the conference was reported to have been significant, meaningful and to the credit of Sri Lankan women.

Also with AID/Washington funding, two women from non-governmental organizations were able to attend the subsequent conference on the "Role of Women's Organizations in Development" in Washington, D.C. in 1981.

Most recently, six members from the Sri Lanka Women's Conference attended the Twenty-Sixth Triennial Conference of the International Alliance of Women in Helsinki. This conference was held in July-August 1982 under the theme, "Employment Patterns in the Eighties."

N. Women in training: The USAID/Sri Lanka encourages and supports training for women wherever and whenever feasible. The Development Services and Training Project (383-0044) has been the most accessible means for supporting women in training and workshops, and, at times, in conferences. In a few instances, when Mission funding was not possible, AID/Washington has provided the needed support. Annex 1 chronologically lists women participants that this Mission has supported under the Development Services and Training Project and with AID/Washington funding. As we have stated earlier in this report, we intend to be much more sensitive to women's training needs and will actively support their participation in meaningful courses, especially those dealing with technical and managerial development.

#### IV. ON-GOING ACTIVITIES (including non-women specific activities)

A. The Water Management Project (383-0057) was approved in August 1979 "to develop an institutional capacity in the GSL Irrigation Department which will enable it to manage large irrigation schemes in a more effective and efficient manner."

The Gal Oya was, until the recent development of the Mahaweli Basin, Sri Lanka's largest reservoir system commanding over 120,000 acres under irrigation. The reservoir began supplying irrigation and domestic water in 1951 to thousands of farm families cultivating land within that reservoir's network. Because of its age and non-functioning parts at the head of the system, the control of water had become extremely difficult, which brought about increased conflicts and disagreements between and among farmers and a loss of cooperation and trust between the farmers and the Irrigation Department personnel. Farmers at the tail-end of the Gal Oya system were receiving practically no water and, in their desperate attempts to obtain this precious resource, were causing further damage to existing structures.

It was important that some rapport be developed between and among the farmers and government officials (i.e., Irrigation Department officials). Thus, a corps of Institutional Organizers was created to assist the farmers in establishing and sustaining water-user organizations. Social science university graduates were trained and placed in villages, where they live and work among the farmers and their families. With the Institutional Organizers (IOs) guidance, voluntary associations, each comprising of fifteen to twenty-five farmers, are formed. Leaders are chosen to represent each group in discussing and deciding on irrigation matters and activities.

The IO Program has been extremely successful in most distributaries. Meetings are held regularly to discuss problems and differences, and cooperation now exists between and among the farmers and government officials. Farmers in certain distributaries have no water problems and, after desilting the channel, take water only two or three days out of the five when water is issued, thereby saving water for the tail-enders.

Currently, there are forty-four (44) IOs, of which one-third are women. Initially, women were included in the program only on an experimental basis, but, it was found that their work has been better than average. They are conscientious and have been effective in bringing about amicable meetings of the farmers in their discussions and planning for an equitable water distribution and management program. In fact, when interviewed by an investigator, one influential farmer-leader stated, "... hondai (very good). Sometimes women succeed where men fail."

B. The end-of-project status of the on-going National Institute of Health Sciences Project (383-0062), which was approved in August 1980, will be an expanded and much improved national institute capable of providing quality training to an increased number of public health workers to meet the country's preventive health care needs. When the program is completed, NIHS will be graduating annually about sixty assistant medical practitioners, fifty family health workers, forty public health nurses, and eighty public health inspectors.

Women are the major beneficiaries of this project, both in terms of training provided and services received at the community level. Women will be the exclusive trainees of the public health nurses and family health workers programs, and will occupy at least one-third of the assistant medical practitioner positions.

C. The Lanka Mahila Samithi was given a \$22,500 grant from the PVO Co-Financing Project (383-0060) to carry out a Family Health and Family Planning Motivation Program. The scope of work included training of 100 rural health workers (all women) in health education and motivation work at the grass roots level. These rural health workers were to return to their villages to work with medical officers of health and public health inspectors and nurses. These young women were able to gain full confidence of their village women, thus ensuring a successful program. Because of their effectiveness, this project was extended for another two years with an additional grant of \$56,250.

D. The Mahaweli Sector Support Project (383-0078) was approved in May 1981 to assist the GSL in financing "downstream" components of the Mahaweli irrigation/rural development scheme (e.g., farm-to-market roads, schools, community centers, on-farm irrigation ditches), which will benefit countless numbers of poor rural people. Already, nearly fifty maternity clinics and an equal number of infant clinics have been built as part of the settler assistance and community development schemes. Hundred of wells and latrines have been constructed, and many day-care centers established. Women have benefitted from numerous nutrition, home development and other training courses.

E. The PVO Co-Financing Project (383-0060) has funded a sub-project of the Sri Lanka Overseas Foundation, a Washington-based PVO comprised of Sri Lankan residents in the U.S., with a grant of \$87,065. This project is being implemented by the Sarvodaya Shramadana Movement, the world renowned grass-roots organization catering to the needs of the rural poor. The sub-project will develop a cluster of ten villages located approximately 130 miles from Colombo. One of the two main objectives is the training of 100 young women and 100 young men in community leadership and pre-school management, and vocational skills. These young people will then assist the villages in the construction of houses and establishment of various income generating activities.

F. A U.S. Save the Children Federation (SCF) activity, with \$158,044 grant funding under the PVO Co-Financing Project, has a strong women's component. The SCF is providing a community-based integrated semi-urban development program in a village situated about 25 miles outside of Colombo. The sub-project will improve the social, economic, physical and environmental conditions of low income families and children with particular emphasis on the participation of women and youths in an organized home-based industries program (i.e., leather work, brick production, manufacturing roofing materials, etc.).

G. A recent undertaking under the PVO Co-Financing Project is the exchange observation/study tour for rural women at the grass roots level between India and Sri Lanka to visit each other's villages and share ideas. Forty rural women each have been selected from Sri Lanka and Indian villages. The Sri Lankan women will be escorted by Government Development Officers. Participants selected from among the rural women had been trained and motivated by the GDOs who, themselves, had been trained to work with rural women in another USAID-financed development scheme (see Part III, paragraph I). The criteria for selection for both the GDOs and women were based on their actual performance in that project's work plan. This on-going activity, with a grant funding of \$20,000, is the first of its kind in Sri Lanka and, as far as we know, AID. It is being managed by the Sri Lanka Women's Conference in collaboration with the Sri Lanka Women's Bureau.

## V. PROPOSED ACTIVITIES

A. The Mission is now preparing a project, Preventive Health Services (383-0081), which envisions supporting the development of the preventive health delivery system in Sri Lanka with primary focus on women, infants, children, and high priority health problems. This activity will improve the quality and expand the coverage of health services at the village/community level. Although project components have not yet been finalized, AID will consider providing additional institutional development for the National Institute of Health Sciences (NIHS) at Kalutara and/or other paramedical training institutes. Training of all categories of health workers in preventive health care, both in-country and foreign, will also be considered. Also to be included in this project will be maternal/child health and family planning components, a target group of which will be women of child bearing ages (15-44), who constitute 45 per cent of all females in Sri Lanka.

In Sri Lanka, half of the people engaged in medical activities are women, with the exception of nurses - women comprise 100 percent of the nursing profession. It is estimated that approximately 65 per cent of project inputs will benefit the women in Sri Lanka.

B. The Director of the Sri Lanka Women's Bureau developed a program for the establishment of a vocational training school for young, unemployed school dropouts. The USAID is considering the funding of this activity under the Development Services and Training Project. The syllabus will include training in carpentry; masonry; watch repair; electrical work, especially as it pertains to repair of household appliances; and other non-traditional vocations and skills not heretofore associated with women. In addition to developing skills in women and enhancing their employability, this program will help offset the country's fast diminishing supply of skilled male laborers who are leaving for the higher wages available in the Middle East. It is estimated that the project cost will be approximately \$400,000.

C. A pre-proposal from the International Year of Disabled Persons National Committee for a three-year vocational training center and sheltered workshop for disabled young women has been received. The aim of the program is to develop vocational skills which will be suitable to the individual needs, abilities and aptitudes of these young women. The activity will include the construction of a training center, workshops, and hostel facilities; and the purchase of tools, equipment and supplies. The USAID will consider grant support for this \$70,000 activity under the PVO Co-Financing Project.

D. The Sri Lanka Field Representative of the Overseas Education Fund has submitted a proposal for a small enterprise development program for rural women, which will be carried out in collaboration with the Lanka Mahila Samithi. Under this program, market surveys will be conducted, which will be the bases of training and action programs for an improved and expanded production and marketing network for village-based income earning products. An institutional strengthening component has been built into the proposal, which will provide support and assistance to the Lanka Mahila Samithi to cope effectively with the changing needs of rural communities. A training program offering financial management and marketing skills and techniques has also been planned. The Mission is considering funding this program under the PVO Co-Financing Project with an estimated project cost of \$100,000.

E. The Sarvodaya Shramadana Movement has submitted a proposal for financing under the PVO Co-Financing Project. It proposes to establish a home gardening program for better nutrition in 100 villages in the Galle district. A training center with a small farm will be established where 200 pre-school teachers and 100 senior students of public schools (all women) will be trained over a three-week period. To be selected for this training program, participants would need to have completed a three-month training course in community development and child care conducted by Sarvodaya Mothers' Groups, established in the villages, will have the ultimate responsibility of selecting the trainees from their respective villages.

Under this project, Sarvodaya also plans to provide technical assistance through agricultural instructors and trainers; establish and equip 150 home gardens and 1,000 village home gardens. Estimated cost of the 18-month project is \$100,000.

F. Another Sarvodaya proposal under consideration for PVO Co-Financing is for the development of children's services in forty coastal fishing communities in Sri Lanka. This will include the establishment of community kitchens, health and sanitary care programs, village libraries; development of model home gardens where possible; and training of health care workers (all women) chosen from the communities. The program will also provide training programs for the coastal area mothers in vocational skills. Estimated project cost is \$100,000.

## VI. CONCLUSION

We feel what has transpired thus far is only the beginning of better development programs to come. The findings and recommendations made in the many survey reports noted in this report are bringing forth more progressive and new schemes, all designed for bettering the socio-economic status of women; especially the poor. We have encouraged and will continue to seek development proposals aimed at institutional development of women's organizations, and will encourage more women participation in training programs in all areas.

We feel we have positively contributed to women's integration in Sri Lanka's economic development and that recognition of their potentials as producers of goods and services is given less grudgingly today than it was four years ago. Today, the GSL is openly committed to the integration of women in the development process. No more are there quotas in hiring women, either in the public or private sector, and women can now work at all hours of the day if they so choose. No longer are women restricted to traditional roles as more and more women enter trades such as carpentry, masonry, and are even going for employment abroad which, in turn, is bringing much needed foreign exchange into the country.

WOMEN IN TRAINING  
(DS&T Project Funded)

Participant Data	Course/Conference Description	Dates/Site	Cost
Miss M. B. Abeyasekera Assistant Director Ministry of Plan Implementation	Bureau of Labor Statistics Seminars (1) Characteristics of Labor Force and (2) Manpower Projections & Fore- casting for Planning	1979 Sept - Dec  Washington, D. C.	\$10,150
Mrs. Premanie Samarasinghe Nutritionist/Dietitian Colombo Hospitals	Meals for Million Foundation: Train- ing Course in Food for Small Children	1979 Oct - Nov Santa Monica, Ca.	5,430
Mrs. Vinitha Jayasinghe Director, Women's Bureau of Sri Lanka Mrs. Jezima Ismail Principal, Muslim Ladies College	Preparatory Conference for the World Conference of the UN Decade for Women	1979 November 5 - 9 New Delhi, India	1,100
Miss I. M. Karunawathie Assistant Director Ministry of Plan Implementation	Bureau of Labor Statistics Seminar: Manpower Projections and Fore- casting for Planning	1979 Nov - Dec Washington, D. C.	6,400
Miss T. Sanmugam Research and Training Officer Agrarian Research and Training Institute	Specialized training: Public Manage- ment Development	1979	1,750
Mrs. P. L. Chandrani Udawatte Technical Assistant, Ceylon Institute of Scientific and Industrial Research	Individualized practical training with U. S. Department of Agriculture Forest Service, Forest Products Laboratory	1980 - 9 months Madison, Wisconsin	23,615

Participant Data	Course/Conference Description	Dates/Site	Cost
Mrs. Dita Dharmawansa Deputy Director, Women's Bureau of Sri Lanka	USDA Course: Management and the Role of Women in Development	1980 March - May Washington, D. C.	\$ 6,541
Mrs. Jennet Weerasooriya, NGO Representative, Freedom from Hunger Campaign Mrs. Carmini de Livera, President Soroptimist Int'l of Colombo	World Conference of the UN Decade for Women	1980 July 14 - 30 Copenhagen, Denmark	8,400
Mrs. Sujatha Sathkumara Planning Officer, Ministry of Finance and Planning	Graduate program in Economic Develop- ment, Vanderbilt University: M. A. in Theory of International Economics	1980 - 1981  Nashville, Tenn.	25,848
Mrs. M. M. Perera Assistant Director, Women's Bureau of Sri Lanka	USDA Course: Management and the Role of Women in Development	1981 April - May Washington, D. C.	7,067
Miss T. Sanmugam Research and Training Officer Agrarian Research and Training Institute	(1) To attend the Fifth Congress of Southeast Asian Librarians and the Annual Meeting of the Agricultural Information Society for Asia (2) To visit the Asian Mass Communi- cation Research Information Science Division of the IDRC Asian Regional Office	1981 - May  Kuala Lumpur  Singapore (June)	1,600
Mrs. Chandra Gunatunga Librarian, Agrarian Research	Specialized training at Cornell Univ: Work experience; follow a course in library science, Syracuse University.	1981 - 4 months June - September New York	7,036

(DS&amp;T Project Funded)

ANNEX 1

Participant Data	Course/Conference Description	Dates/Site	Cost
Mrs. Sarojini Manel Amerasinghe Coordinating Secretary Ministry of Plan Implementation	USDA Course: Management and the Role of Women in Development	1982 March - April Washington, D. C.	\$ 8,091
Ms. G. N. Fernando Librarian, Sri Lanka Institute for Development Assistance	Specialized training in library science and documentation at the University of Hawaii	1982 - 8 months Begin August Honolulu, Hawaii	12,733
Mrs. I. Jayasinghe Deputy Director, Public Enter- prise, General Treasury	Harvard University, one academic year: Edward S. Mason Program in Public Policy and Management	1982 - 1983 Boston, Mass.	34,396
Mrs. Kamini Sujatha Alahakone, M. D.; Family Health Bureau, Ministry of Colombo Hospitals	Regional training workshop on Logistics Supply Management	1982 September Jakarta, Indonesia	1,880
Mrs. Manel Casie Chitty Deputy Director, Economic Affairs Division, General Treasury	Seminar on the Structure and Functions of the U.S. Money and Capital Markets	1982 September - October Washington, D. C.	6,410
Mrs. C. A. Weerawardena Assistant Commissioner Department of National Housing	University of Berkeley: Training in Construction Planning and Management for Housing	1982 - 4 months September - December California	9,075
Mrs. P. Alailima Deputy Director, National Planning Division, Ministry of Finance and Planning	To attend the International Conference on Chemistry and World Food Supplies; theme: The New Frontiers	1982 December Manila, PI	1,600
Mrs. M. M. S. M. Sumanasekera Deputy Director, Women's Bureau of Sri Lanka	USDA Course: Management and the Role of Women in Development	1983 April - May Washington, D. C.	7,633

Participant Data	Course/Conference Description	Dates/Site	Cost
Ms. Mahes Candiah, President Sri Lanka Women's Conference	PPC/WID Conference: Women's Organization in Development	1979 Sept 26 - 28	\$ 2,600
Mrs. Mabel Ganegoda, Vice Pres. Mrs. Chandrani Wijesekera, Secy Lanka Mahila Samith, a non- governmental grass-roots women's organization	Center for Population Activities: Women in Management Seminar	1979 Sept - Oct Washington, D. C.	10,400
Mrs. Vinitha Jayasinghe, Director Women's Bureau of Sri Lanka Mrs. Dassanayake, Member of Parliament, Wariyapola-Kurunegala Mrs. Malsiri Dias, Director International Year of the Child Sec. Ms. Mahes Candiah, President Sri Lanka Women's Conference	World Conference of the UN Decade for Women	1980 July 14 - 30 Copenhagen, Denmark	16,800
Dr. J. K. Malinee de Silva Family Health Bureau Dr. H. G. H. B. Perera (Gyn) General Hospital, Anuradhapura	University of Hawaii (RTSA/A): Training of Trainers of Para-medical Auxilliary and Community Health Workers in Family Planning Workshop	1981 Jan 12 - 30 Honolulu, Hawaii San Francisco, Ca.	7,200
Mrs. N. S. C. Perera, President Lanka Dhara Society (PVO) Mrs. Malkanthi Perera, Adm Asst IYC Secretariat, Ministry of Plan Implementation	Center for Population Activities: Women in Management Seminar	1981 May - June Washington, D. C.	11,000
Mrs. D. Sujatha Wijetilleke Project Manager, Women's Bureau (upon completion of proj.)	Center for Population Activities: Women in Management Seminar	1982 May - June	5,500

(AID/W funded)

Participant Data	Course/Conference Description	Dates/Site	Cost
<p>Six members of the Sri Lanka Women's Conference, as follows:</p> <p>Ms. Chandra de Soyza  Ms. Mahes Candiah  Mrs. N. S. C. Perera  Mrs. Siva Obeysekera  Mrs. Carmini de Livera  Mrs. Mano Muthukrishna</p>	<p>To attend the Twenty-Sixth Triennial Congress of the International Alliance of Women; theme: Employment Patterns of the Eighties</p>	<p>1982  July - August  Helsinki,  Finland</p>	<p>\$ 4,500</p>
<p>Dr. (Mrs.) M. Fernando  Ministry of Colombo Group of Hospitals and Family Health</p>	<p>University of Connecticut Training for Foreign Service National Employees: Master Trainer Course</p>	<p>1983 - 2 months  May - July  Farmington, Conn.</p>	<p>10,000</p>
<p>Dr. (Miss) S. Wijesinghe  Ministry of Colombo Group of Hospitals and Family Health</p>	<p>University of Connecticut Training for Foreign Service National Employees: Project Management Course</p>	<p>1983 - 2 months  May - July  Farmington, Conn.</p>	<p>10,000</p>
WOMEN IN TRAINING - RECAPITULATION:			
Total DS&T Project Funded		\$186,755	
Total AID/W Funding		<u>78,000</u>	
		<u>\$264,755</u>	
<p>All figures estimated.</p>			