



SURVEY OF GENDER RESPONSIVENESS OF LOCAL AUTHORITIES IN CDLG PROVINCES



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This report is part of an initiative supported under the Capacity Development of Local Governments (CDLG) project implemented by the United Nations Development Programme (UNDP) in Sri Lanka with the financial assistance of the European Union (EU).

CDLG is a four-year project (2020-2023) targeting the Eastern, Northern, North-Central and Uva Provinces of Sri Lanka. It is part of the European Union's STRIDE (Strengthening Transformation, Reconciliation and Inclusive Democratic Engagement) programme focused on strengthening the capacities of local government authorities to be inclusive, responsive and accountable, and improve service delivery.

***Disclaimer**

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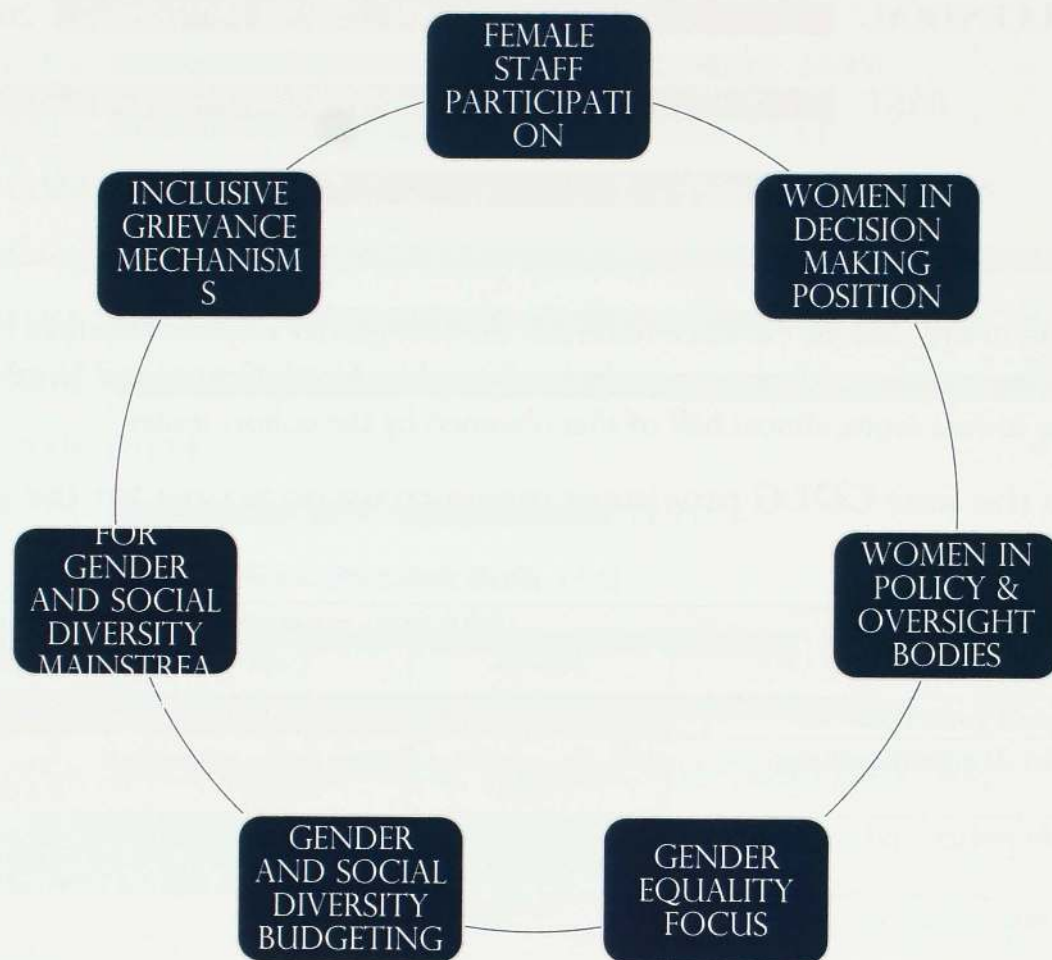
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Abbreviations and Acronyms

CDLG	Capacity Development of Local Governments
EU	Europe Union
GOSL	Government of Sri Lanka
MC	Municipal Council
LA	Local Authority
LDSP	Local Development Support Project
NPLG	National Policy on Local Government
PS	Pradeshiya Sabha
STRIDE	Strengthening Transformation, Reconciliation, & Inclusive Democratic Engagement
TAF	The Asia Foundation
UC	Urban Council
UNDP	United Nations Development Programme
WB	World Bank

Executive Summary

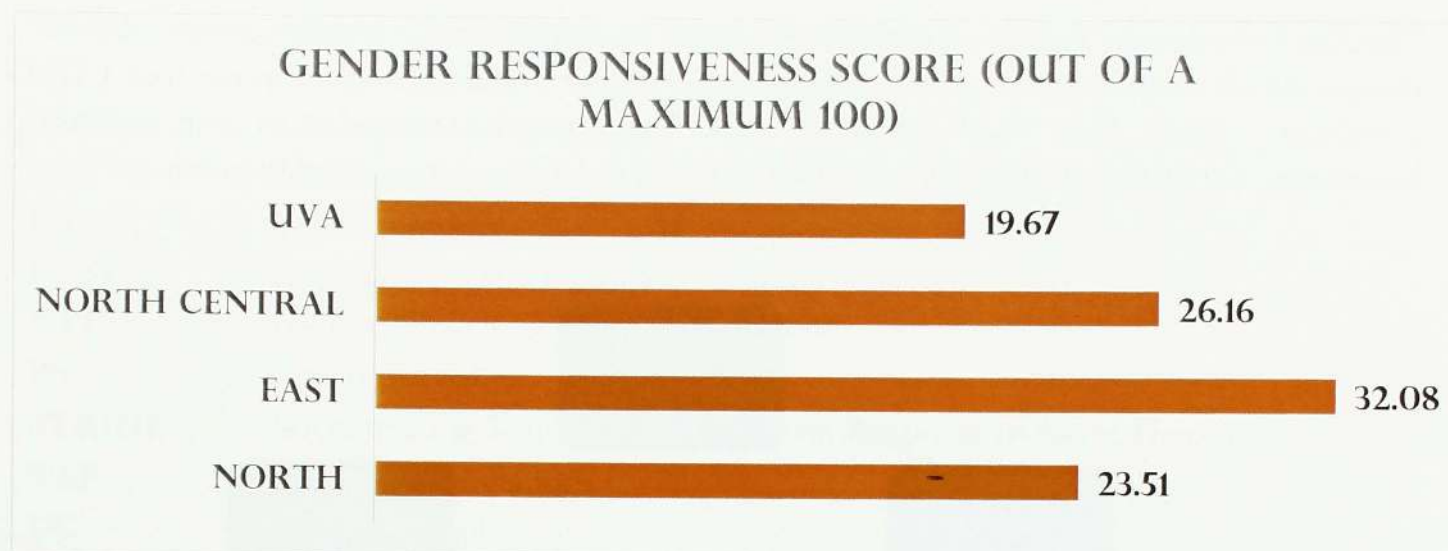
The Asia Foundation (TAF), on behalf of the United Nations Development Programme (UNDP), carried out an assessment of gender responsiveness in the Local Authorities in the four CDLG provinces – *North, East, North Central and Uva*. The assessment intended to map embedded knowledge and institutional practices in the 134 LAs along seven pre-selected dimensions:



It is expected that this assessment will help CDLG to support LAs in fulfilling their gender equality commitments by developing their capacities to mainstream gender in local program planning and budgeting processes. A simple questionnaire was drafted to elicit responses to these probe areas. Information from each LA was gathered by a staff of the LA who was provided an orientation on the survey objectives and on the questionnaire. Completed questionnaires were reviewed and endorsed by the Commissioner or Secretary of the LA and then passed on to the respective ACLG offices where a designated staff did the final scrutiny before turning the forms to TAF for data entry and analysis.

Key highlights from the assessment are presented in the subsequent sections:

How do the four CDLG provinces stack up on Gender Responsiveness Scores?



- LAs in the Eastern Province returned the best gender responsive scores by taking all the seven assessment domains together, followed by North Central and North. Uva returned the lowest score, almost half of that obtained by the cohort leader.

How do the four CDLG provinces measure up on scores for the seven domains?

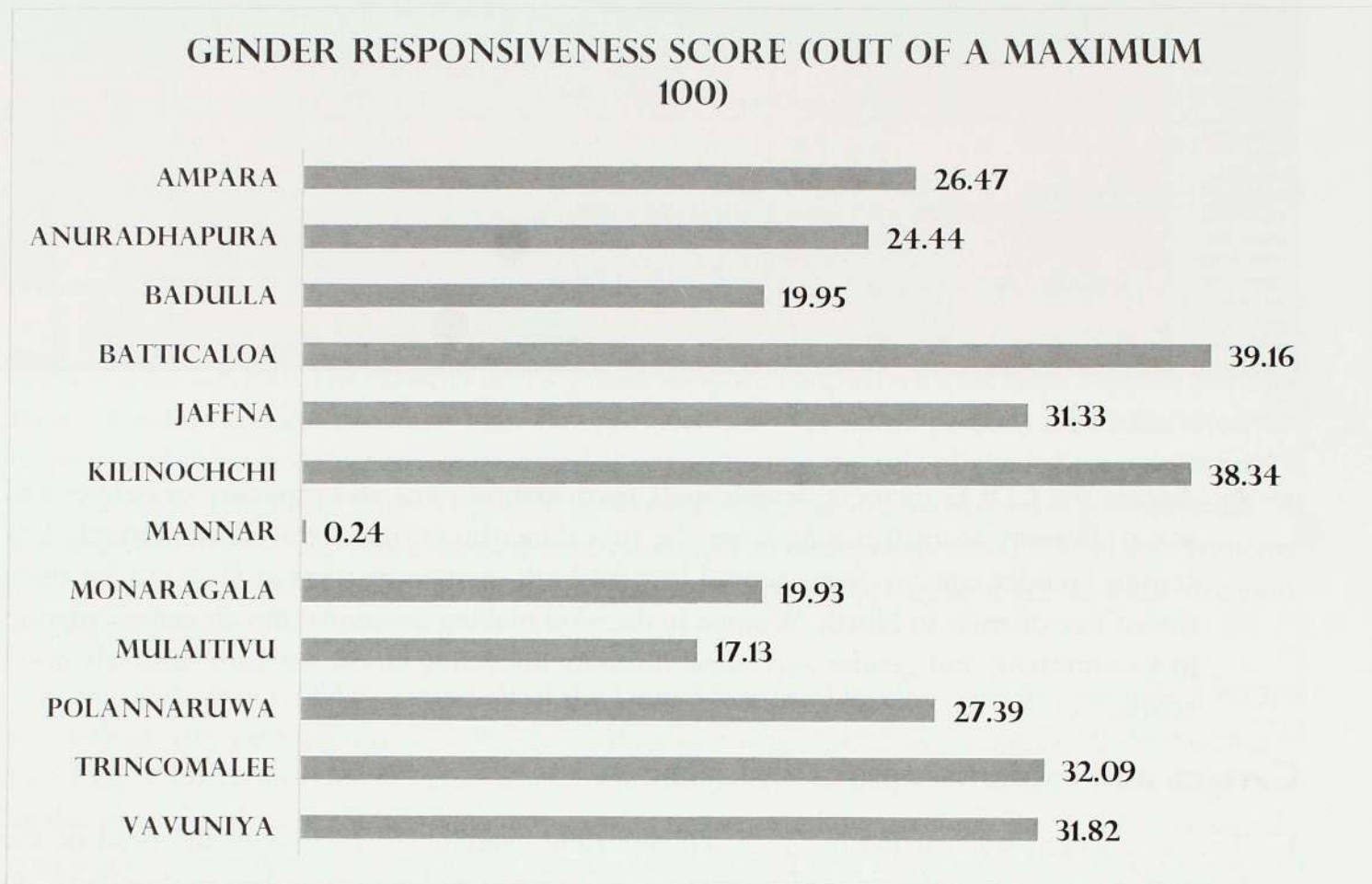
Province	All figures represent z scores ranging from -3 to +3			
	North	East	North Central	Uva
Female staff participation	-1.959	-2.122	-1.878	-1.663
Women in decision making position	0.7254	0.2451	0.6184	1.3613
Women in policy and oversight bodies	1.85	1.5411	1.8493	2.178
Gender equality focus	-0.027	0.4872	0.1638	-0.288
Gender and Social Diversity Budgeting	0.8424	0.7926	1.0464	1.0466
Capacity for gender and social diversity mainstreaming	-0.438	-0.145	-0.671	-0.45
Inclusive grievance mechanisms	0.8566	0.7417	0.7203	-0.006

Color cue	z score range	Descriptive interpretation for the selected indicator
Green	Equal to or greater than 1	Low priority
Yellow	Between 0 and -1	High priority
Red	Less than -1	Critical priority

- Female staff participation in the workforce (ratio of female to male employees) and capacity for mainstreaming gender and social diversity (staff with training in gender/social sensitivity, history and practice of conducting orientation programs on gender and social sensitivity and diversity etc.) are two assessment domains that have scored poorly across all the four CDLG provinces. LAs in North and Uva also returned poor scores on gender equality focus (special mechanisms for identifying gender needs and for assessing

vulnerabilities and separate consultations with women’s groups or women CBOs as part of the annual planning and need identification processes). LAs in Uva also fared poorly in their reporting of having separate mechanisms for women staff to report work-place abuses and women service respondents to report complaints.

How do the 12 CDLG districts stack up on Gender Responsiveness Scores?



Significant variations are observed across the 12 CDLG districts on gender responsiveness scores. LAs in Batticaloa, Kilinochchi and Trincomalee recorded relatively high scores compared to rest of the districts. However, two districts in North, Mullaitivu and Mannar recorded the lowest two scores across all the 12 districts. Wide variations are also observed within the districts.

How do the 12 CDLG districts measure up on scores for the six domains?

	Ampara	Anuradhapura	Badulla	Batticaloa	Jaffna	Kilinochchi	Mannar	Monaragala	Mullaitivu	Polonnaruwa	Trincomalee	Vavuniya
Female staff participation	-1.428	-1.1215	-0.982	-1.551	-1.409	-1.309	-1.463	-1.033	-0.666	-1.204	-1.489	-1.559
Women in decision making position	-1.127	-1.1150	-0.939	-1.368	-1.199	-1.048	-1.349	-0.834	-1.274	-1.323	-1.228	-0.440
Women in policy and oversight bodies	1.6945	2.0494	2.194	1.1643	1.6958	1.6457	1.187	2.1748	2.093	1.5837	1.7104	1.979
Gender equality focus	0.0287	-0.0843	-0.259	0.7177	0.1278	-0.312	-0.014	-0.278	-0.306	0.1873	0.1991	0.121
Gender and Social Diversity Budgeting	0.4104	0.4220	0.4103	0.8665	0.8206	0.7561	0.466	0.4927	0.072	0.7304	0.3251	0.237
Capacity for gender and social diversity mainstreaming	-0.318	-0.3013	-0.296	-0.126	-0.091	-0.489	-0.014	-0.418	-0.433	-0.588	0.0312	-0.575
Inclusive grievance mechanisms	0.7401	0.1508	-0.129	0.2958	0.0548	0.7561	1.187	-0.103	0.514	0.614	0.451	0.237

- Across the CDLG districts, female staff participation rates and capacity for gender and social diversity mainstreaming were the two dimensions that received consistently low scores. Gender equality focus scored low for both the two districts in Uva and for three out of five districts in North. Women in decision making positions (mostly representation in Committees) and gender and social diversity budgeting stood out with relatively good scores.

Caveats and explanations

1. This assessment was carried out as a self-reporting exercise. Even though the head of the institution – the Commissioner of Secretary – had signed and endorsed the questionnaire, no independent validation was carried out. Except in cases where some clarifications were sought, the results reported in this report exactly mirror the feedback provided by LAs.
2. While crosschecking certain feedback, it became evident that LAs interpret certain assessment dimensions in different ways. To quote some striking examples:
 - In relation to identifying the needs of women and children, many LAs use the existing mechanisms within the LAs such as budget consultations, local development planning process and Statutory Committees to understand the issues related to women and children. Specific examples include Manmunai South and Kuchchaweli PSs in the Eastern Province, Jaffna MC, Point Pedro PS, Vadamaradchi South West PS, Karachchi PS and Mannar PS in the Northern Province, Anuradhapura MC in North Central Province and Badulla MC, Bandarawela MC and Haputale UC in Uva Province.
 - In general, many LAs reported allocation of funds to women and children from annual budgets by referencing allocation of funds for maternity clinics of which pregnant women and lactating mothers are the main recipients and libraries for which children are the main users.
 - Karaichchi PS in the Northern Province and Eravurpattu PS in the Eastern Province use exclusive committees with women members to monitor the budget allocations for the services benefitting the women and children (libraries, preschools and child and maternity clinics) and address grievances from women and children.

1. Introduction

The Government of Sri Lanka, with support from the European Union (EU) and the World Bank (WB) is implementing the Local Development Support Project (LDSP) in four provinces – North, North Central, Eastern, and Uva – to strengthen local service delivery and local economic infrastructure, and enhance bottom-up approaches to support public engagement in local decision-making processes, including through participatory planning and feedback mechanisms for service delivery. The LDSP is funded through a loan agreement with the World Bank and contribution of EUR 22 million from the European Union under the latter’s broader EUR 40 million ‘Strengthening Transformation, Reconciliation and Inclusive Democratic Engagement (STRIDE)’ Program. The STRIDE Program also includes the Capacity Development of Local Governments (CDLG) to be implemented by UNDP.

The overall objective of the CDLG project is to strengthen the capacities of Local Authorities (LA) to be inclusive, responsive, and accountable and be able to plan, enhance resilience, and deliver better services. The capacity development support, coupled with the fiscal support (through Basic Transfers and Performance Transfers provided through LDSP project) for inclusive service delivery and economic investment, is aimed at strengthening the role of elected representatives at the local level. It is about improving local governance systems and making local governments “fit for future”, as well as increase downward accountability of elected officials and local governments. The project also aims to strengthening mechanisms for public engagement in local decision-making processes.

The Asia Foundation (TAF), on behalf of the United Nations Development Programme (UNDP), was tasked with carrying out an assessment of gender responsiveness in the Local Authorities in the four CDLG provinces. The assessment intended to map embedded knowledge and institutional practices in the 134 LAs along seven pre-selected dimensions. These dimensions take cognizance of the directions set in the National Policy on Local Government (NPLG) approved by the Cabinet of Ministers on 18 December 2009. The NPLG provides recommendations for “gender empowerment and marginalized groups,” and also set commitments to “*increase (or maintain) participation of women in local government representation and decision-making to at least 40%, in order to create legal and institutional provisions, procedures, and mechanisms to assist and support Local Authorities to take measures to bring representation of women and marginalized groups more diligently into local-level decision-making processes; and to ensure civil society participation and engagement in local decision-making and monitoring of local development activities, with emphasis on engaging women and vulnerable groups and ensuring their needs and interests are reflected in Local Authority decision-making*”.

It is expected that this assessment will help CDLG to support LAs in fulfilling their gender equality commitments by developing their capacities to mainstream gender in local program planning and budgeting processes.

2. Methodology

This assessment was structured around 6 key domains as depicted below:

Assessment Dimension	Indicators/Probes
1. Female staff participation	i. Ratio of female to male staff in LAs
2. Women in decision making position	ii. Ratio of women to men decision makers in LAs
3. Women in policy and oversight bodies	iii. Representation of women councilors in committees
4. Gender equality focus	iv. Existence of special mechanisms to identify gender needs of the population the LA serves? v. Instance of conducting surveys or assessments to identify gender needs? vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves? vii. Instance of conducting surveys or assessments to identify needs of vulnerable population? viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes
5. Gender and Social Diversity Budgeting	ix. Specific budget allocations targeted to women x. Specific budget allocations targeted to socially vulnerable population xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations? xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children xiii. History or current practice of gender budgeting
6. Capacity for gender and social diversity mainstreaming	xiv. Staff with training on gender equality or gender inclusion xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff xvi. Staff with training on social diversity and inclusion xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff. xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization
7. Inclusive grievance mechanisms	ix. What mechanisms exist to report grievances at workplace (abuse of authority; sexual abuse)? xx. What mechanisms are there for women service recipients to report grievances?

A simple questionnaire was drafted to elicit responses to these probe areas; the survey questionnaire originally drafted in English was translated into Sinhala and Tamil. Information from each LA was gathered by a staff of the LA who was provided an orientation on the survey objectives and on the questionnaire. Completed questionnaires were reviewed and endorsed by the Commissioner or Secretary of the LA and then passed on to the respective ACLG offices where a designated staff did the final scrutiny before turning the forms to TAF for data entry and analysis.

Scoring

Two types of scores are presented in this report. The first category is a simple score which is calculated as follows: For the first two domains – female participation in the staff and ratio of women to men decision makers in LA – it is assumed that if the proportion is equal, the score will be 0. For all the other five domains, if the response to the question/sub-indicator is ‘yes’, the score is 1 and if the response is ‘no’, the score is 0.

The ‘z score’ (also referred to as a standard score) is used to score the indicators across various analytical categories. The z score provides an idea of how far from the mean a data point is. But more technically it’s a measure of how many standard deviations below or above the population mean a raw score is. Z-scores range from -3 standard deviations (which would fall to the far left of the normal distribution curve) up to +3 standard deviations (which would fall to the far right of the normal distribution curve). z-score (or standard score) = (observed value - median value of the reference population) / standard deviation value of reference population

z scores are preferred over conventional frequency counts as it normalizes the scores/performances of data points derived from different samples. z scores also normalize variations (for instance, between provinces or districts or typology of LAs) by collapsing the data to a common standard based on how many standard deviations values lie from the mean.

For this report the following implications are drawn for z scores falling within specified ranges.

<i>Color cue</i>	<i>z score range</i>	<i>Descriptive interpretation for the selected indicator</i>
	Equal to or greater than 1	Low priority
	Between 0 and -1	High priority
	Less than -1	Critical priority

District overall gender responsiveness score is obtained by taking the mean of the average scores of each of the 20 sub-indicators across all the LAs in the district. Provincial overall gender responsiveness score is derived by taking the mean of the average scores of each the 20 sub-indicators across all the districts in the province.

3. Report for Northern Province

Gender Responsive Scores	Overall Province	Jaffna	Kilinochchi	Mannar	Mullaitivu	Vavuniya
	23.51	31.33	38.34	0.24	17.13	31.82

- The Northern Province ranked third in terms of the overall gender responsiveness score among the four CDLG, above Uva and behind North Central and East. Wide variations are observed across the districts, with Kilinochchi recording the highest score within the province and across the four provinces and Mannar reporting the lowest within the province and across the cohorts.

3.1 Provincial level score card for the six main survey domains

Gender Responsive Domains	Score	z score
Female staff participation	-0.20	-1.37
Women’s representation in decision making positions in LAs	-0.09	-1.03
Women’s representation in policy and oversight bodies	0.83	1.85
Gender equality focus	0.21	-0.09
Gender and Social Diversity Budgeting	0.39	0.49
Capacity for gender and social diversity mainstreaming	0.12	-0.36
Inclusive grievance mechanisms	0.40	0.50

- Across the seven main assessment domains, female staff participation (ratio of female to male employees), women in decision making positions, gender equality focus (special mechanisms for identifying gender needs and for assessing vulnerabilities and separate consultations with women’s groups or women CBOs as part of the annual planning and need identification processes) and capacity for gender and social diversity mainstreaming (staff with training in gender/social sensitivity, history and practice of conducting orientation programs on gender and social sensitivity and diversity etc.) recorded low scores. Given the high representation of women councilors in statutory committees, the score for women’s representation in policy and oversight structures is quite high.

3.2 District level score card for the seven main survey domains

	Female staff participation	Women in decision making position	Women in policy and oversight bodies	Gender equality focus	Gender and Social Diversity Budgeting	Capacity for gender and social diversity mainstreaming	Inclusive grievance mechanisms
Northern Province	-1.372	-1.026	1.853	-0.087	0.492	-0.361	0.501
Jaffna	-1.409	-1.199	1.696	0.128	0.821	-0.091	0.055
Killinochchi	-1.309	-1.048	1.646	-0.312	0.756	-0.489	0.756
Mannar	-1.463	-1.349	1.187	-0.014	0.466	-0.014	1.187
Mullaitivu	-0.666	-1.274	2.093	-0.306	0.072	-0.433	0.514
Vavuniya	-1.559	-0.440	1.979	0.121	0.237	-0.575	0.237

- In line with the provincial trends, female staff participation, women’s representation in decision making levels within the LAs and capacity for gender and social diversity mainstreaming reported low scores across all districts. Killinochchi, Mannar and Mullaitivu reports low scores for gender equality focus. Bucking its overall low scoring trend, Mannar records a relatively higher score for inclusive grievance mechanisms.

3.3 Provincial level score card for the 20 indicators

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.7	-1.768
ii. Ratio of women to men decision makers in LAs	-0.10	-1.482
iii. Representation of women staff in committees	0.83	2.4452
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.35	0.4211
v. Instance of conducting surveys or assessments to identify gender needs	0.15	-0.422
vi.. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.15	-0.422
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.07	-0.76
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.33	0.3508
ix.. Specific budget allocations targeted to women	0.58	1.4191
x. Specific budget allocations targeted to socially vulnerable population	0.46	0.913
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.54	1.2504
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.26	0.0696
xiii. History or current practice of gender budgeting	0.11	-0.591
xiv. Staff with training on gender equality or gender inclusion	0.12	-0.535
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.04	-0.872
xvi. Staff with training on social diversity and inclusion	0.21	-0.141
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.12	-0.535
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.11	-0.591
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.47	0.9552
xx. What mechanisms are there for women service recipients to report grievances?	0.32	0.2945

- More than 50% (11 out of 20) of the total sub indicators are in the high priority zone in the Northern Province. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity.

3.4 Score card for the 20 indicators – Jaffna District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.20	-1.92
ii. Ratio of women to men decision makers in LAs	-0.13	-1.665
iii. Representation of women staff in committees	0.93	1.845
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.53	0.5185
v. Instance of conducting surveys or assessments to identify gender needs	0.33	-0.145
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.33	-0.145
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.13	-0.808
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.47	0.2974
ix. Specific budget allocations targeted to women	0.87	1.6239
x. Specific budget allocations targeted to socially vulnerable population	0.87	1.6239
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.67	0.9607
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.47	0.2974
xiii. History or current practice of gender budgeting	0.20	-0.587
xiv. Staff with training on gender equality or gender inclusion	0.27	-0.366
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.20	-0.587
xvi. Staff with training on social diversity and inclusion	0.20	-0.587
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.40	0.0763
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.33	-0.145
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.60	0.7396
xx. What mechanisms are there for women service recipients to report grievances?	0.07	-1.029

- In line with the provincial trends, more than 50% (11 out of 20) of the total sub indicators are in the high priority zone in Jaffna district. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming and having institutional mechanisms to receive grievances from women service recipients are areas requiring capacity.

3.5 Score card for the 20 indicators – Kilinochchi District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.11	-1.187
ii. Ratio of women to men decision makers in LAs	-0.01	-0.954
iii. Representation of women staff in committees	1.00	1.4338
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	1.00	1.4338
v. Instance of conducting surveys or assessments to identify gender needs	0.00	-0.933
vi.. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.00	-0.933
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.00	-0.933
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.33	-0.144
ix.. Specific budget allocations targeted to women	1.00	1.4338
x. Specific budget allocations targeted to socially vulnerable population	1.00	1.4338
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	1.00	1.4338
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.933
xiii. History or current practice of gender budgeting	0.33	-0.144
xiv. Staff with training on gender equality or gender inclusion	0.33	-0.144
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.00	-0.933
xvi. Staff with training on social diversity and inclusion	0.67	-0.6449
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.00	-0.933
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.00	-0.933
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.67	0.6449
xx. What mechanisms are there for women service recipients to report grievances?	0.67	0.6449

- Kilinochchi presents a very contrasting profile. Event though 12 out of the 20 sub-indicators in the district is in the red zone, the district manages to secure the highest overall gender responsiveness score. This is mainly due the strong showing on indicators related to gender and social diversity budgeting, and on representation of women in policy and oversight bodies.

3.6 Score card for the 20 indicators – Mannar District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.24	-2.214
ii. Ratio of women to men decision makers in LAs	-0.22	-2.057
iii. Representation of women staff in committees	0.20	1.4303
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.00	-0.222
v. Instance of conducting surveys or assessments to identify gender needs	0.00	-0.222
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.00	-0.222
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.00	-0.222
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.00	-0.222
ix. Specific budget allocations targeted to women	0.20	1.4303
x. Specific budget allocations targeted to socially vulnerable population	0.00	-0.222
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.20	1.4303
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.222
xiii. History or current practice of gender budgeting	0.00	-0.222
xiv. Staff with training on gender equality or gender inclusion	0.00	-0.222
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.00	-0.222
xvi. Staff with training on social diversity and inclusion	0.00	-0.222
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.00	-0.222
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.00	-0.222
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.20	1.4303
xx. What mechanisms are there for women service recipients to report grievances?	0.20	1.4303

- Mannar recorded the lowest score among the 12 CDLG districts. However, LAs in the district surprisingly scored high on gender-sensitive grievance mechanisms.

3.7 Score card for the 20 indicators – Mullaitivu District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.09	-0.832
ii. Ratio of women to men decision makers in LAs	-0.33	-1.738
iii. Representation of women staff in committees	1.00	3.2776
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.00	-0.484
v. Instance of conducting surveys or assessments to identify gender needs	0.00	-0.484
vi.. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.00	-0.484
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.00	-0.484
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.25	0.4563
ix.. Specific budget allocations targeted to women	0.25	0.4563
x. Specific budget allocations targeted to socially vulnerable population	0.25	0.4563
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.25	0.4563
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.25	0.4563
xiii. History or current practice of gender budgeting	0.00	-0.484
xiv. Staff with training on gender equality or gender inclusion	0.00	-0.484
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.00	-0.484
xvi. Staff with training on social diversity and inclusion	0.00	-0.484
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.00	-0.484
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.00	-0.484
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.50	1.3967
xx. What mechanisms are there for women service recipients to report grievances?	0.25	0.4563

- With 18 out of the 20 sub-indicators in the red zone, Mullaitivu returned the second lowest score in the province as well as across the 12 CDLG districts. However, the district recorded a very high score for women's representation in policy and oversight bodies.

3.8 Score card for the 20 indicators – Vavuniya District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.22	-1.918
ii. Ratio of women to men decision makers in LAs	0.17	-0.513
iii. Representation of women staff in committees	1.00	2.524
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.20	-0.391
v. Instance of conducting surveys or assessments to identify gender needs	0.40	0.3375
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.40	0.3375
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.20	-0.391
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.60	1.0663
ix. Specific budget allocations targeted to women	0.60	1.0663
x. Specific budget allocations targeted to socially vulnerable population	0.20	-0.391
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.60	1.0663
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.60	1.0663
xiii. History or current practice of gender budgeting	0.00	-1.12
xiv. Staff with training on gender equality or gender inclusion	0.00	-1.12
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.00	-1.12
xvi. Staff with training on social diversity and inclusion	0.20	-0.391
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.20	-0.391
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.20	-0.391
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.40	0.3375
xx. What mechanisms are there for women service recipients to report grievances?	0.40	0.3375

- With 50% of the sub-indicators in the priority zone, Vavuniya has recorded middling performance on gender responsiveness. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity strengthening.

4. Report for Eastern Province

Gender Responsiveness Score	Overall Province	Ampara	Batticaloa	Trincomalee
	31.45	26.47	39.16	32.09

- The Eastern Province recorded the best gender responsiveness score among the four CDLG provinces. Batticaloa district leads the province with an impressive 39.16 out of a maximum 100 and Ampara brings up the rear with a relatively lower 26.47.

4.1 Provincial level score card for the six main survey domains

Dimensions	Score	z score
Female staff participation	-0.26	-1.54
Women's representation in decision making positions in LAs	-0.15	-1.257
Women's representation in policy and oversight bodies	0.90	1.5411
Gender equality focus	0.44	0.3268
Gender and Social Diversity Budgeting	0.52	0.5424
Capacity for gender and social diversity mainstreaming	0.28	-0.119
Inclusive grievance mechanisms	0.51	0.5064

- Across the seven main assessment domains, female staff participation (ratio of female to male employees), women in decision making positions, and capacity for gender and social diversity mainstreaming (staff with training in gender/social sensitivity, history and practice of conducting orientation programs on gender and social sensitivity and diversity etc.) recorded low scores. Given the high representation of women councilors in statutory committees, the score for women's representation in policy and oversight structures is quite high.

4.2 District level score card for the six main survey domains

	Female staff participation	Women in decision making position	Women in policy and oversight structures	Gender equality focus	Gender and Social Diversity Budgeting	Capacity for gender and social diversity mainstreaming	Inclusive grievance mechanisms
East	-1.5156	-1.2681	1.5593	0.3190	0.5392	-0.1364	0.5025
Ampara	-1.4283	-1.1271	1.6945	0.0287	0.4104	-0.3183	0.7401
Batticaloa	-1.5508	-1.3675	1.1643	0.7177	0.8665	-0.1260	0.2958
Trincomalee	-1.4887	-1.2282	1.7104	0.1991	0.3251	0.0312	0.4510

- In line with the provincial trends, female staff participation and women in decision making positions in LAs reported low scores across all districts. Ampara and Batticaloa reported relatively low scores gender and social diversity mainstreaming.

4.3 Provincial level score card for the 20 indicators

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.23	-2.308
ii. Ratio of women to men decision makers in LAs	-0.14	-1.962
iii. Representation of women staff in committees	0.90	1.8961
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.46	0.2751
v. Instance of conducting surveys or assessments to identify gender needs	0.33	-0.235
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.39	-0.009
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.36	-0.103
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.68	1.095
ix. Specific budget allocations targeted to women	0.74	1.3111
x. Specific budget allocations targeted to socially vulnerable population	0.75	1.3628
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.52	0.4912
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.28	-0.416
xiii. History or current practice of gender budgeting	0.33	-0.225
xiv. Staff with training on gender equality or gender inclusion	0.33	-0.218
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.27	-0.425
xvi. Staff with training on social diversity and inclusion	0.27	-0.425
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.24	-0.554
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.26	-0.46
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.65	0.9564
xx. What mechanisms are there for women service recipients to report grievances?	0.38	-0.047

- More than 50% (13 out of 20) of the total sub indicators are in the high priority zone in the Eastern Province. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity.

4.4 Score card for the 20 indicators – Ampara District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.25	-1.974
ii. Ratio of women to men decision makers in LAs	-0.14	-1.575
iii. Representation of women staff in committees	0.88	2.1644
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.25	-0.135
v. Instance of conducting surveys or assessments to identify gender needs	0.19	-0.365
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.19	-0.365
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.19	-0.365
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.56	1.0147
ix. Specific budget allocations targeted to women	0.56	1.0147
x. Specific budget allocations targeted to socially vulnerable population	0.69	1.4746
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.50	0.7848
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.13	-0.595
xiii. History or current practice of gender budgeting	0.19	-0.365
xiv. Staff with training on gender equality or gender inclusion	0.13	-0.595
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.13	-0.595
xvi. Staff with training on social diversity and inclusion	0.13	-0.595
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.19	-0.365
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.19	-0.365
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.63	1.2447
xx. What mechanisms are there for women service recipients to report grievances?	0.44	0.5548

- In line with the provincial trends, 13 out of the 20 sub-indicators are in the high priority zone in Ampara. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity.

4.5 Score card for the 20 indicators – Batticaloa District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.18	-2.306
ii. Ratio of women to men decision makers in LAs	-0.11	-2.078
iii. Representation of women staff in committees	0.82	1.065
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.64	0.4489
v. Instance of conducting surveys or assessments to identify gender needs	0.45	-0.167
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.64	0.4489
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.73	0.7569
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.82	1.065
ix. Specific budget allocations targeted to women	0.91	1.373
x. Specific budget allocations targeted to socially vulnerable population	0.91	1.373
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.73	0.7569
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.45	-0.167
xiii. History or current practice of gender budgeting	0.55	0.1408
xiv. Staff with training on gender equality or gender inclusion	0.36	-0.475
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.36	-0.475
xvi. Staff with training on social diversity and inclusion	0.36	-0.475
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.36	-0.475
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.27	-0.783
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.73	0.7569
xx. What mechanisms are there for women service recipients to report grievances?	0.27	-0.783

- Fifty percent of the sub-indicators reported from Batticaloa district is in the high priority zone. Female staff participation ratio, representation of women staff in decision making positions, and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.

4.6 Score card for the 20 indicators – Trincomalee District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.27	-2.301
ii. Ratio of women to men decision makers in LAs	-0.13	-1.797
iii. Representation of women staff in committees	1.00	2.2233
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.50	0.4421
v. Instance of conducting surveys or assessments to identify gender needs	0.33	-0.152
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.33	-0.152
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.17	-0.745
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.67	1.0358
ix. Specific budget allocations targeted to women	0.75	1.3327
x. Specific budget allocations targeted to socially vulnerable population	0.67	1.0358
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.33	-0.152
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.25	-0.448
xiii. History or current practice of gender budgeting	0.25	-0.448
xiv. Staff with training on gender equality or gender inclusion	0.50	0.4421
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.33	-0.152
xvi. Staff with training on social diversity and inclusion	0.33	-0.152
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.17	-0.745
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.33	-0.152
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.58	0.739
xx. What mechanisms are there for women service recipients to report grievances?	0.42	0.1452

- Twelve out of the 20 sub-indicators reported from Trincomalee district is in the high priority zone. Female staff participation ratio, representation of women staff in decision making positions, gender and social diversity budgeting and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.

5. Report for North Central Province

Gender Responsive Scores	Overall Province	Anuradhapura	Polonnaruwa
	26.16	24.44	27.39

- With a score of 27.39 out of a maximum 100, North Central Province recorded the second highest score among the CDLG provinces. No significant variation is observed in the scores of the two districts.

5.1 Provincial level score card for the six main survey domains

Domain	Score	z score
Female staff participation	-0.17	-1.194
Women's representation in decision making positions in LAs	-0.17	-1.206
Women's representation in policy and oversight bodies	0.93	1.8493
Gender equality focus	0.28	0.0458
Gender and Social Diversity Budgeting	0.47	0.5819
Capacity for gender and social diversity mainstreaming	0.10	-0.461
Inclusive grievance mechanisms	0.40	0.3838

- Across the seven main assessment domains, female staff participation (ratio of female to male employees), women in decision making positions, and capacity for gender and social diversity mainstreaming (staff with training in gender/social sensitivity, history and practice of conducting orientation programs on gender and social sensitivity and diversity etc.) recorded low scores. Given the high representation of women councilors in statutory committees, the score for women's representation in policy and oversight structures is quite high.

5.2 District level score card for the six main survey domains

	Female staff participation	Representation of women in decision making positions in LAs	Representation of women in policy and oversight bodies	Gender equality focus	Gender and Social Diversity Budgeting	Capacity for gender and social diversity mainstreaming	Inclusive grievance mechanisms
NCP	-1.1942	-1.2055	1.8493	0.0458	0.5819	-0.4612	0.3838
Annuradhapura	-1.1215	-1.1150	2.0494	-0.0843	0.4220	-0.3013	0.1508
Polonnaruwa	-1.2040	-1.3230	1.5837	0.1873	0.7304	-0.5885	0.6140

- In line with the provincial trends, female staff participation and representation of women in decision making positions in LAs and capacity for gender and social diversity mainstreaming reported low scores across both districts. Anuradhapura reported low scores for gender equality focus.

5.3 Provincial level score card for the 20 indicators

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.17	-1.449
ii. Ratio of women to men decision makers in LAs	-0.19	-1.515
iii. Representation of women staff in committees	0.93	2.0938
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.28	-0.011
v. Instance of conducting surveys or assessments to identify gender needs	0.10	-0.564
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.28	0.0042
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.10	-0.564
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.62	1.1105
ix. Specific budget allocations targeted to women	0.86	1.8787
x. Specific budget allocations targeted to socially vulnerable population	0.73	1.4639
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.49	0.6649
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.902
xiii. History or current practice of gender budgeting	0.28	-0.011
xiv. Staff with training on gender equality or gender inclusion	0.07	-0.687
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.07	-0.687
xvi. Staff with training on social diversity and inclusion	0.03	-0.795
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.24	-0.119
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.07	-0.687
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.35	0.2193
xx. What mechanisms are there for women service recipients to report grievances?	0.45	0.5573

- More than 50% (13 out of 20) of the total sub indicators are in the high priority zone in the North Central Province. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.

5.4 Score card for the 20 indicators – Anuradhapura District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.17	-1.45
ii. Ratio of women to men decision makers in LAs	-0.17	-1.442
iii. Representation of women staff in committees	1.00	2.5961
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.27	0.0581
v. Instance of conducting surveys or assessments to identify gender needs	0.07	-0.634
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.13	-0.403
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.07	-0.634
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.53	0.981
ix. Specific budget allocations targeted to women	0.87	2.1346
x. Specific budget allocations targeted to socially vulnerable population	0.47	0.7503
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.40	0.5195
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.865
xiii. History or current practice of gender budgeting	0.27	0.0581
xiv. Staff with training on gender equality or gender inclusion	0.13	-0.403
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.13	-0.403
xvi. Staff with training on social diversity and inclusion	0.07	-0.634
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.20	-0.173
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.13	-0.403
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.27	0.0581
xx. What mechanisms are there for women service recipients to report grievances?	0.33	0.2888

- 11 out of the 20 sub-indicators in Anuradhapura district fall into the high priority zone. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.

5.5 Score card for the 20 indicators – Polonnaruwa District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.17	-1.37
ii. Ratio of women to men decision makers in LAs	-0.21	-1.495
iii. Representation of women staff in committees	0.86	1.5665
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.29	-0.068
v. Instance of conducting surveys or assessments to identify gender needs	0.14	-0.476
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.43	0.3408
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.14	-0.476
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.71	1.1579
ix.. Specific budget allocations targeted to women	0.86	1.5665
x. Specific budget allocations targeted to socially vulnerable population	1.00	1.975
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.57	0.7493
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.885
xiii. History or current practice of gender budgeting	0.29	-0.068
xiv. Staff with training on gender equality or gender inclusion	0.00	-0.885
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.00	-0.885
xvi. Staff with training on social diversity and inclusion	0.00	-0.885
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.29	-0.068
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.00	-0.885
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.43	0.3408
xx. What mechanisms are there for women service recipients to report grievances?	0.57	0.7493

- 12 out of the 20 sub-indicators in Polonnaruwa district fall into the high priority zone. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement. LAs in Polonnaruwa district reported high scores on gender and social diversity budgeting.

6. Report for Uva Province

Gender Responsive Scores	Overall Province	Badulla	Monaragala
	19.67	19.95	19.93

- With a score of 19.67 out of a maximum 100, Uva Province recorded the lowest score among the CDLG provinces. Scores for the two districts are almost identical.

6.1 Provincial level score card for the six main survey domains

	Score	z score
Female staff participation	-0.13	-0.993
Women's representation in decision making positions in LAs	-0.11	-0.931
Women's representation in policy and oversight bodies	0.91	2.178
Gender equality focus	0.11	-0.258
Gender and Social Diversity Budgeting	0.35	0.4554
Capacity for gender and social diversity mainstreaming	0.08	-0.345
Inclusive grievance mechanisms	0.16	-0.107

- Across the seven main assessment domains, female staff participation (ratio of female to male employees), women in decision making positions, gender equality focus (special mechanisms to identify gender needs and practices of conducting gender and vulnerability assessments), capacity for gender and social diversity mainstreaming (staff with training in gender/social sensitivity, history and practice of conducting orientation programs on gender and social sensitivity and diversity etc.) and inclusive grievance mechanisms recorded low scores. Given the high representation of women councilors in statutory committees, the score for women's representation in policy and oversight structures is quite high.

6.2 District level score card for the six main survey domains

	Female staff participation	Representation of women in decision making positions in LAs	Representation of women in policy and oversight bodies	Gender equality focus	Gender and Social Diversity Budgeting	Capacity for gender and social diversity mainstreaming	Inclusive grievance mechanisms
Uva	-0.9927	-0.9308	2.1780	-0.2581	0.4554	-0.3447	-0.1072
Badulla	-0.9823	-0.9392	2.1940	-0.2586	0.4103	-0.2957	-0.1285
Bandarawela	-1.0334	-0.8344	2.1748	-0.2783	0.4927	-0.4184	-0.1030

- District profiles are more or less in line with the provincial trends. Female staff participation, representation of women in decision making positions in LAs, gender equality focus, capacity for gender and social diversity mainstreaming and inclusive grievance mechanisms reported low scores across both districts.

6.3 Provincial level score card for the 20 indicators

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.13	-1.175
ii. Ratio of women to men decision makers in LAs	-0.09	-1.031
iii. Representation of women staff in committees	0.91	2.7051
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.11	-0.279
v. Instance of conducting surveys or assessments to identify gender needs	0.03	-0.577
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.12	-0.254
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.03	-0.577
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.27	0.302
ix. Specific budget allocations targeted to women	0.81	2.3304
x. Specific budget allocations targeted to socially vulnerable population	0.58	1.4777
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.24	0.2116
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.693
xiii. History or current practice of gender budgeting	0.09	-0.344
xiv. Staff with training on gender equality or gender inclusion	0.18	-0.021
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.09	-0.37
xvi. Staff with training on social diversity and inclusion	0.00	-0.693
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.03	-0.577
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.12	-0.254
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.20	0.0694
xx. What mechanisms are there for women service recipients to report grievances?	0.12	-0.254

- Seventy percent (14 out of 20) of the total sub indicators are in the high priority zone in the Uva Province. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.

6.4 Score card for the 20 indicators – Badulla District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.13	-1.2594
ii. Ratio of women to men decision makers in LAs	-0.12	-1.2021
iii. Representation of women staff in committees	0.94	2.9644
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.00	-0.7418
v. Instance of conducting surveys or assessments to identify gender needs	0.06	-0.4947
vi. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.13	-0.2476
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.06	-0.4947
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.31	0.4936
ix. Specific budget allocations targeted to women	0.63	1.729
x. Specific budget allocations targeted to socially vulnerable population	0.50	1.2349
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.38	0.7407
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.7418
xiii. History or current practice of gender budgeting	0.19	-0.0005
xiv. Staff with training on gender equality or gender inclusion	0.25	0.2466
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.06	-0.4947
xvi. Staff with training on social diversity and inclusion	0.00	-0.7418
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.06	-0.4947
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.13	-0.2476
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.19	-0.0005
xx. What mechanisms are there for women service recipients to report grievances?	0.13	-0.2476

- In line with the provincial profile, 14 out of the 20 sub-indicators in Badulla district fall into the high priority zone. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.

6.5 Score card for the 20 indicators – Monaragala District

Indicator	Score	z score
i. Ratio of female to male staff in LAs	-0.13	-1.045
ii. Ratio of women to men decision makers in LAs	-0.07	-0.835
iii. Representation of women staff in committees	0.89	2.3505
iv. Existence of special mechanisms to identify gender needs of the population the LA serves	0.22	0.125
v. Instance of conducting surveys or assessments to identify gender needs	0.00	-0.617
vi.. Are there any special mechanisms to identify the needs of the vulnerable population the LA serves?	0.11	-0.246
vii. Instance of conducting surveys or assessments to identify needs of vulnerable population	0.00	-0.617
viii. Practice of conducting separate consultations with women's groups or women CBOs as part of the annual planning and need identification processes	0.22	0.125
ix.. Specific budget allocations targeted to women	1.00	2.7214
x. Specific budget allocations targeted to socially vulnerable population	0.67	1.6087
xi. Availability of tools (including tracking tools) to monitor gender and social budget allocations	0.11	-0.246
xii. Use of tracking tools to monitor budgetary allocations earmarked for women and children	0.00	-0.617
xiii. History or current practice of gender budgeting	0.00	-0.617
xiv. Staff with training on gender equality or gender inclusion	0.11	-0.617
xv. Whether the LA has ever organized any gender sensitization training or orientation program for the staff	0.11	-0.246
xvi. Staff with training on social diversity and inclusion	0.00	-0.617
xvii. Whether the LA has ever organized any social diversity and inclusion training or orientation program for the staff.	0.00	-0.617
xix. Staff receiving any exposure or training outside the LA on gender or on social diversity sensitization	0.11	-0.246
ix. What mechanisms exist to report grievances at work place (abuse of authority; sexual abuse)?	0.22	0.125
xx. What mechanisms are there for women service recipients to report grievances?	0.11	-0.246

- In Monaragala district also 14 out of the 20 sub-indicators fall into the high priority zone. Female staff participation ratio, representation of women staff in decision making positions, focus on gender equality and capacity for gender and social diversity mainstreaming are areas requiring capacity enhancement.





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