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**PERCENT OF A WOMAN'S
EXPECTED MONTHLY
EARNINGS ARE TAKEN
UP BY THE COST OF
DOING THEIR JOB**

Verité Research estimated the (monetary and non-monetary) costs incurred by working-age urban women to perform a job in Sri Lanka.

We surveyed

615

Women (via survey questionnaire) between age 20-50, living in urban areas in the Western Province, and

46

Women in focus group discussions in Colombo & Gampaha

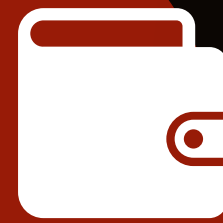
This study was conducted in Oct - Dec 2021, the economic crisis that followed may have affected both the perceived monetary and non-monetary costs.

WHAT ARE THE COSTS INVOLVED?

MONETARY COSTS:

Direct cash payments that are incurred as a result of being employed

clothing



Transport

NON-MONETARY COSTS:

Implicit costs that are incurred as a result of being employed

Physical exhaustion

Double burden

Childcare



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IT COSTS MONEY TO EARN MONEY FOR WOMEN IN SRI LANKA. HOW MUCH DOES IT COST?

However, the median expected
earning is only

LKR 25,000 /MONTH

On average, the estimated total costs
incurred by a woman to do a job is

LKR 22,672 /MONTH

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ON AVERAGE, EMPLOYED WOMEN PERCEIVED A HIGHER COST OF WORKING COMPARED TO OTHERS*

	EMPLOYED	NEVER EMPLOYED	PREVIOUSLY EMPLOYED
Total Cost	41,157	34,282	14,704
Median Earnings	25,500	30,000	20,000
Cost as a share of earnings	<u>1.6</u>	1.1	0.7

*previously and never employed women

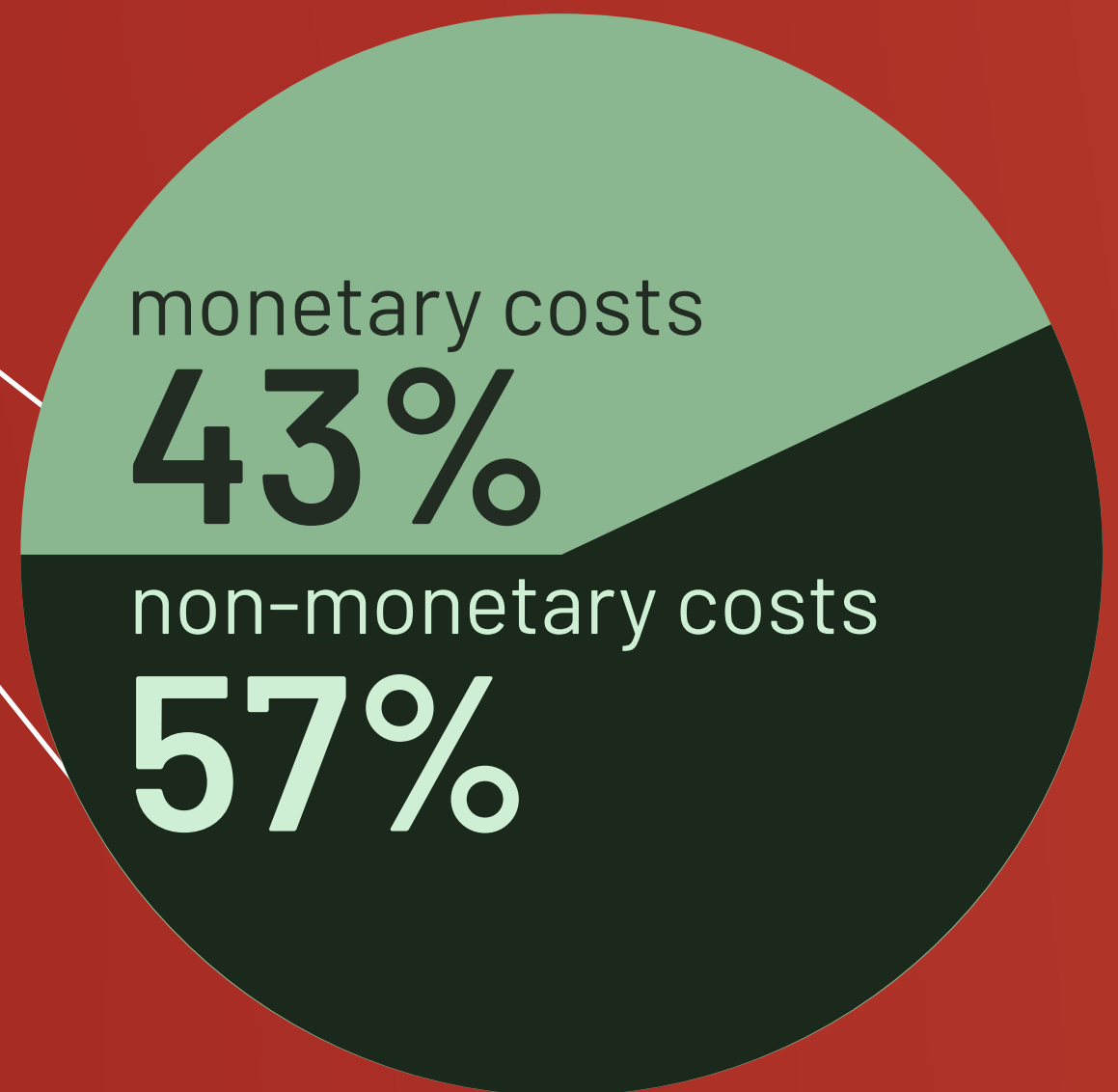
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NON-MONETARY COSTS FOR WOMEN ARE UNDERSTATED AND OFTEN UNACCOUNTED TO ESTIMATE THE COSTS OF DOING A JOB.

Rs. 41,157

**employed women*
perceive the highest
overall cost of doing a job**

*in comparison to previously and never employed women.



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**PERCENT OF WOMEN*
INDICATED THE
REASON FOR LEAVING
THEIR JOB WAS EITHER
DUE TO MARRIAGE OR
HAVING A CHILD.**

*previously employed women from survey

Most women stated in the Focus Group Discussions that the decision to leave the labour force was influenced by their spouse.

Gender roles and societal norms in the Sri Lankan society are a key barrier for women to do a job.

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“He (husband) just says I don’t want you to work. I kept asking but he won’t tell me anything else, so I stopped asking why. I don’t think I will go back to work”

Amila* is 26 years old, married and has no children. She used to work in quality control at a garment factory for five years until she got married.

*real name has been changed.



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LACK OF RELIABLE AND AFFORDABLE CHILDCARE SERVICES ALSO INHIBITS WOMEN FROM BEING ABLE TO DO A JOB

Female labour force participation is heavily reliant on informal childcare arrangements. Having a family member (often mother/mother-in-law) was the biggest enabler for women to be able to be employed



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AND RELIABLE CHILDCARE IS OFTEN UNAFFORDABLE

On average, the estimated cost of
working when childcare is outsourced

LKR 27,074 /MONTH



However, the median expected earnings of
women in this sample only amount to

LKR 25,500 /MONTH

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WHY IS IT COSTLY FOR A WOMAN TO WORK IN SRI LANKA?

For more info, find our complete publication
at veriteresearch.org/publications

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**Australian
Aid** 

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