

Exploring the measurements of COVID-19-induced supply chain disruptions and their implications
on the economic vulnerability of small-scale farmers

Navodika Karunarathna; Dinesha Siriwardhane; Amila Jayarathne

DOI: <https://doi.org/10.1108/IJIEOM-03-2023-0028>

Citation: Karunarathna, N., **Siriwardhane, D.**, & Jayarathne, A. (2023). Exploring the measurements of COVID-19-induced supply chain disruptions and their implications on the economic vulnerability of small-scale farmers. *International Journal of Industrial Engineering and Operations Management*.

Abstract

Purpose – The main aim of this study is to explore the appropriate factors in measuring COVID-19-induced supply chain disruptions and the impact of these disruptions on the economic vulnerability of small-scale farmers in Sri Lanka.

Findings – The findings revealed that most of the farmers have continued to cultivate even during the pandemic despite several challenges that affected their economic status. Therefore, it is concluded that COVID-19-induced transportation and demand disruptions exacerbated the economic vulnerability of small-scale farmers over the disruptions in supply and production.

Practical implications – The findings of this study are crucial for formulating novel policies to improve the sustainability of the Sri Lankan agricultural sector and alleviate the poverty level of Agri-communities in the countryside. As farming is a vital sector in the economy, increased attention ought to be given on facilitating farmers with government-encouraged loans or allowances for their financial stability. Further, the respective government authorities should develop programs for importing and distributing adequate quantities of fertilizers among all the farmers at controlled prices so that they can continue their operations without any interruption. Moreover, the government could engage in collaborative work with private organizations to streamline the Agri-input supply process. There should be a government initiative for critical consideration of the issues of farming families and their continued motivation to engage in agriculture. Thus, farmers' livelihoods and agricultural prosperity could be upgraded through alternative Agri-inputs and marketing strategies, providing financial assistance, encouraging innovative technology, etc.

Originality/value – Despite the significance and vulnerability of the vegetable and fruit sector in Sri Lanka, there is a limitation in the empirical studies conducted on the supply chain disruptions caused by COVID-19 measures and their implications on the farmers' livelihood. Furthermore, previous empirical research has not employed adequate quantitative tools to analyze the situation or appropriate variables in evaluating COVID-19-induced disruptions. Hence, the current study explored the appropriate factors for measuring COVID-19-induced supply chain disruption using exploratory factor analysis. Then, the impact of those factors on the economic vulnerability of the small-scale farmers was revealed through the ordinal logistics regression analysis.

Keywords: COVID-19, Supply chain disruptions, Economic vulnerability, Vegetable and fruit supply chains, Small-scale farmers

Gender Identity Matters: Barriers to the Employment Cycle of Transgender Individuals in the Labor Market of Sri Lanka

Wijayawardhana W.M.P.M ; Chaminda J.W.D; Siriwardhane D.R.J

DOI: <https://doi.org/10.31357/vjm.v9i11.6586>

Citation: Wijayawardhana, W. M. P. M., Chaminda, J. W. D., & Siriwardhane, D. R. J. (2023). Gender Identity Matters: Barriers to Employment Cycle of Transgender Individuals in the Labour Market of Sri Lanka” in Vidyodaya Journal of Management Vol. 9 Issue 02

Abstract

Transgender individuals, a vulnerable community in Sri Lanka do not share the same economic opportunities in the labor market as cisgender individuals. This paper examines the barriers faced by transgender individuals in Sri Lanka during three stages of the employment cycle, namely the pre-working stage, the working stage, and the post-working stage. This qualitative study used snowball sampling to select a sample of 25 transgender participants in early adulthood (20–40 years). The in-depth interviews and participatory observations were the data collection methods used. Reflexive thematic analysis is employed for the data analysis with the use of the NVivo analytical tool. This study found that there is no free entry, free stay and free exit for transgender individuals in the Sri Lankan labor market. The labor entry at the pre-working stage is identified to be restricted by the employer’s prejudicial attitude at the selection phase, delays in labor entry due to the transition process, and fear of labor entry due to previous negative experiences. Further, this study recognized the absence of free stay during the working stage, mainly due to underemployment, the glass ceiling, hegemonic masculinity, and harassment and discrimination. Moreover, this research has revealed that transgender individuals’ freedom to exit their current job is suppressed by the uncertainty of receiving a new job at the post-working stage. In doing so, this study highlights the importance of having a trans-inclusive and equitable workplace policy in every organization.

Keywords: Labor Market Barriers, Qualitative Study, Sri Lanka, Transgender Individuals

Handcuffs to Education of Gender Minorities: The Impact of Educational Barriers on Labor Supply of the Transgender Community in Sri Lanka

W. M. P. M. Wijayawardhana; J. W. D. Chaminda; D. R. J. Siriwardhane

DOI: <https://doi.org/10.9734/bpi/rtass/v1/18952D>

Citation: Wijayawardhana, W. M. P. M., Chaminda, J. W. D., & **Siriwardhane, D. R. J.** (2023). Handcuffs to Education of Gender Minorities: The Impact of Educational Barriers on Labor Supply of the Transgender Community in Sri Lanka. *Recent Trends in Arts and Social Studies Vol. 1*, 16-30

Abstract

This research study is to fill a research gap through an in-depth- qualitative study which explore causes for transgender under-education in Sri Lanka at the initial phase and investigate the impact of those causes on labor force engagements at the later stage. This is a qualitative study which use snowball sampling technique to select a working-age transgender sample of 25 participants. In-Depth Interview method was used as the dominant data collection method along with observations, field notes and web/digital contents. Early-age school leaving, Academic career delays due to gender transition process, School culture of aggression, Unsheltered homelessness of transgender children, Social isolation, Educational personality loss, and the problem of access to tertiary education are recognized as the key causes for under-education observed among transgender community in Sri Lanka. Moreover, this study identified the impacts of under-education on Sri Lanka's transgender labor supply too.

Keywords: Gender minorities teacher-student rapport social behavior educational right protection

Happiness at Work: Case of Apparel Industry in Sri Lanka

Silva, Oshadhie; Siriwardhane, Dinesha; Hettiarachchi; Asel

DOI: <http://doi.org/10.4038/kjhrm.v17i1.98>

Citation: Silva, Oshadhie, **Siriwardhane, Dinesha and Hettiarachchi, Asel.** (2022). Happiness at Work: Case of Apparel Industry in Sri Lanka, *Kelaniya Journal of Human Resource Management*, 17(1), 80-104.

Abstract

The objectives of the study were to; examine the differences in happiness at work among white-collar and blue-collar workers in the apparel industry and to explore the main contributing

organizational level factors to happiness at work. Following the case study method, a sample of blue and white-collar employees, selected from a large organization in the apparel industry were used to collect data. A structured questionnaire was used to collect data related to happiness and its determinants. Both ANOVA and ANCOVA models together with qualitative analysis were used to analyze data. It was found that blue-collar workers are happier at work than white-collar workers. Furthermore, it was discovered that job inspiration and work-life quality are the most significant contributors to the happiness of blue-collar employees; job inspiration, leadership, and work quality contribute to the happiness of white-collar employees.

Keywords: Blue-collar employees, Happiness at work, Job inspiration, Job satisfaction, Well-being of employees, White-collar workers

Determinants of Women's Wage Differential Compensation Sensitivity and Residential Sectorial Diversity of It: An Exploratory study in Sri Lanka

DOI:

Citation: **Siriwardhane, D.R.J.** (2022). Determinants of Women's Wage Differential Compensation Sensitivity and Residential Sectorial Diversity of It: An Exploratory study in Sri Lanka, *Global Scientific Journal*, 10 (04)

Abstract

The purpose-This study explores the determinants of women's wage differential compensation sensitivity (WWCS) in terms of female labor force participation and examines the nature of residential sectorial (Urban, Rural & Estate) diversity of this sensitivity in Sri Lanka. Design/methodology/approach-This exploratory study involved a qualitative in-depth analysis of the evidence of wage differential compensation sensitivity through an empirical study in Sri Lanka. The data collection for this study was done through an interview procedure and it has adopted snowballing sampling technique to select subjects for the sample. In line with this approach, the researcher has recruited sample members from three separate clusters namely urban, rural, and estate residential sectorial clusters. Qualitative data was analyzed through the reflexive thematic analysis approach which was introduced by Braun and Clarke. Findings-This study found that rural females are highly sensitive to wage differential compensation in terms of labor force participation and estate females showed the least sensitivity. Motherhood and child age, co-habitation of grandparents, male supremacy in traditionally patriarchal families, intergenerational education & learning, voluntary child labor, human trafficking for women labor exploitation, and growth needs & domestic financial requirements are recognized as the determinants of women's wage differential compensation sensitivity.

Nexus between asymmetric information and stock market volatility: evidence from Sri Lanka

H. M. R. R. Hewamana; D. R. J. Siriwardhane; R. M. A. K. Rathnayake

DOI: <http://doi.org/10.4038/sljer.v9i2.164>

Citation: Hewamana, H.M.R.R., **Siriwardhane, D.R.J.** and Rathnayake, R.M.A.K. (2022). Nexus between asymmetric information and stock market volatility: Evidence from Sri Lanka. *Sri Lanka Journal of Economic Research*, 9(2), 83–100.

Abstract

This study examines the impact of asymmetric information behaviour and macroeconomic variability in modelling the stock market volatility. CSE market does not show the characteristics which may potentially lead to larger volatility shocks. The idiosyncratic volatility is more subjected to the irrational investment decisions with the absence of relevant market information. Therefore, the information asymmetries motivate investors to highly depend on irrational reasons which lead to irrational volatility shocks. The variance equation of the EGARCH model was applied for identifying the impact of the asymmetric information behaviour. The mean-variance equation of EGARCH has been modelled with GDP, inflation, interest rate, and money supply for recognizing macroeconomic impacts. The study finds that the CSE market was significantly experiencing asymmetric information problem. As a result, uninformed investors make their decision based on the market sentiment creating irrational price volatilities. The mean-variance equation shows that macroeconomic variability has a significant impact on explaining the future asymmetric conditional volatility. However, CSE volatility spends a few weeks to adjust the relevant macroeconomic shocks.

Keywords: Asymmetric information, Stock volatility, Macroeconomic volatility determinants, EGARCH

Paper 8

Do Labour Migrants Bring Well-Being to the Households? Revisit the Pathway from Neoclassical to Pluralism

Dinesha Siriwardhane

DOI: <https://doi.org/10.9734/sajsse/2021/v10i330266>

Citation: **Siriwardhane, D. (2021).** Do Labour Migrants Bring Well-Being to the Households? Revisit the Pathway from Neoclassical to Pluralism. *South Asian Journal of Social Studies and Economics*, 10(3), 44-58.

Abstract

Aim of this review is to review literature on the impact of international labour migration and remittances on household well-being and present a theoretical and a conceptual framework to facilitate empirical studies. Study found that, migration literature comprises diversified views which has been changed in different era with the changing socio-economic contexts of emigrating and immigrating countries. Present view, which is highly dominated by pluralists, provides theoretical foundation to link migration and remittances to household well-being. Theoretical and conceptual frameworks developed in this review provides a strong foundation for empirical analysis.

Keywords: Labour migration, remittances, well-being, literature

Paper 9

Remittances and Risk Diversification in Developing Country Context: Evidence from Sri Lanka

Dinesha Siriwardhane and Sampath Amaratunge

DOI: <https://doi.org/10.9734/sajsse/2021/v10i330266>

Abstract:

This study examines the risk diversification of remittance receivers in developing countries, with specific focus on Sri Lanka. Study uses survey data on migration and remittances collected from

750 remittance receiving and non-receiving households in Sri Lanka. Descriptive statistics and Propensity Score matching analysis are used to analyze data. Inter and intra group comparisons of income profiles and other descriptive statistics provide evidence for risk diversification of remittance receivers. Remittance receiving households receive income from diversified sources that support them to diversify the risk they face in the local context. In the propensity score matching analysis it was found that remittances uplift the remittance receivers in the income hierarchy.

Keywords: Labour Migration; Remittances; Risk Diversification; South Asia

Paper 10

Remittances from International Labour Migrants and the Standard of Living of the Left Behind Households in Sri Lanka

Dinesha Siriwardhane; Sampath Amaratunge; Indralal De Silva

DOI: [10.31357/vjm.v2i2.3642](https://doi.org/10.31357/vjm.v2i2.3642)

Abstract

This study aims to examine the effect of remittances on the standard of living of the remittance receiving households in Sri Lanka. Survey data were analyzed using thematic analysis and stratified matching method in propensity score matching. It was found that, a large majority of labour migrants remit money to their households left behind. However, the volume of remittances varies with the demographic and socio-economic characteristics of the labour migrants and their households. Furthermore, it was found that remittance receiving households enjoy income from diversified sources. Average treatment effects estimated through stratified matching analysis reveal that remittance receivers enjoy a higher level of income and higher standard of living compared to their non-remittance receiving counterparts. Improvement of the income by the remittances varies with the income quintile of the households. Keywords Migration, Propensity Score Matching, Remittances, Sri Lanka

Paper 11

Sri Lanka – Middle East Labour Migration Corridor: Trends, Patterns and Structural Changes

[Dinesha Siriwardhane](#), [Indralal De Silva](#), [Sampath Amaratunge](#)

(DOI): doi.org/10.5281/zenodo.1337563

Abstract:

Objective of this study is to explore the recent trends, patterns and the structural changes in the labour migration from Sri Lanka to Middle East countries and to discuss the possible impacts of those changes on the remittance flow. Study uses secondary data published by Sri Lanka Bureau of Foreign Employment and Central Bank. Thematic analysis of the secondary data revealed that the migration for labour has increased rapidly during past decades. Parallel with that the gender and the skill composition of the migration flow has been changing. Similarly, the destinations for male migration have changed over the period. These show positive implications on the international remittance receipts to the country.

Dynamics of International Labour Migration of Sri Lanka

https://www.researchgate.net/publication/316510120_Dynamics_of_International_Labour_Migration_of_Sri_Lanka

[Indralal De Silva](#); [Dinesha Siriwardhane](#)

Citation: De Silva, Indralal; **Siriwardhane, Dinesha**. (2014). Dynamics of International Labour Migration of Sri Lanka, *Sri Lankan Journal of Advanced Social Studies*, 4(1), 29-55.

Abstract

Objective of this study is to examine the recent patterns of international labour migration dynamics of Sri Lanka to understand the issues related to the recent migration. Study primarily relies on secondary data collected from a number of public authorities. Further, primary data collected through key informant interviews are also used in the study. Descriptive approach is employed in analyzing data to achieve the objective. Results of the study show that the international migration has been rapidly increasing during past years. Migration stock and flow of Sri Lanka has been highly represented by female migrants. However, with the government intervention in past few years, proportionate of the female migrants in the migration flow has decreased. Middle East as the common destination absorbs a significantly large share of the labour migrants. However, a proper labour market analysis is essential to identify emerging labour market to gain the maximum benefit

of the labour migration. While remittances make a strong economic impact, a significant social impact of the labour migration in the country can be observed.

Key words: Labour Migration, structural change, labour force, female participation

Book Chapters

Handcuffs to Education of Gender Minorities: The Impact of Educational Barriers on Labor Supply of the Transgender Community in Sri Lanka

W. M. P. M. Wijayawardhana ; J. W. D. Chaminda; D. R. J. Siriwardhane

DOI: <https://doi.org/10.9734/bpi/rtass/v1/18952D>

Citation: Wijewardhane, W.M.P.M. and **Siriwardhane, D.R.J.** (2023). Handcuffs to Education of Gender Minorities: The Impact of Educational Barriers on Labour Supply of the Transgender Community in Sri Lanka in Ana Pedro (Eds.), *Recent Trends in Arts and Social Studies* (pp.16-30). BP International.

Abstract

This research study is to fill a research gap\ through an in-depth- qualitative study which explore causes for transgender under-education in Sri Lanka at the initial phase and investigate the impact of those causes on labor force engagements at the later stage. This is a qualitative study which use snowball sampling technique to select a working-age transgender sample of 25 participants. In-Depth Interview method was used as the dominant data collection method along with observations, field notes and web/digital contents. Early-age school leaving, Academic career delays due to gender transition process, School culture of aggression, Unsheltered homelessness of transgender children, Social isolation, Educational personality loss, and the problem of access to tertiary education are recognized as the key causes for under-education observed among transgender community in Sri Lanka. Moreover, this study identified the impacts of under-education on Sri Lanka's transgender labor supply too.

Keywords: Gender minorities teacher-student rapport social behavior educational right protection

Conference papers

Extraordinary Strains in Food Supply Chains: A Literature Review on COVID-19 Induced Food Supply Chain Disruptions and Resilience

Navodika Karunarathna; .D.R.J. Siriwardhane; P. G. S. Amila **Jayarathne**

<https://ieomsociety.org/proceedings/2022australia/93.pdf>

Citation: Karunarathna, Navodika; Siriwardhane, DRJ and Jayarathne, Amila. (2022, Dec 20-21). *Extraordinary Strains in Food Supply Chains: A Literature Review on Covid -19 induced Food Supply Chain Disruptions and Resilience*, [conference presentation and full paper published in the conference proceedings]. Australian International Conference on Industrial Engineering and Operations Management, Sydney, Australia.

Abstract

As a new agitator of Supply Chain disruptions, COVID-19 global pandemic has significantly triggered an extraordinary series of shocks on food supply chains worldwide including bottlenecks in farm labor, processing, transportation, and logistics, as well as the significant swings in customer demand. Many of these strains are the consequences of policies enacted to prevent spreading the virus. The food industry is one of the important sectors in each economy. While the consequences of COVID-19 are still being felt, past experience has shown the necessity of a well-organized and foreseeable global trade environment in ensuring that food reaches people in need. In order to avoid the impending global food crisis, it's critical to examine how COVID-19 has impacted food supply networks and to discover the potential remedies. Hence, the main objectives of this literature analysis are to examine the nature of COVID-19's induced food supply chain disruptions in worldwide and to highlight strategies needed to mitigate the adverse effects of pandemic on the food supply chains as well as to enhance the resilience of worldwide food supply chains. This scrutiny has been conducted using a comprehensive and systematic review of literature published in relation to the impact of COVID-19 on food supply chains and this study included the content of 30 articles which were selected as per the Prisma approach. In reviewing the selected literature, steps of thematic analysis are considered to derive the major findings. The COVID-19 pandemic necessitated the adoption of emergency-preparedness procedures and the development of food supply chain contractual transactions across the worldwide nations. Without reverting to the previous state of food supply chains, novel experience resultant from COVID-19 emphasized the

importance of building a smart food value chain with the involvement of all value adding stakeholders in order to ensure the resilience amidst and beyond the crisis.

Keywords COVID-19 Pandemic, Supply Chain Disruption, Food Supply Chain, Resilience

HOW HEALTH MATTERS TO THE WEALTH OF A NATION? CASE OF A DEVELOPING COUNTRY

Dinesha Siriwardhane

Citation: Siriwardhane, Dinesha. (2022, Feb. 24-25). *How Health Matters to the Wealth of a Nation? Case of a Developing Country* [conference presentation and abstract publication]. Baskent International Conference on Multidisciplinary Studies, 2, 162, Ankara, Turkey. ISBN - 978-625-7464-77-2

To improve the health of the public, the majority of developing countries offer free public healthcare services. As per the economic theory, strengthening healthcare services improves labor productivity and, as a result, domestic production. This paper aimed to examine the role of healthcare services in uplifting developing-country production. The study examined the evidence of Sri Lanka, which has progressed in healthcare development. With World Bank data, the study estimated an OLS regression to examine the effect of healthcare investments on the gross domestic product of the country. Based on the Solow-Swan theory, capital formation, labor force size, and inflation rate were included as predictors of gross domestic product in the model. The results found that the size of the labor force, as well as capital formation, have a significant effect on production, confirming the Solow-Swan model. It was found that the investment in healthcare services does have a significant impact on the country's GDP. However, the findings revealed that healthcare services makes a negative effect on the GDP. This finding, along with a few similar findings in the literature related to the developing country context, opens the possibility of further research.

Keywords: Health; GDP; Economic growth; Human capital; Sri Lanka

SOCIO-ECONOMIC DRIVERS OF INTERNATIONAL CONTRACT LABOUR

MIGRATION: CASE OF A DEVELOPING COUNTRY CONTEXT

Dinesha Siriwardhane

Senior Lecturer

Department of Business Economics, University of Sri Jayewardenepura, Sri Lanka

ABSTRACT

The primary aim of this study was to examine the role of main socio-economic factors in determining

international contract labour migration. The study examined the case of Sri Lanka. The study, which has

been based on the push-pull theory of migration, assessed the effects of the country's level of economic

growth, human capital development, unemployment, international trade openness, and international

remittance inflow on the flow of international contract labour migrants. The study estimated an OLS

regression model using secondary data on migration and socio-economic factors to measure the effects

of each of these variables on the size of the international contract labour migration flow. The research

found that the country's level of economic growth and unemployment status has a significant impact on

international contract labour migration. In this scenario, increased unemployment, and slow down

economic growth act as push factors. However, there was no evidence supporting the contribution of

human capital development, remittance receipts, and international trade openness to migration flow.

Despite the fact that the country receives a significant flow of remittances, the results show no evidence

supporting the motivation given by remittances for people to migrate. Education and healthcare services

have both improved significantly over the last three decades. However, the findings provide no facts to

justify the contribution of human capital development to the flow of international contract labour migrants.

Keywords: J61: Labour Mobility, O10: Economic Development, F 24: Remittances

Economic Sensitivity of Non-Working Females for Wage Differential Compensation: Empirical Evidence from Sri Lanka

<http://ir.kdu.ac.lk/handle/345/5176>

The pathway towards gender equality, poverty eradication and inclusive economic growth can be built by women empowerment. This study addresses the problem of inadequate female labour force participation in South Asia. As such, following a mixed methodological approach, both the qualitative and quantitative analyses were triangulated to achieve the objective of the study. Women's Wage Compensation Sensitivity Index (WWCSI) is constructed as the ultimate output of the quantitative analysis using a sample of 112 respondents (non-working females) from Sri Lanka, India, Pakistan and Bangladesh. The findings of that analysis suggested that compensating wage differentials can economically empower non-working females in South Asia. However, wage differential compensation is likely to be more productive among rural females and then among urban females, and it will be more successful among less educated females. According to the newly recognized backward bending nature of WWCS curve, wage differential compensation should be offered for females in prime working age (25-45 years) instead of mothers with infants or elder children. Further, governments should come up with temporary subsidization programmes especially for urban females in order to turn housewives into own account worker because the interest of females to earn at home is high. The follow-up qualitative analysis involved an in-depth inquiry on empirical evidence of wage differential compensation sensitivity of non-working females through a case study in Sri Lanka. Therein, motherhood and children's age, co-habitation of grandparents, male supremacy in traditionally patriarchal families, intergenerational education and learning, voluntary child labour, human trafficking for women labour exploitation and growth needs and domestic financial requirements were explored as the determinants of women's wage differential compensation sensitivity.

keywords— female labour force participation, women economic empowerment, women's wage differential compensation sensitivity

Socio-Economic Factors in Determining the Female Labour Force

Participation in Sri Lanka

Vasana J. L. A. and Siriwardhane D. R. J.

ABSTRACT

This study aims to explore the socio-economic factors that shape female labour force participation in Sri Lanka. Accordingly, secondary data from the Central Bank of Sri Lanka and the World Bank were employed to explore major socio-economic factors using the ARDL model. The results of the study conclude that there is an impact of economic growth on the female labour force participation both in the short and long run, also enhancement in economic performance would create a negative impact on the female labour force participation both in the short and long run. Further, it was found that the size of the urban population and female unemployment also has a negative impact on female labour force participation in the country. However, the fertility rate of women creates a positive impact on female labour force participation. The nature of the relationship between economic growth and female labour force participation was further examined using a co-integration test performed with the ARDL boundary test approach. Results revealed a significant inverted U-shaped relationship which is different to extant literature. It portrayed how at the first phase of economic growth of the country, female labour force participation increased and then began to decrease following a certain level of economic growth.

Keywords: ARDL model, economic growth, female labour force participation

Sending Money Home: A Study of Remittance Transferring Practices among Labour Migrants of Sri Lanka

Siriwardhane, Dinesha and De Silva, Indralal. (2018, Dec).

[conference presentation and abstract publication]. International Research Symposium, National Centre for Advanced Studies (NCAS), Colombo, Sri Lanka

Increasing Family Disputes and Divorce in Modern Sri Lanka: Is Labour Migration a Key Contributor?

Dinesha Siriwardhane, Indralal De Silva

Abstract

Qualitative and quantitative investigations were made on a sample of 625 households of migrant families to elucidate the impact of labour migration on increasing pattern of family disputes, divorce and their wellbeing in Sri Lanka. Remittances are the direct financial benefits received by the family left behind and for migrant households, it is a significant share of their income. However, long term separation is the most significant non financial cost faced by both the migrant and the family left behind. A considerable proportion of migrants tend to spend more than 6 years abroad. Also the percentage of married people who work abroad for a long time is considerably high. Longer separations of the migrant and his/her spouse disturb the attachments between them that can be ended up with a permanent separation or a divorce. Inability to adjust for the changes occurred with the migration of spouse, the left behind spouse form new relationships or marry again. On the other hand, living in the new geographical setting and the loneliness motivates the migrants to leave their family and make new relationships. At the same time, many female spouses with family disputes deploy migration as an escape route and are ended up with permanent separations. Hence, it is clear that, while remittances brings the families financial benefits and strengthen the family attachments, long term migration negatively affect the benefits for each party and are resulted in many disputes, separation and divorce in Sri Lanka.

Can Compensating Wage Differentials, Economically Empower Women? Empirical Evidence from South Asia

Wijayawardhana W. M. P. M. and Siriwardhane D. R. J.

ABSTRACT

The path towards gender equality, poverty eradication and inclusive economic growth can be built by women empowerment. This study addresses the problem of inadequate female labour force participation in South Asia. As such, following a mixed methodological approach, both the qualitative and quantitative analysis were triangulated to achieve the objective of the study. The findings of the quantitative analysis suggested that compensating wage differentials can economically empower women in South Asia. The follow-up qualitative analysis involved an in-depth inquiry on empirical evidence of wage differential compensation sensitivity through a case study in Sri Lanka. Therein, motherhood and child age, co-habitation of grandparents, male supremacy in traditionally patriarchal families, intergenerational education and learning, voluntary child labour, human trafficking for women labour exploitation and growth needs & domestic financial requirements were explored as the determinants of women's wage differential compensation sensitivity.

Keywords: Female labour force participation, South Asia, Sri Lanka, women economic empowerment, women's wage differential compensation sensitivity

Labour Migration from Sri Lanka to the Middle East: Evolution and Emerging Challenges,

Siriwardhane Dinesha; De Silva Indralal

International labour migration has been growing in an increasing rate during past three decades. With the rapid increase in the remittance flow influxes to the country labour migration

and remittances have become a center for discussion among researchers and policy makers. Moreover, recent discussions on socio-economic consequences of labour migration have been taking the discussion towards a debate among multiple parties. However, dearth of knowledge on migration has become a limitation for an effective debate over labour migration. In this backdrop, this paper aims to explore trends and structural changes in labour migration from Sri Lanka to Middle East and explore the emerging issues and challenges related to this phenomenon. Study employs descriptive statistical techniques to analyze data collected from secondary sources. It was found that Sri Lankan labour migration is limited to a few migration corridors. Among them, Middle East is the common destination for large majority of male and female labour migrants. Labour migration to Middle East has been growing from the end of 1970s. East Asia is gaining the attraction of labour migrants in recent past. Even though the labour migration flow to Middle East has been growing in an increasing rate, recent circumstances have resulted in structural changes in the labour migration flow. Recent changes in the foreign employment policy have been changing the age and gender compositions of the labour migration flow. Present unstable situation in some Middle East countries and the fluctuations in the oil price are identified as emerging issues. Findings show challenges ahead that need to be addressed at the earliest.

International Remittances in Improving Household Economic Well-being; The Case of Sri Lanka

D. Siriwardhane, I. D. Silva, S. Amaratunge

International labour migration and its socio-economic implications have become an important theme for discussion in Sri Lanka. International remittances, as the main visible benefit of labour migration, have become a vital source of foreign resources of the country. However, it is not clear whether the increase in international remittance flow is reflected at household level. Literature on remittances is mainly based on two phenomena: while many studies focus on motives behind remittances, relatively little attention has been paid to examining the impact of remittances on the economic well-being of households (see Koc and Onan, 2004; Cardona and Medina, 2006; Kibikyo and Ismail, 2012; Waheed and Adebayo, 2012; Adams and Page, 2005). Examining the impact of remittances, studies have found that remittances increase household income and decrease household poverty.

Education and Female Labour Force Participation in Sri Lanka

Siriwardhane, Dinesha and De Silva, Indralal.

Siriwardhane, Dinesha; De Silva, Indralal and Amaratunge, Sampath. (2015). *International Labour Migration, Remittances and Economic Security of the Households left behind: Case of Sri Lanka,*

De Silva, Indralal and **Siriwardhane, Dinesha.** (2014 1st – 2nd July). *Labour Migration: Consequence of one-parent family on the Well-being of their Children in Sri Lanka,*

Siriwardhane, Dinesha. Amaratunge, Sampath and De Silva, Indralal. (2014, 21st March). *International Remittances of Sri Lankan Labour Migrants: Channels of Transfer and Its Contribution to their Household Income,*

Siriwardhane, Dinesha; De Silva, Indralal and Amaratunge, Sampath (2013). *Gender Dimension of Remittance Behaviour; Towards a New Remittance Estimation Method,*

Siriwardhane, Dinesha; De Silva, Indralal and Amaratunge, Sampath. (2012, 23-25 Jan). *Female Dominance to Male Dominance: Changing Sex Structure of the labour Migrants and the Remittances Flow to Sri Lanka,*

Siriwardhane, Dinesha; Amaratunge, Sampath. (2007). *Origins of Rural Poverty in Sri Lanka: An Empirical Model,*