

Conclusion

It was thus revealed through the study, that Sri Lankan women tend to give a broader meaning to the concept 'sexual harassment at workplace' by identifying a range of behaviours as sexual harassment and by giving wider meaning to the notions 'workplace', 'perpetrator', and 'effects of harassment'. Some of the behaviours that were identified as sexual harassment at workplace/unwanted sexual behaviours, such as work demands with ulterior motives and rumours and locker room talk, were found to be rather unique to the Sri Lankan context, when compared with previous studies and established definitions of sexual harassment at workplace. While it was possible to identify these certain behaviours as harassing, a prominent finding of the analysis is that the boundary line which makes otherwise ordinary behaviour harassment was very indistinct, and in many instances, these behaviours cannot be considered in isolation, in deciding whether they are sexual harassment or not.

The Puzzle of Jobless Growth in Sri Lankan Manufacturing

Sunil Chandrasiri
Dean, Faculty of Graduate Studies

Background

Manufacturing is the main contributor to value added in industry and its relative share of GDP increased from 13 percent in 1990 to 17 percent in 2000 and reduced to 16 percent in 2006. An assessment of growth performance of the economy in terms of value added reveals high growth rates maintained by manufacturing as against the services sector and the national economy.

Method

This paper examines the employment effect of economic growth in the context of Sri Lankan manufacturing. This is also called 'employment elasticity' of growth and a weak relationship between economic growth and employment creation is reflected in declining employment elasticities. The causal relationship between economic growth and employment was first established in classical and neo-classical economic theory. Even in Keynesian economics, employment was defined as a determinant of economic growth assuming fixed wages. Neo-Keynesian economists (i.e. Hicks, Modigliani, Samuelson etc) also followed a same line of argument in explaining the links between economic growth and employment. In contrast, New Keynesian economists, emphasized the significance of institutional coordination failures, macro externalities and X-inefficiency as factors affecting employment elasticity. Subsequently, implicit contract theory and insider theory added new dimensions to employment and growth puzzle.