

from home facilities because they are in the struggle for work-life balance rather than the male workers still because of this huge attachment with families and their anticipation of being a better mother. Sri Lankan Culture has a considerable impact on women's decision to take up managerial positions. Traditional ways of thinking are a hindrance to women's upward mobility. Thus, this traditional thinking which cannot be changed overnight has to be changed over time paving an understanding culture for women to make their decisions aligned with their career aspirations. When it is coming to the reaching of higher managerial positions it is evident from different literature sources, women are lagging behind the decision to take up the higher managerial positions as several barriers hinder their career path. However, Mohajeri & Mousavi (2017), in their study state that women faced greater challenges than men, but women have better chances to be successful as women are hard working. This should be addressed at the societal and organizational level, and open for discussion, to clear these paths for women to take up managerial positions and involve women in strategic decision making that may benefit for both organization and society. Simultaneously, enhance the representation of women in higher managerial positions in the Logistics industry in Sri Lanka.

**Keywords:** *Women, Management, Family Support, Career motivation, Sri Lankan Culture, Working Environment*

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