

## **A Study of Underrepresentation of Women in Higher Managerial Positions in Logistics Industry in Sri Lanka**

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### **Introduction**

Women have made a remarkable move in workforce participation in Sri Lanka. Researchers have shown that women's participation in strategic decision making is vital to the organization's success and there are visible and invisible challenges that hinder women when reaching higher management positions. However, little is known about the representation of women in the higher managerial positions in the Logistics industry in Sri Lanka. If the women's participation in strategic decision making is vital to the organization and if little is known about the representation of women in the higher managerial positions in the Logistics industry in Sri Lanka, then more needs to know why the current percentage in women's representation in top management positions is low. The purpose of the study is to explore "Why women are underrepresented in the higher managerial positions in the Logistics industry in Sri Lanka".

### **Research Questions**

What are the problems faced by women not to take higher managerial positions in Logistics Industry in Sri Lanka?

### **Research Objectives**

To identify the factors why women are not holding higher managerial positions in Logistics Industry in Sri Lanka

### **Research Methods**

#### **Conceptual Framework**

The conceptual framework in Figure 1 shows how the literature discusses the barriers that hinder the women's upward mobility and the influences that lag behind the decision to take up higher managerial positions by the female. This conceptual framework is in line with the model developed by Mohajeri & Mousavi (2017, P:23)

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