

# **Impact of Intrinsic Factors on Extended Career Prospects of Women in Logistics Industry in Sri Lanka**

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## **Introduction**

Logistics and shipping are an inter-wined connection that allows the smooth flow of goods and information from point of origin to the point of destination. This industry is blooming worldwide and there is a pre-convinced idea of the industry and the perception revolving around the public mind that the logistics and shipping job is undoubtedly suitable for men but not for women. Logistics and shipping industry where there signals a lack of women's representation is mostly highlighted that, there is a "Glass Ceiling", a hypothetical term to describe the gender inequality in the managerial sector. According to the report by Women in Supply Chain (2010) the "Glass Ceiling" (Hede, 1995) has been shown to be misleading as a theory of managerial inequity in that it incorrectly implies there is only a single barrier at the top and that there are no further problems once a women break through it. However, a myriad of problems still has to be faced by women, although a woman breaks the "Glass Ceiling".

## **Research Questions**

Accordingly, the research of the study is; What are the socioeconomic problems faced by women not to reach higher managerial positions in the Logistics Industry in Sri Lanka?

## **Research Objectives**

The main objective is to see why women are not representing an appropriate percentage in higher managerial positions in the Logistics sector in Sri Lanka due to socioeconomic factors.

## **Research Design**

### **Conceptual Framework**

The conceptual framework as below in the Figure 1 shows the relationship between Intrinsic: Career Motivation, Intrinsic: Family Support, Intrinsic: Job Pressure and Intrinsic: Working Environment being independent variables and Extended Career Prospects as the dependent variable as per the several factors that have been identified as important to the research objectives through literature review.

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