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ABSTRACT

In the contemporary world, the active participation of women for labour force was identified as an important factor in which International Labour Organisation reports indicate that the women labour force is below the 40% to-date. Especially, the women reaching higher positions in the organisations are limited than that of the men and a considerable amount of studies have been carried out by the scholars to identify the causes for this issue. Moreover, issues related to family, culture, individual and organisation have been identified as factors of high impacts on women's career development and those factors are known as a glass ceiling effect. There were a considerable amount of researches conducted in the civil sector. However, a limited number of researches have been contributed in the military to describe the impact of the glass ceiling. Women force in Sri Lanka Navy is less than 10% of the men force and no lady officer has reached the highest level of any branch to-date and a few women sailors have reached to higher rate before retirement. The limited number of studies have been conducted to identify the barriers in Sri Lanka Navy in view of women's career development. Glass ceiling factors of individual, family, organisational and cultural were considered as independent variables and women's career development was considered as a dependent variable and quantitative approach was applied to identify the relationship between above factors. Findings depict individual, organisational and cultural factors significantly described the women's career development whereas family factors didn't have a significant impact on women's career development since 60% women force are unmarried and living-in where family commitments are less than civil society. To minimise individual, organisational and cultural barriers, it is recommended that the aspects of training development and organisational policy changes. Further research areas can be extended with legal factors, religious factors, etc.

Key Words: Glass Ceiling, Individual Factors, Family Factors, Organizational Factors, Cultural Factors, Women's Career Development, Sri Lanka Navy