

An Assessment of Women's Representation in Planning and Decision-Making at the Executive level

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Gender diversity in planning and decision-making participation is essential for the economic, political, and social perspective of any society. Modern women are committing and working hard to gain respect and the economic status through certain feminine traits. This study focuses on examining the root causes behind the lack of women's participation in planning and decision-making positions at the executive level in Sri Lanka and proposes policy recommendations to overcome identified barriers. Qualitative methods were used such as reviewing literature. As the key factors, literature identified the influence of higher education, the role of legal structure, and the influence of culture on the absence of women's dynamic participation in planning and decision-making positions. Generally, Sri Lankan females do not tend to enroll in academic streams where plenty of job opportunities are available. Further, the legal structure of the government and particular organizations does not have sufficient influence on women's decision-making positions, and lastly, the culture inversely affects women's participation in decision-making positions as the grass-root factor. As the policy measures, the government should facilitate policies towards enhancing women's active participation through effective higher education policies and relevant policies to prevent the burden from cultural boundaries. Women themselves should ensure their self-confidence and bend their qualifications to cope with job market requirements.

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