

**Does Gender Matter in Employment?:
With Special Reference to Managerial Positions in the Licensed
Private Commercial Banks in Sri Lanka**

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Sri Lankan women participation can be seen in every sphere of the country in varying degrees. However, in certain circumstances, it is likely to perceive that, a variety of constraints would hinder the women involvement and discriminate her in the society. Thus, the study mainly attempted to assert whether there is such kind of conviction, which creates constraints for women to attain managerial positions in the private sector with special reference to Licensed Private Commercial banks in Sri Lanka.

Accordingly, the study is focused to identify the perception of selected organizations on women participation in managerial positions as well as to find out whether there is gender inequality in the composition of Managerial positions in selected organizations.

In the study both the quantitative and qualitative approaches were used in order to satisfy objectives of the study. Accordingly, 30 employees from 9 private commercial banks including 8 domestic banks and 1 foreign bank which are located in the Colombo city were selected as the sample of the research by considering the convenience for data collection and accessibility. Questionnaires were used as the main method for primary data collection. Secondary data were gathered through published and unpublished sources. In order to make quantitative and diagrammatical base for data analysis, Statistical Package for Social Sciences (SPSS 16.0) and Microsoft Office Excel 2007 were used.

The results revealed that, very limited female participation could be found in top managerial positions in the selected banks. Further, huge household responsibilities and long office working hours, would lead working women to struggle in striking a balance between personal and work life, especially married women and females in extended families. When considering the context of working environment, discrimination could

be observed in terms of salary and opportunities for career enhancement. Also in the organizational perspectives, male employees are more likely to be positively perceived by the banks rather than female employees.

In conclusion, study reveals that the female employees in the private banks are more likely to be kept in middle level positions whilst top positions are held by male employees, showcasing the gender inequality in the selected banks.

Key words: *Gender, Employment, Managerial positions, Licensed private commercial banks*