

**DETERMINANTS OF WOMEN EMPOWERMENT IN  
APPAREL SECTOR: CASE STUDY OF A TEXTILE  
COMPANY**



**By**

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## ABSTRACT

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Gender inequality is a severe societal problem in many South Asian nations. The significant effect is a patriarchal society. For various cultural reasons, women were expected to stay home and only males to work. The tasks were split into gender-specific roles for men and women. However, as women obtain higher education and the labour market creates demand, women steadily enter the workforce. As a result, women are now employed in Sri Lankan society. However, many educated women do not seek employment. Also, women do not hold senior management or leadership roles. The Sri Lankan clothing sector is another area affected by this problem. It is a robust female labour participation area. In order to improve the efficiency and productivity of workers in business, women need to be able to motivate their followers, improve teamwork, and so on. Despite the obstacles faced by female leaders due to gender and cultural disparities, female leaders put forth more effort than males. Women in the business sector require adequate knowledge and authority, as well as necessary leadership characteristics. Stereotypes and role traps are also regarded as essential areas to conquer in order to enhance them. Stereotypes, or social psychology in general, are essential hurdles in Asian society that marginalize women. Role traps are another issue due to the character and role of Sri Lankan women, especially married women. Women qualified to work in the corporate sector are forced to leave their jobs due to family or spouse pressures, workplace issues, and other factors. Therefore, they are caught in a role change and substantial alterations to the expected ones, causing the issue of 'role trap.' Women in paid labour and high leadership and management roles are the women of this dissertation. This research examines the factors that help women succeed in their careers and gain empowerment in Sri Lanka. This study's findings should be beneficial to policymakers in various organizations. Thus, the primary goal of this study was to uncover factors impacting women's career progression, leadership, and empowerment in Sri Lanka's garment sector. Overall, this study found that several factors in achieving and empowering top management and leadership positions affect women in Sri Lanka's garment sector. The preceding facts demonstrate that these factors motivate women, empower them, and help them rise to higher leadership positions. The survey found that these factors influenced the majority of respondents. One of the primary factors impacting women's leadership roles is family support. Second, interpersonal interactions, followed by institutional and socio-cultural factors, are viewed as influencing. The study's main goal was to "determine the factors impacting women's leadership and empowerment in Sri Lanka's textile sector." The job possibilities for women are restricted.

**Key words: Women empowerment, leadership, career progression, apparel sector, gender equality**