

Socio-economic Research on Identifying the Major Factors that Affect Women's Career Choice in Kesbewa Divisional Secretariat in the Colombo District, Sri Lanka

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Abstract: Due to the openness of education and the open economic pattern in the Sri Lankan society, the social status of the woman in the traditional society has changed drastically - resulting in the woman becoming a homemaker and becoming a professional worker. According to the Central Bank Annual Report, women's employment increased from 32-9% in 2012 to 35-6% in 2013 - the most significant increase in employment for women is the increasing number of women seeking employment. In the past, women turned to the occupational and apparel sector, and are now turning to outside careers such as administrative services, nursing, teaching and medical, and law especially in the health sector, where nursing was the top female employer. Today in the medical field. In 2008, the number was 131, compared to 176 in 2009. The number of engineers, which fell from 9% in 1985 to 12% in 2008, has increased to 14% in 2009 - in the case of the Administration Division The total number of women employed in the legal sector was 270 in 2009, compared to 248 in 2008. Accordingly, the main research problem of this research was to find out what are the factors that contribute to the creation of a career choice.

Keywords: Sociology, Anthropology, Women, Power, Career.

I. INTRODUCTION AND RESEARCH PROBLEM/ HYPOTHESIS

The main objective of this research was to identify the major factors that affect women's career choice. Importantly, the importance of this research can be discussed under three categories: Subjective Importance, Research Importance, Timely Importance, There is a link between this study of sociology and social research in society - particularly in the areas of population study, migration, balanced sociology, gender, etc. Although the term 'career choice' is not directly addressed in sociology - However, as an important phenomenon associated with society, this women's career holds some significance in the field of sociology.

II. METHODOLOGY

Both primary and secondary methods were used primarily for mitigation, and the questionnaire and interview method were used as the primary means of collecting primary data. The questionnaire system mainly uncovered the biographical

information and professional information of the data contributors, with the main focus being on identifying factors influencing career choice. The sample was selected from the Kesbewa Divisional Secretariat in the Colombo District, which shows the highest growth in female employment, as it is difficult to study the entire census. The Colombo district remains the top choice for migrant workers and according to the 2011 census, there were 240,805 people migrating to Colombo for employment - the largest representation of the female population in Kesbewa Divisional Secretariat was 156,975. Accordingly, of the 552 families residing permanently in the 533 / J Egodawatta Grama Niladhari Division of the Kesbewa Divisional Secretariat Division, 50 households from 245 families with female employees were randomly selected. Research sources include books, articles, annual and monthly magazines, as well as central bank reports, various researches and institutional information, and the Internet as sources of secondary data.

III. DATA PREPARATION, ANALYSIS & RESEARCH AREA

The systematic analysis and analysis of data gathered through primary and secondary data sources was carried out. The systematic analysis of both quantitative and qualitative data was done and statistical methods such as tables, documents, graphs and percentage were used in the analysis of quantitative data. The descriptive method was also used as the main method of data analysis. Analytical methodology is also used as a method of further analyzing information obtained through the field, using imaginative names.

The main research area of this study was the Grama Niladhari Division of 533 / J Egodawatte in the Kesbewa Divisional Secretariat Division in the Colombo District. This Grama Niladhari Division is spread over an area of 19 hectares (0-9p2). This Egodawatte Grama Niladhari Division which has 200 acres of land and 25 acres of mud lands is under the control of Boralesgamuwa Municipal Council - the total population of the area is 3111 out of which 1344 are females and 1667 are females. 125 people and 810 outsiders.

Egodawatte Grama Niladhari Division, which was a jungle area of about 10 families and houses in the past, has developed steadily with the establishment of Jayewardeneperu University in 1964. Accordingly, the total number of families in the area at present is 552 and the total number of houses is 545. The number of families receiving Samurdhi assistance is 30. Out of a total of 552 families, 245 are female employed families and has 275 female employees - 57 of whom are employed in the public sector and 38 in the private sector and the remaining 180 are self-employed - most employed in the public sector are teachers, doctors. , In other professions related to the administrative and health sectors, and the highest employment in the private sector is in the trade maid category. Maintaining private boarding and rice stalls is the choice of many self-employed and operates in the area as a major source of income as well as an additional source of income - thus it is clear that there is a significant level of female employment in the area.

Detailed analysis

4-3-1 Biological information

Table 4-3-1-1 Age structure of the data contributor

Age	Sample Size	Percentage
20 >	00	00%
1-25	01	02%
26-30	08	16%
31-35	16	32%
36-40	10	20%
41-45	04	08%
46-50	02	04%
51 <	09	18%
Total	50	100%

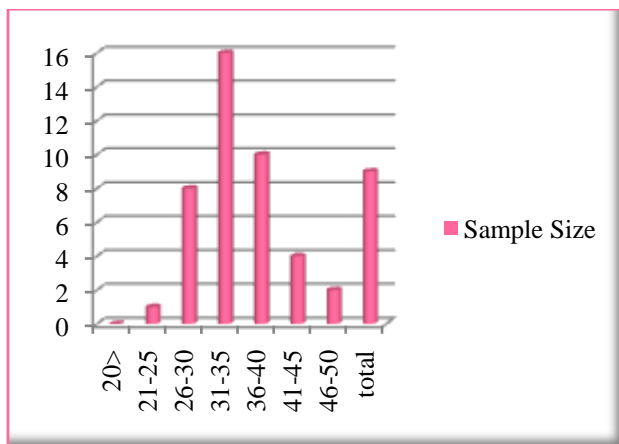


Figure 1 Chart No. 4-3-1-1 Age structure of the data contributor

Although the employment of married women in the early days of female employment was not socially acceptable, it is clear that a change is taking place in the modern social order -

especially in the age group of 26 and 51 who have become the most represented age groups in the sample - the data representing that size The number of contributors was 49 - indicating that they represented the age of marriage. Accordingly, it is clear that the group represented the age of marriage - thus confirming that a woman's employment does not affect her employment - on the other hand, the average employment of a woman begins after the age of 26 and beyond. It is also clear that female employment is at its peak. Since women's employment usually begins with the completion of higher education, it is clear that this age limit is the average female employment age in society.

Table 4-3-1-2 that the spouse of the data provider is unmarried

Marital Status	Sample Size	Percentage
Married	42	84%
Unmarried	06	12%
Divorce	00	00%
Widow	02	04%
Live together	00	00%
Were separated	00	00%
Collection	50	100%

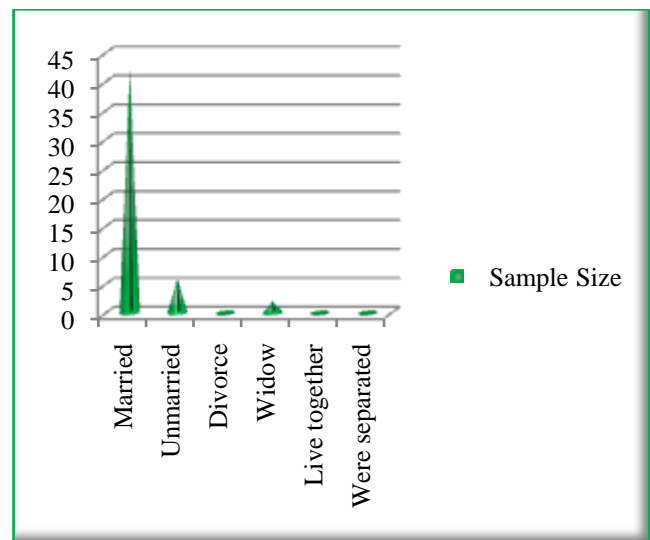


Figure 2 Chart No. 4-3-1-2 that the data contributor is unmarried

One of the factors that have a direct impact on a woman's employment and career choice is her marital status and her unmarried status. In a parallel industrial society, the married woman was employed in the industrial sector, but the men expected her traditional role in the family. As a result, the employment of married women became very low in the society. But the data analysis shows that 42 per cent of the 50 employed women are married and 6 per cent of the unmarried people are of the opinion that marriage has an impact on the employment of women.

Table 4-3-1-3 Data Contributor Nation

Nation	Sample Size	Percentage
Sinhala	48	96%
Tamil	00	00%
Muslim	00	00%
Christian	02	04%
Other	00	00%
Total	50	100%

Nation Size Percentage

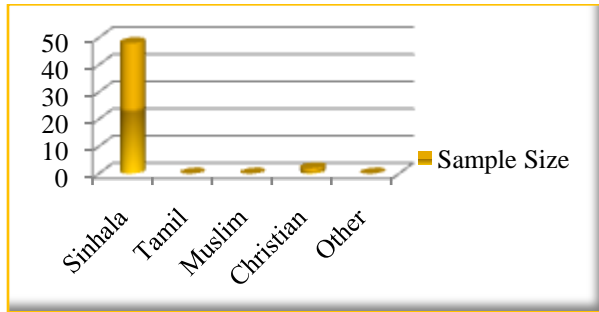


Figure 3Chart No. 4-3-1-3 Data Contributor Nation

The religion and race that a woman represents is directly related to her employment - especially in countries where Muslim extremism, which does not recognize the right to women's education, is active, and there is very little representation of Muslim women in the labor market worldwide even in the case of Muslims employed. This situation is further revealed by the fact that women's representation was but not so much on Tamil Christian and Sinhala women who enjoyed the privilege of working in the professional spheres without discrimination between men and women who converted to Christianity during the period of colonialism. Employment also grew steadily but in each of these races the representation of Sinhala women in employment was higher than that of women, and was a hallmark of modern as well as traditional and colonial eras 48 percent or 96% of the total data contributors in the sample. Being Sinhalese is more than this is also clear.

Table 4-3-1-4 Data Contributor Education Level

Education Level	Sample Size	Percentage
Didn't attend to school	00	00%
1-5	00	00%
6-9	02	04%
Up to O / L	06	12%
Passed O / L	01	02%
Up to A / L	01	02%
Passed A / L	17	34%
Diploma	02	04%
Degrees	21	42%
Total	50	100%

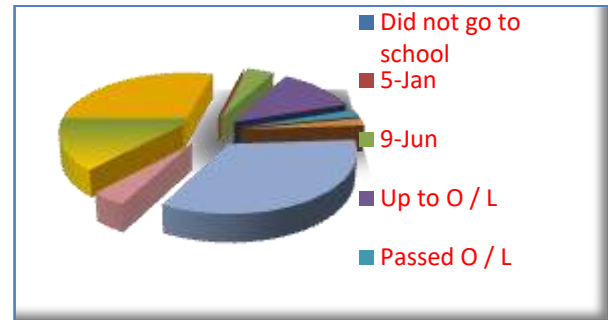


Figure 4Chart No. 4-3-1-4 Data Contributor Education Level

Women who were trapped within the traditional social framework were strongly influenced by education to enjoy socio-economic and political freedom in the society. Some researchers have pointed out that the yoke has also had a direct impact on the women's employment sector as education has increased, and they have further revealed that this has had an impact on women, especially in the industrial sector as a bridge to the professional sector (Farid, 1969; 577- Athukorala, 2005; 194). Women's university admissions grew from 10% in 1985 to 50% to 2% in 1990, through which women gradually systematized their hegemony over previously occupied professions in society - thus affecting the employment status of women in employment. The highest level of education in the sample is the degree - 21 - This makes it clear that education directly contributes to female employment as well as female career choice. Furthermore, the top 41% or 82% of the sample as a whole is highly educated with a high level of education.

Table 4-3-1-5 Number of family members of the data contributor

Number of Family Members	Sample Size	Percentage
Between 1-3	18	36%
Between 4-6	32	64%
Between 7-9	00	00%
More than 10	00	00%
Total	50	100%

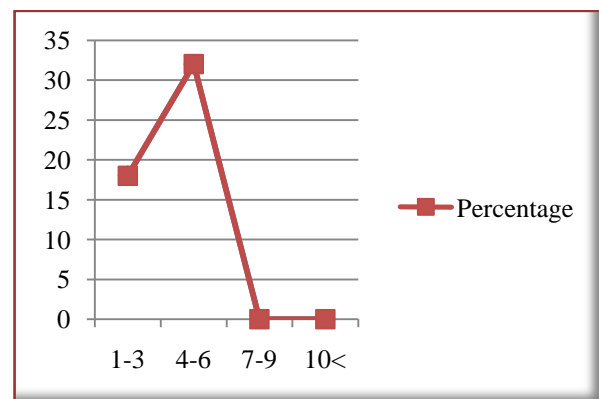


Figure 5Chart No. 4-3-1-5 Number of family members of the data contributor

Economically problematic conditions in the modern competitive social pattern have been a major factor in the employment of women, especially due to the gradual expansion of the family structure beyond the initial stage of marriage due to the fact that the majority of women are employed, depending on the number of families of employed women in the sample. At the best exposure speeds, 32 out of 50 sample data subscribers had family members between 4 and 6 and the other 8 had family members between 1 and 3. These women are more likely to pursue careers in a way that can provide some economic strength to the family than to spend time idle at home. And a selection of careers with shifts

Table 4-3-2-1 The job of the data contributor

Occupation	Sample Size	Percentage
Government	31	62%
Self- Earning	19	38%
Private	00	00%
Total	50	100%

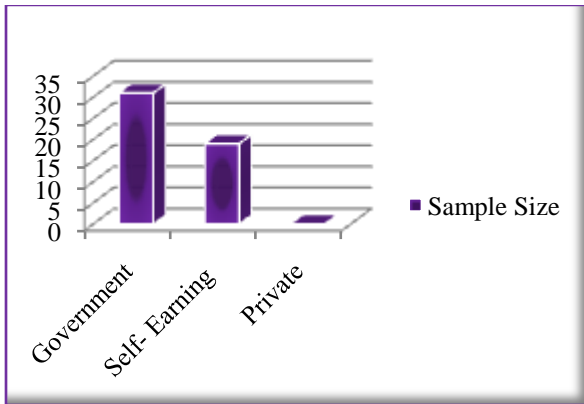


Figure 6 Chart No. 4-3-2-1 The job of the data contributor

In a traditional social structure, a woman had to live under strict protection and care, so she did not have the opportunity to interact with the society outside the home, so although she was professionally active, she chose the self-employment sector as a pre-industrial social pattern, such as weaving and dyeing. This was due to the fact that although they were employed in the work, they existed at the household level (Edirisinghe, 2011; 87) and on the other hand, in the early days, education was restricted to women in the field of home decoration such as handicrafts, sewing and tailoring (Jayaweera, 16). However, the elimination of gender inequality in the field of higher education and the elimination of gender inequality in the field of employment by 1978 led to a change in the field of employment of women (Jayaweera, 1985; 15). Accordingly, the number of women turning to the self-employment sector gradually decreased. This situation is best confirmed by the sample, which means that 62% of the samples are employed in the public sector while the self-employment sector is at a minimum of 38%. Accordingly, female employment in the public sector is higher than the self-

employment sector in modern society. Clear speeds that exist in value

Table 4-3-2-2 Nature of Job Contributor

Occupation	Sample Size	Percentage
Teaching	08	16%
Trade	08	16%
Hostel warden	07	14%
Medicine	05	10%
Office Assistant	03	06%
Caretaker	03	06%
The caretaker	03	06%
Administrative Officer	02	04%
Beauty salons	02	04%
Sewing clothes	02	04%
Nurses	01	02%
Government Administrator	01	02%
Engineer	01	02%
Speaker	01	02%
Attorney	01	02%
Samurdhi Officer	01	02%
Co-operative Officer	01	02%
Total	50	100%

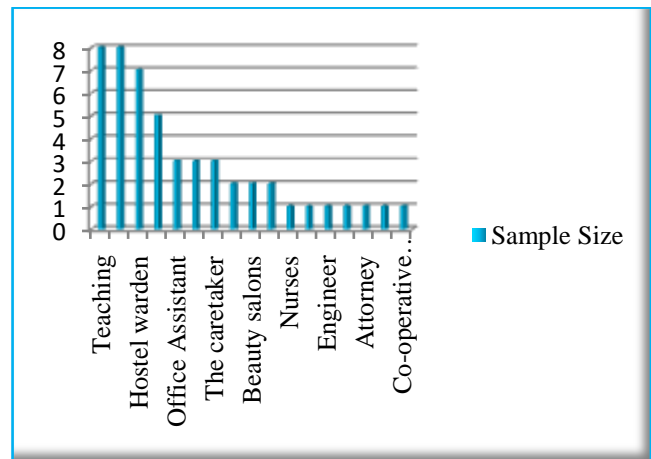


Figure 7 Chart No. 4-3-2-3 The nature of the job of the data contributor

1. Trade: Maintaining Food Shops, Communications, Retail Shops-
2. Hostel Warden: Owners of Private Boarding Houses
3. Caretakers: Caregivers in need of the residents of Meth Sevana Social Welfare Institute-
4. Caretaker: Security guards at Methsevana Social Welfare Institute
5. Government Warden: Chief Warden of Methsevana Social Welfare Institute

The transformation in the political, social, economic, educational and cultural spheres also led to a change in the gender-dominant status of women in career choice a fact that research has shown has led to an increase in female employment in various professions. - This situation especially began during the colonial period - until then it had given women the opportunity to work in professions such as medicine and law, which had been restricted to men for a long time (Jayawardena, 1986; 130) - and the further consolidation of women's right to education through the 1945 Free Education Scheme. The incident also contributed to this (Athukorala, 2005; 194). The occupation with the majority of sample database subscribers was the teaching profession, which accounted for 8 or 16% of the total - the second largest occupation representing the trade was 18% - another 7 clients were hostel wardens and physicians. The number of clients selected as professional occupations is five - three are employed as caretakers and three as office assistants and the number of employed clients as caretakers is 3 or 4% - administrative, nursing, attorney, attorney are among the occupations that have shown the least employment in the sample And lecturers, each of which represented a minimum of 2%. However, the fact that the labor contribution of women in the sample is so widespread under several categories reveals that research has confirmed the existence of a female career choice in society — but still relatively largely employs women in administrative, legal, and engineering professions. It is clear that there is no significant growth.

Table 4-3-2-5 Monthly Income of the Data Contributor

Monthly Income	Sample Size	Percentage
Rs. 5000 >	00	00%
Rs. 5000 -1000	03	06%
Rs. 10001 -15000	01	02%
Rs. 15001 -20000	03	06%
Rs. 20001 -25000	13	26%
Rs. 25001 -30000	15	30%
Rs. 30000 <	15	30%
Total	50	100%

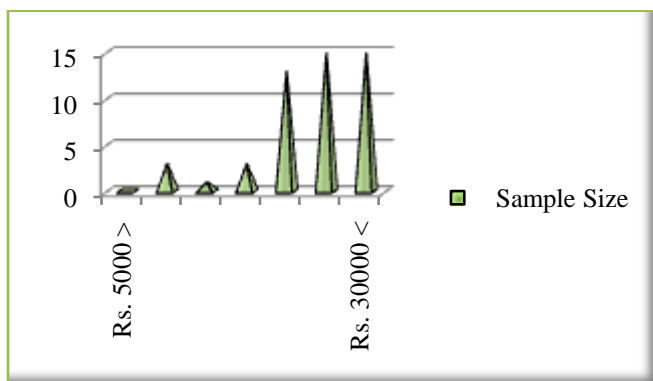


Figure 8 Chart No. 4-3-2-5 Monthly Income of Data Contributor

Wage inequality created between men and women was a major feature of the employment sector during World War II there was a steady level of female employment but women were entitled to lower-paying and lower-paying jobs: Dharabba ', 2005 - 8,870; The highest income level reported was the trinity of income groups over Rs. 20001 - its representative database was 43 - especially in the public sector where the income level of employed databases was between Rs. 25001 and Rs. 30,000. It is also clear that women do not get a significant income through a career as the income of the hostel operators, who are the main source of income in the area, was also above Rs. 20,000.

Table 4-3-2-6 Data contributor early reasons for choosing a job

Reasons	Sample Size
Education Level	32
Personal Desires	27
Relaxation and convenience	15
Economic status	10
marriage	09
Traditional ideas	04
Being productive over time	01

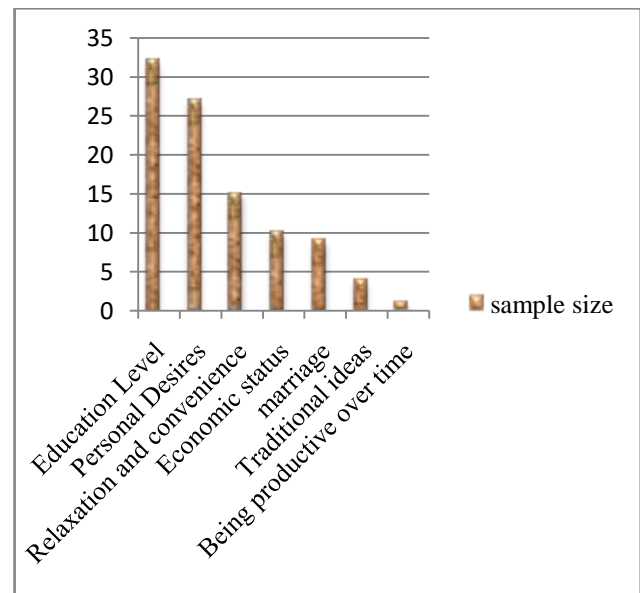


Figure 9 Chart No. 4-3-2-6 Data contributor early reasons for choosing a job

Here were several comments from the same database on the factors that led the database to choose a job - all 32 databases cited the level of education as the reason - thus highlighting the gender gap in higher education and vocational education. Research confirms that educational freedom in women through change has been a direct factor in job selection.

IV. RESULTS DISCUSSION AND CONCLUSIONS

Due to the dominant masculinity of women in the traditional social structure, the opportunity for her to enjoy a certain degree of freedom in society has been limited. The choice also created the age when the woman who was only employed in the profession, such as teacher, nurse and clerk, concentrated on the outside occupational, medical, engineering, occupational aspects of the sample. There is a widespread employment of women in trade, medical, administrative, law, engineering, samurdhi and co-operatives. The reasons for such a career choice in the subject of the woman can be directly deduced from the quality of education. The sample represents the highest level of education in the sample of data contributors. Of the total number of triplets, 40 were represented, 42% of which represented the undergraduate degree, and 32 respondents were asked whether the education status would directly affect the employment of the woman and the reasons for the data contributor to find a job. On the other hand, the assertion that career and education compatibility contributes to job satisfaction can be confirmed by the fact that educational status directly contributes to a woman's career choice.

In the old-fashioned society, where the employment of a married woman has a negative impact on her family structure, the role of the woman as a breadwinner has become unacceptable to the society. It is possible to conclude that this is not the case, since 84% of the 50 employed women were married women and, on the other hand, their highest representation was in the age group of 30 and older, with 41 unmarried women in that age group. This is not to say that the employment of a woman does not lead to a decline in the employment of a woman. However, when it comes to further marriage, it can also affect a woman's career choice. Many women seek greater independence and relaxation due to the effectiveness of the new lifestyle that accompanies marriage. Referring women may, for this very reason, refer to other occupations that are associated with marriage. It can be deduced that the number of family members contributes to women's employment and career choice in another way. With the gradual expansion of the family structure due to the gradual increase in the number of women, some women are in addition to the main occupation, some to other occupations. It can be deduced that due to the busy life that comes with having children, many women find work-related occupations as well as self-employment, the choice of their profession, and the apparent number of family members contributing to women's career choices.

On the other hand, the idea that society's unemployment is responsible for the employment of many women is 76% of the 50 women employed, but this is not acceptable by the society. It can be concluded that her husband's unemployment does not affect employment. One of the major factors influencing modern women's career choice is independence and leisure. Women were of the opinion that the reason for this lack of freedom and leisure was the most frequent reason for the lack

of freedom and leisure in the occupation, and the lack of adequate work and leisure for family work. Those who have been employed in other occupations prior to their employment have shown this lack of independence and leisure as a reason for leaving the job. It also reveals that professional freedom should exist in any profession. In view of all these conditions; it is revealed that a woman is looking for a job as she seeks independence and leisure. Most women turn to other occupations outside of their main occupation. The reason for this is because of the disparity in the economy and the lack of wages in the workforce. Many people choose to pursue additional careers for the sake of psychological satisfaction - most of the private tutors are looking for more than just the economic benefits - the best example is the job of a woman who runs a flower nursery as an extra. The attitude of taking - "I am very happy to see these flowers. Thus it is clear that economic strength as well as psychological satisfaction have some influence on the choice of employment of a woman. Many women are looking for a salary increase in their careers because their wages are inadequate to meet the needs of a family - especially for married women, who are looking for additional careers in their careers.

From the past, it has been widely accepted that the employment of a woman is inappropriate - and therefore women's orientation to higher education is accepted by society as ineffective. However, in the modern society, a change in these attitudes can be deduced from the fact that 70% of the total number of people who prefer a woman's job is exemplary. Modern society has emphasized that women should be employed in a particular profession because it is impossible to maintain them - it is generally accepted that the best occupations for a woman are freedom and leisure, and that there is some degree of freedom, social power and dignity. The social acceptance of women to work as they get through employment is therefore a modern society. It can be concluded that women's employment in society is acceptable to women.

From the earliest years of women's employment, teaching has been recognized as a profession that has been passed down to women through the gender inequality of the profession - so women in the past were employed in the teaching system without lay or clergy. Teachers are recognized as the most suitable profession for women in today's society because of the space and professional satisfaction that comes with spending time - 60% of the sample, in particular, have shown that teaching is the best career for women. Similarly, in modern society, teachers still accept society as the most suitable occupation for women - as well as selecting the highest number of employed women, 16% of the sample, as unskilled women. This is further confirmed, thus, it is clear that different factors play a role in women's career choices, and that education and marriage are more influential than all other factors - and that women's employment is functioning significantly in modern society. The contradiction is due directly to the social attitudes of the traditional social structure.

V. SUGGESTIONS

Making arrangements to increase the salaries of women in the professional sector most women stated that the lack of adequate pay would create a problem in meeting the family's needs. - As a result, women who work as caretakers and supporters at Methsevana Social Welfare Organization have shown that their labor is not worth the value of their labor. Taking necessary steps to increase wage growth. Provide Women with the Freedom and Relaxation in the Professional Sector - It is also a well-known fact that many women seek independence and leisure in their careers - especially since married women seek more freedom and rest in their careers. And rest should be restrained - unnecessary responsibilities, restrictions on freedom and leisure should be avoided, and women should be prevented from adapting to night workshops. It is important to take necessary steps to manage such situations, as overloading and overloading is commonplace. Changing the Traditional Social Attitudes That Affect the Woman - The social attitude of the woman as a commitment to family affairs is still recognized in the modern society - especially as a teaching profession is still the most appropriate occupation for a woman. This is why women's employment in certain occupational categories is still low and husbands do not approve of their employment after marriage because they are committed to family affairs. Giving women the freedom and rest they need in the professional sphere a situation that has been proven by the conclusions that many women seek freedom and rest throughout their careers especially since it is common for married women to expect more freedom and rest in their profession. And rest - there

should be no unnecessary assignments, no assignments that interfere with freedom and leisure, and no adaptation of women to night shifts. These restrictions on freedom and leisure are largely in the private sector especially in the maid category, where night shifts (until 11pm), overcrowding, and the lack of necessary transportation are commonplace, so it is important to take the necessary steps to control such situations. Changing the traditional social attitudes towards women the social attitude that women have built up in the traditional social structure as a person dedicated to the family work is still accepted in some contexts in modern society - especially the introduction of the teaching profession as a more suitable occupation for women Due to this, the employment of women in certain professions is still at a low level. Also, husbands do not approve of a woman's employment after marriage because of the idea that she should be committed to the family thus taking the necessary steps to change the prevailing social attitudes towards women.

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