

**CAREER BARRIERS AFFECTING FEMALE MEDICAL
PRACTITIONERS' CAREER ADVANCEMENT AS GENERAL
SURGEONS; A CASE FROM THE WESTERN PROVINCE**

By

B.P. POORNIL PERERA
(SRN: FGS/ MHRM/ 2012/029)

**Thesis Submitted to the faculty of Graduate Studies, University of Kelaniya, in
partial fulfillment of the requirements for the degree of
Masters in Human Resources Management**

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This research is conducted to develop the concepts of career barriers that are gone through by Sri Lankan medical practitioners. The future researchers could use the concepts developed, to build new theories that may help the female medical practitioner in Sri Lanka, to enter the field of surgery. This study was a qualitative study where a questionnaire and a personal interview were conducted on each doctor.

The findings of this investigation are important on two aspects namely theoretical aspect and practical aspect. The model developed by the researcher is to identify the concepts

or career barriers that persist among female medical practitioners. The content of career barriers developed by the researcher is also an original contribution to the field.

More female medical practitioners will be willing to enter the field of general surgery if the developed career barriers are solved. A pool of talented surgeons could be discovered if these career barriers are found and alternatives are created for them to overcome these challenges. It is time that the medical sectors identify these issues and solves them, in order to avoid a brain drain, and evolve into a modern workforce.

Educated women's talents are gone to a waste, when they have no support or encouragement.

As a developing nation, these matters need to be solved in order to have a satisfied medical workforce. These Sri Lankan female medical practitioners go through so many hurdles in life to achieve their aims and goals, especially without many facilities, like in the developed countries. These women are highly talented and able to multi-task. They deserve the rightful support, encouragement and motivation. Our nation should be proud to produce such talented women. And we must not lose them to a brain drain. An educated work force is the asset of a nation. We should treat them and give them the status they deserve.