

**An assessment of 'work- family balance' among
married females in Sri Lanka:
a case study of Gampaha District**

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There have been marked changes in women's lives in Sri Lanka after they are given more opportunities for labour force participation under the context of various socio-economic changes viz., globalization, migration, demographic change, educational expansion and technological advances. According to the Department of Census and Statistics (2008) the labour force participation rate for females is 33.2% in Sri Lanka. The proportion of married females in the labour market has also grown and they are more likely than others to face adverse job-related issues associated with child rearing and family care.

In this study, an attempt was made to examine how different aspects of married female employment would affect their family lives and what are the coping strategies they adopt to make a positive work-family balance within their households. There was a limitation attached to this particular study in which, the sample respondents comprises only with female married paid employees. The study was undertaken with 80 married females engaged in different occupations within Gampaha Municipal Council area. Primary data and information were gathered using a questionnaire and by indepth interviews. The findings reveal that work-family balance remains a critical issue for the married females categorized under professionals than others. Although, all females value job satisfaction, career development, family development and future aspirations, their main concern was family obligations. The significance of partnership with the husband's employment and his mutual support at home are also seen as positive factors for a more balanced work-family life for females.