**Exploring the Factors Contributing to Women's Empowerment in Management within Higher Education Settings**

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**Abstract**

Education sector in Pakistan is facing various challenges, one of which is the under representation of women in positions of educational management. Underrepresentation of women in positions of educational leadership has been all around as perceived in the writing of the United States and Europe (Lopez, 2008) just as in Asian settings (Shamsodin, Saeed & Shahla, 2012). This study is examined the factors of women empowerment in the field of management at higher education level. Furthermore, this study also explored the internal and external barriers faced by women within their cultures and environments. This study utilized a mixed method approach. All the females on managerial position in Islamabad (International Islamic University Islamabad) and Rawalpindi (Fatima Jinnah Women University Rawalpindi) was identified as population /sample size and universal sampling technique was used. In this study, the researcher administered self-developed questionnaire and semi structured interview guide for collecting data from the participants. Researcher personally visit all the selected universities for data collection. Frequency and percentages was used to analyse the data collected from the questionnaire. Qualitative data were analysed through thematic analysis. It is concluded that need-based regular training program for improvement of women leadership. Criterion-based graded certification for recruitment and selection of academic leaders in management positions, and opportunities in national and international conferences in leadership domain formed the set of formidable accommodations. It is recommended that with all obstacles affecting women especially of wanting to be close to their family and communities devaluing women leadership women leaders. There is need for women to take up leadership positions within higher education even outside their areas. Society may support the working women. Social set-up may be made more convenient for working women and institutional, professional and legal reforms may be made.

***Keywords:*** Educational Manager, Women Leadership, Working Women