

STUDYING THE DETERMINANTS AFFECTING GENDER EQUALITY IN MANAGERIAL POSITIONS. (A CASE STUDY OF HIGHER EDUCATIONAL INSTITUTES OF QUETTA DISTRICT)

Sikandar Khan¹ , Dr. Rubeena Batool²
&
Shah Khalid Baloch³

Abstract

Women constitute more than half of population in Pakistan and have major contributions for the development of country. This also possesses a positive impression around the globe as considered to be important to achieve gender equality and to meet SDGs. However, in contrary their representation in leadership positions is much lower as compared to their male counterparts especially in educational leadership the women involvement is next to nothing despite their huge physical presence. Despite of their capacities and potentials women are seen to be oppressed in all spheres of life.

Therefore, this study aimed at identifying the key factors that confine women representation in universities managerial positions. To carry out this research, descriptive survey method was adopted focusing female faculty of higher educational institutes of district Quetta. A sample of 150 respondents was selected through multi-stage sampling. In first stage through quota sampling a specific quota of respondents were selected based on their physical presence in different departments of the universities. In second stage, by using the systematic sampling method and simple random sampling the required sample size was chosen. The primary data for the current research was collected using a structured questionnaire. Data analysis was done using SPSS.

The research came up with different major outcomes concerning women representation in the managerial positions in higher educational institutes of district Quetta. Female representation compared to their physical number is very low in managerial and leadership positions. The factors that have contributed in this regard have been divided into three major categories namely personal, organizational and socio-cultural factors that have played a strong role to restrict women participation in managerial positions in universities. The male dominant society and the patriarchal nature of society do not want women to work as leader's despite of their own interest, experience and level of education. However, their leadership skills could be improved through trainings and workshops on management and leadership skills that would boost their knowledge and understanding of policies and procedures more appropriately. The study states that women highlighted one personal issue that is related to their household responsibilities that sometimes confine them to avoid leadership. If University takes child caring services their participation would be increased. Though socio cultural and organizational factors influence women participation in managerial positions but their presence in large number shows that they are willing to work, if gender biasness is eliminated and equal opportunities are provided, they would like to participate in managerial positions. Gender balance in staff is also important factor. The greater number of female faculty members waiting for the opportunity and they can take lead roles.

Keywords: Managerial positions, women, Barrier, universities,