WOMEN’S EMPOWERMENT AND LEADERSHIP IN EDUCATION: A KEY FACTOR FOR EMIRATISATION IN THE UNITED ARAB EMIRATES

by

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I declare that Women’s Empowerment and Leadership in Education: A Key Factor of Emiratisation in the United Arab Emirates is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

..............................................  ..............................................
SIGNATURE                              DATE
(MRS K ADAM)
ACKNOWLEDGEMENTS

In the name of Allah, the beneficent, the merciful.
Allah says, “Are those who know equal to those who know not?
It is only those who are endowed with understanding
that receive admonition.”
(The Holy Qur'e'an, surah 39, ayat 9)

The author deeply thanks her Lord Allah for his sustenance and generosity in making the completion of this research conceivable.

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SUMMARY

Women in the United Arab Emirates (UAE) have a role to play in the development of their country’s political, economical, educational and social goals. Although, social constraints exist for women and work, they presently dominate sectors like education. A qualitative research design was employed to identify barriers, current leadership roles and the participation of national female educators in the decision-making process. Barriers to both job entry and career progression were identified. In particular, married educators with children found difficulties in balancing their roles as care givers and career women. Educational leaders used transformational leadership styles, were considered role-models and contributed to decision-making by providing quality decisions based on their experience and expertise. Strategies to assist women in overcoming barriers are recommended because when women start forming an integral part of the workforce, their empowerment and their input in terms of leadership will be a key factor for the UAE government’s goal of Emiratisation.

KEYWORDS

barriers, career development, education management, Emiratisation, transformational leadership, women.
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<tr>
<td>ADCCI</td>
<td>Abu Dhabi Chamber of Commerce and Industry</td>
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<tr>
<td>AED</td>
<td>Arab Emirates Dirham (Currency of the UAE)</td>
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<tr>
<td>ECSSR</td>
<td>Emirates Center for Strategic Studies and Research</td>
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<tr>
<td>HCT</td>
<td>Higher Colleges of Technology</td>
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<td>H.H.</td>
<td>His/Her Highness</td>
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<td>FTLR</td>
<td>Foreign Labor Trends Report</td>
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<td>GCC</td>
<td>Gulf Cooperation Council</td>
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<td>GWU</td>
<td>General Women’s Union</td>
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<tr>
<td>ICDL</td>
<td>International Computer Driving Licence</td>
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<tr>
<td>ILO</td>
<td>International Labor Organization</td>
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<td>MOEY</td>
<td>Ministry of Education and Youth</td>
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<td>MOP</td>
<td>Ministry of Planning</td>
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<tr>
<td>TANMIA</td>
<td>National Human Resource Development and Employment Authority</td>
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<td>UAE</td>
<td>United Arab Emirates</td>
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<td>UAEU</td>
<td>United Arab Emirates University</td>
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