

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

by

**KATHIJA ADAM**

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**SUPERVISOR: PROF GM STEYN**

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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.

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**SIGNATURE**

(MRS K ADAM)

.....

**DATE**

## 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’aan, surah 39, ayat 9)

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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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## List of Abbreviations

<b>Abbreviation</b>	<b>Meaning</b>
ADCCI	Abu Dhabi Chamber of Commerce and Industry
AED	Arab Emirates Dirham (Currency of the UAE)
ECSSR	Emirates Center for Strategic Studies and Research
HCT	Higher Colleges of Technology
H.H.	His/Her Highness
FTLR	Foreign Labor Trends Report
GCC	Gulf Cooperation Council
GWU	General Women's Union
ICDL	International Computer Driving Licence
ILO	International Labor Organization
MOEY	Ministry of Education and Youth
MOP	Ministry of Planning
TANMIA	National Human Resource Development and Employment Authority
UAE	United Arab Emirates
UAEU	United Arab Emirates University
UNDP	United Nations Development Program
ZU	Zayed University

