

## AMIDST THE BARRICADES: PAKISTANI WOMEN

### Amidst the Barricades: Pakistani Women as Managers in Higher Education

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## ABSTRACT

Pakistani social media landscape, over a decade, has been inundated with a political rhetoric for affirmative action regarding gender empowerment. Ironically the magniloquence did little in altering the status quo amidst the patriarchal culture. The minuscule representation of women, as in the other professional realms, in managerial positions particularly the senior managerial echelons of higher education reverberate a saga of women marginalization. It is against this backdrop the current study attempts to explore the barriers encountered by women managers in academia through a descriptive exploratory study using a structured questionnaire with a stratified sample of 116 women in management across four public and four private universities of Rawalpindi and Islamabad. Data was analyzed through independent sample t-test. Findings reveal that women in management encounter familial and organizational barriers and that these barriers are more pronounced in the private sector universities.

**Keywords:** Higher Education, Barriers, Management