

Abstract

Title: *Pakistani nurses perspectives on nursing empowerment: A Case Study Approach*

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Empowerment in nursing profession has always been a struggle. In Pakistan, nurses as women face disempowerment at various levels, both in their personal and professional lives. A case study was design to determine the nurses' own perspectives regarding nurses' and nursing profession under the grant project of WEMC (Women Empowerment in Muslim Context). The Aga Khan University School of Nursing, Karachi, Pakistan was taken as a case and nurses as a unit of analysis. The purposes of the study were; to analyze the process of empowerment, nurses' experiences of empowerment both at personal and professional level, outcomes of AKUSON's struggle towards nursing empowerment, and to recommend future directives for further development, democratization and good governance within the nursing professional bodies (PNC, PNF) in Pakistan. Purposive sampling was used for data collection. Focus group discussion was used as a method of data collection. Total of 6 FGDs were done. Nurses from registered nurse level till managerial and faculty level were involved in the focus group discussions. Data was analyzed under various themes and categories using NVIVO 2.0 soft ware package.

Nurses emphasized that AKUSON has played a pivotal role in enhancing the legitimacy of nursing as a profession for Muslim women. Higher education, increased

support among nurses themselves, accountability, role modeling from nursing leaders, proper HR systems and facilities at employment level and above all active role of nursing professional bodies such as PNF and PNC are the essential elements for empowering nurses and nursing profession in Pakistan.

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