"Women Leadership in Higher Education: Experiences of Haryana"

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Teachers in Higher Education

Post wise distribution (in %)

- Assistant Professor: 69.8%
- Associate: 11%
- Professor: 5.3%
- Temporary: 5%
- Demonstrator/Tutor: 9%
Representation of Teachers

Category wise distribution (in %)

- General: 56.2%
- OBC: 32.3%
- SC: 8.6%
- ST: 2.27%
Women in Higher Education

<table>
<thead>
<tr>
<th>Gender (in %)</th>
<th>Professor (in %)</th>
<th>Associate (in %)</th>
<th>Assistant (in %)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Male</td>
<td>Male</td>
<td>Male</td>
</tr>
<tr>
<td>Female</td>
<td>Female</td>
<td>F</td>
<td>Female</td>
</tr>
<tr>
<td>India</td>
<td>58</td>
<td>73.14</td>
<td>63.4</td>
</tr>
<tr>
<td></td>
<td>42</td>
<td>26.85</td>
<td>36.5</td>
</tr>
<tr>
<td>Haryana</td>
<td>47.61</td>
<td>69.4</td>
<td>51.6</td>
</tr>
<tr>
<td></td>
<td>52.38</td>
<td>30.5</td>
<td>48.2</td>
</tr>
</tbody>
</table>

Source-AISHE, 2017-18
## Women in Non-Teaching in Higher Education

<table>
<thead>
<tr>
<th></th>
<th>Group A</th>
<th></th>
<th>Group B</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>India</td>
<td>117104</td>
<td>66248</td>
<td>129627</td>
<td>80264</td>
</tr>
<tr>
<td>Haryana</td>
<td>2623</td>
<td>982</td>
<td>3077</td>
<td>1263</td>
</tr>
</tbody>
</table>

Source-AISHE, 2017-18
Women in Decision Making in India

Women in Local governance

Women Sarpanch- 43% of total gram panchayat

Women in Parliament

Lok Sabha - 64 (11.8 % of 542 MPs)
Rajya Sabha- 27 (11 % of 245 MPs)
(Source- Economic Survey, 2018)

Women in judiciary

Supreme court (sitting)- 3 (total 8 judges)
Women Leadership in Higher Education

- 8 women vice-chancellor in 635 Indian universities
- **Haryana**: 40 universities, including 1 Central, 17 state government, 22 state private universities
- Haryana have more women (53.85%) in higher education compare to men (46.14%) at entry level.
- Only one woman Vice-Chancellor in Bhagat Phool Singh Mahila Visvidyalaya, Sonipat (Women University) and One Women Registrar in Kurukshetra University. (www.aiu.ac.in)
- **No. of Universities in India**: 635 University (903 in AISHE, 2018 and 874 on UGC)
Research questions

- Exploration of motivating factors for women to enter in leadership positions in higher education.
- How Socio cultural factors affect women leadership in higher education?
- How does the female leaders perceive the challenges of gender roles on their effectiveness as a leader?
Research Methodology

- **Sample**: 5 government colleges and one Central University of Haryana
- **38** women faculty working as Head of Department, Dean, Proctor, In-charge of NSS or other Cells/Clubs
- **Consents**: ethical guidelines as per protocol
- **Tools**: Questionnaire, interviews
Proposed Model (adapted Jonna Barsh Centered Leadership Model, 2008)

- Meaning/Motivation for higher education
- Identity/Engaging
- Networking/Connecting
- Work life balance/Managing energy
## Analysis

<table>
<thead>
<tr>
<th>Prominent Dimension</th>
<th>Encouraging factors</th>
<th>Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motivation for Higher Education/Meaning</td>
<td>Experience, qualification</td>
<td>Safety and security, less distance, salary structure</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Opportunity depends upon family structure and approval</td>
</tr>
<tr>
<td>Work Life balance/Managing energy</td>
<td>Family Structure, nature of work</td>
<td>Family support, Nurturing of child with economic support, leaves</td>
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<tr>
<td></td>
<td></td>
<td>Prioritizing the work ignoring own interests, unproductive administrative tasks, family expectations</td>
</tr>
<tr>
<td>Identity/Engaging</td>
<td>Marriage, opportunity in organisation</td>
<td>Social identity, personal identity, familial structures, significant, social security</td>
</tr>
<tr>
<td></td>
<td></td>
<td>women as boss, child care, less weightage to ideas,</td>
</tr>
<tr>
<td>Networking/Connecting</td>
<td>Social Acceptance, gendered perception</td>
<td>More opportunity in academics, sensitive people, family support</td>
</tr>
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<td></td>
<td></td>
<td>Moral policing, family restriction, social limitations</td>
</tr>
</tbody>
</table>


Report Women and Men in India, 2017


