

WOMEN PARTICIPATION IN ACADEMIC AND MANAGEMENT LEVELS IN PUBLIC UNIVERSITIES OF PAKISTAN: A CASE STUDY OF UNIVERSITY OF SINDH

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Abstract

Universities play a pivotal role in creating opportunities for education, it also contributes direct and indirect source of employment. Pakistan is a developing country and access to education and employment is still major problem of country. In Pakistan unequal gender representation can be observed in many public and private sectors of economy in spite of that women participation in economic activities cannot be denied. University of Sindh, Jamshoro is the second oldest public university in Pakistan. The objective of this research paper is to find out extent to which women participated at academic and management levels in public universities/degree awarding institutions of Pakistan. The paper also examines the decision making process in administrative and academic areas in universities and the involvement of women to problem solving and decision making.

Introduction

Women as human capital truly involved in all sectors of economy of the world and perform various tasks to achieve into both public and private sectors. The active participation by highly educated women in any income generation activity plays more important role in ensure sustainability of economic growth rate but the most terrible and dramatic situation is that even in 21st century educated women

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are still long way from equally participating with men in many fields, such as in universities/degree awarding institutions. Therefore, this exploratory study focused to analyze women's capacity and decision making abilities and their contribution in universities of Pakistan with special focus on University of Sindh, Jamshoro. The paper is divided in three major parts, part one gives introduction, briefly explains conceptualized literature review and methodology of study. Part two presenting some data analysis and findings. Part three based on the summery of conclusions and recommendations.

Conceptualization

Women traditionally treated as under used resource and unequal to men, describing as the "gateway to hell" and "the mother of all evils" (Shams, 1991, p5). After the destruction of 2nd world war women made a major contribution to economic development for their countries (Syeda, et al 2006). Women play a fundamental role both inside and outside the home, perform two thirds of the hour's world's work and work thirty times higher than men. Women share 10% of the world's income and participated as 20% of engineers & research scientists all over the world. There are women in government services, in administrative positions and in research organizations. There are women in top positions such as ministers, vice chancellors and secretaries in the federal government but all these positions are open to women who have the requisite qualification (Syeda, et al 2006).

According to Pakistan Economic Survey 2008-09, female enrolment ratio in universities/degree awarding institutions of Pakistan is 46% which shows gender gap. In year 2006, women participation as professors was 20% while as associate professor was around 22% (World Conference on Higher Education 2009). In year 2006-07 the overall women's participation ratio as academic or teaching faculty is 30%. However; women still not prominent at decision making

positions, there are only 2% women are work as administrators and managers while only 18% are as professionals (Zadi, 1999). In July 2009, world conference on higher education enumerate the role of women at academic and management levels in common wealth universities, according to this report women are still severely underrepresented at level of decision making or institutional leadership in universities. In Pakistan overall female contribution at management positions in universities are less than 10% while in many categories women are completely disappeared (Singh, 2002). The major reason of lower female participation at academic and management levels in universities / degree awarding institutions is female dropout rate at higher education level and the female lower self-interest/enrolment in non-traditional courses or those courses which are suppose to be the management based courses. There is a small presence of female students in the fields of business, commerce and accounting as only 15%, in engineering only 15%, in information technology only 22% and in law only 23%, on the other side in traditional courses such as education, nursing and medical female enrolment ratio is 75%, 73% and 41% respectively {Social Policy Development Center (SPDC) Annual Report, 2007-08}. In Pakistan female dropout rate at higher education level is considerably high; about 14% (Syeda, et al, 2006).

To sum up, there is optimistic supposition that over past 2-3 decade's women participation in public higher education sector management and administration is growing. Although the progress is slow but still encouraging. This opens area to investigate women's decision making skills in the work stress and other challenging situations.

Methodology

The study is based on primary and secondary data, collected from central administrative campus of University of Sindh, Jamshoro. In order to test suppositions, primary data was collected through

focused group interviews by structured and unstructured methods. The respondents were working in academic cadre (from Professor to Lecturer) and highest cadre of decision making positions in University of Sindh. This included women such as Pro-Vice Chancellor, Deans in the Faculties of Science, Arts and Social Sciences, and various women Heads of Departments. The secondary data provides analysis on five year basis.

Results and Findings

The economic prosperity of nations depends on effective and efficient utilization of human resource but unfortunately educated women as active and efficient human resource not fully utilized during last years in public universities/degree awarding institutions in Pakistan. Table 1 highlights the gender distribution of academic staff into the University of Sindh, Jamshoro data reveals that besides decreasing trend in Associate Professor category, academic participation of women more or less improve their relative positions especially at Professor level but still need to improve women at all levels because women not equally participated in any category.

Table 1: Women Participation at Academic Levels in University of Sindh, Jamshoro, for Years 2004-2005 to 2008-2009

Designation	Grade/ BPS ¹	2004-2005		2005-2006		2006-2007		2007-2008		2008-2009	
		Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
Professor	20/21	92	19(21)	90	22(24)	91	22(24)	80	23(29)	74	22(30)
Associate Professor	19/20	56	13(23)	43	9(21)	42	9(21)	34	7 (20)	31	4(13)
Assistant Professor	18/19	136	34(25)	150	40(27)	150	40(27)	187	54(29)	192	52(27)
Lecturer	17/18	124	48(39)	153	68(44)	161	69(43)	169	68(40)	214	85(40)
Grand Total		408	114(28)	436	139(32)	444	140(32)	470	152(32)	511	163(32)

Source: Registrar Office University of Sindh, Jamshoro, 2010

¹Higher Basic Pay Scale (BPS) awarded in Jan 2007

() Figures in parentheses are percentage.

Table 2 indicates that women as human resource in management of university of Sindh, Jamshoro remain as undermining factor. Almost all management positions are dominated by men managers only in few categories women can be seen while women as Pro-Vice Chancellor is encouraging sign. The overall limited and fluctuated women participation ratio and absence of women in many decision making positions proved that women are still a long way from participating on the same footing as men in management cadre of University of Sindh, Jamshoro indeed, there has been overall little improvement but still not satisfactory.

Table 2: Women Participation at Management Levels in University of Sindh, Jamshoro, for Years 2004-2005 to 2008-2009

Designation	Grade/ BPS ²	2004-2005		2005-2006		2006-2007		2007-2008		2008-2009	
		Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
Vice-Chancellor	22	1	-	1	-	1	-	1	-	1	-
Pro-Vice-Chancellor	21	-	-	-	-	-	-	1	1(100)	1	1(100)
Registrar	20	1	-	1	-	1	-	1	-	1	-
Controller of Examinations	20/21	1	-	1	-	1	-	1	-	1	-
Director of Research/Post Graduate Studies	20/21	1	-	1	-	1	-	1	-	1	-
Deans	20/21	5	1(20)	6	1(17)	6	1(17)	6	-	6	-
Director of Finance	20	1	-	1	-	1	-	1	-	1	-
Director Of Planning & Development	20	1	-	1	-	1	-	1	-	1	-
Director Admissions	19	1	-	1	-	1	-	1	-	1	-
Director of Sports ³	17/19	2	1(50)	2	1(50)	2	1(50)	2	1(50)	2	1(50)
Directors/Chairperson of departments	17/18 to 20/21	40	8(20)	43	10(23)	43	12(28)	44	13(30)	44	12(27)
Others ⁴	19 to 21	3	-	3	-	3	-	3	-	3	-
Grand Total		57	10(18)	61	12(20)	61	14(23)	63	15(24)	63	14(22)

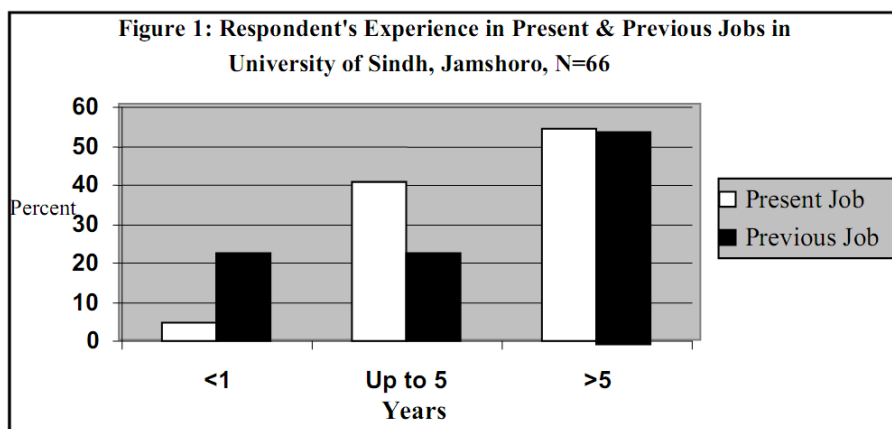
Source: Registrar Office University of Sindh, Jamshoro, 2010.

() Figures in paranths are percentage. ²Higher Basic Pay Scale (BPS) awarded in Jan 2007

³Director of Sports for boys are in grade 19, while for girls are in grade 17.

⁴Others category refer to Advisor Planning & Development, Librarian and Additional Registrar.

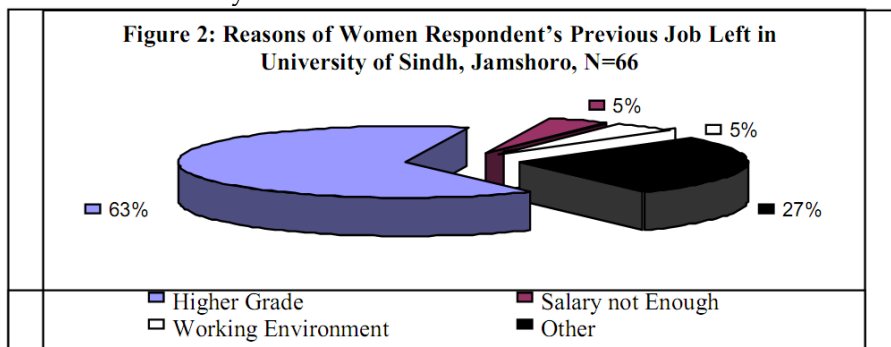
Figure 1 reveals that 54.5 percent female respondents have more than five years experience of working in higher education institution at academic or management positions and approximately 41 percent respondents have up to five years experience in present jobs. In contrast, 54.5 percent female respondents have more than five years experience in previous jobs at teaching or management positions, approximately 22.7 percent respondents have up to five years and 22.7 percent have less than one year experience in previous jobs. This indicates that female respondents have ability to perform academic and management/decision making responsibilities.



Data Source: Survey Data 2010

Figure 2 indicates the level of female respondent's consciousness in order to uplift their professional status. Data shows that 63 percent female respondents left their previous job for higher grade, only 5 percent for lower salary package, five percent for unhealthy working environment and 27 percent for other reasons (i-e personal family affairs etc). It explores that female respondent have potential to

work at better professional position in academic and management cadre at university level.



Data Source: Survey Data 2010

Table 3 indicates a pattern of respondent's response towards working environment in the University of Sindh, Jamshoro. This table reveals that 73 percent of women working in the university in different cadre including teaching and administration were satisfied with supportive attitudes of top management. Some female respondents feel stress at work place. According to statistical figures 32 percent working women reported that they were feeling gender discrimination at work place which results under performance towards their office assignments.

Table-3: Working Environment in University of Sindh, Jamshoro, N=66

S.No	Statements	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	All
1	I get all the support which I need from top management.	13.6	72.7	-	13.6	-	100.0
2	I get all the cooperation which I need from sub-ordinates.	45.5	54.5	-	-	-	100.0
3	I feel that, I am highly affected by working environment.	31.8	27.3	18.2	18.2	4.5	100.0
4	I feel lot of stress at my work place.	-	18.2	9.1	54.5	18.2	100.0
5	I feel gender discrimination at work place.	4.5	31.8	4.5	31.8	27.3	100.0
6	I feel gender discrimination at work place created by female themselves.	4.5	22.7	18.2	31.8	22.7	100.0

Source: Survey Data, 2010

Conclusion

It is concluded that female participation at all levels of academic and management positions can be improved by improving the ratio of higher educated female. Survey data reveals that female are underrepresented at decision making levels but lower representation is not enough evidence to prove that female are weak decision maker. Female participation ratio at academic level shows gender gap however, female's participation ratio as academic or teaching faculty is comparatively better than management. Whereas, still there is need to develop a vision of concentration on tapping female faculty in the pool for equal gender representation in universities / degree awarding institutions in Pakistan. The key priority areas should be the improvement in the standard of female faculty without gender gap at all teaching positions in universities/degree awarding institutions.

There should be a policy to ensure female's equal participation (i-e bottom to top management) in universities and more opportunities for training, workshops and personality development sessions for enhancing female management skills and self motivation to work at decision making positions.

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