

# Gender Equity and Inclusivity in Higher Education

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*"Fight for the things that you care about, but do it in a way that will lead others to join you."*

***Ruth Bader Ginsburg***



# NEP 2020

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## Effective Governance and Leadership for Higher Education Institutions

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Leaders of an HEI will demonstrate strong alignment to Constitutional values.

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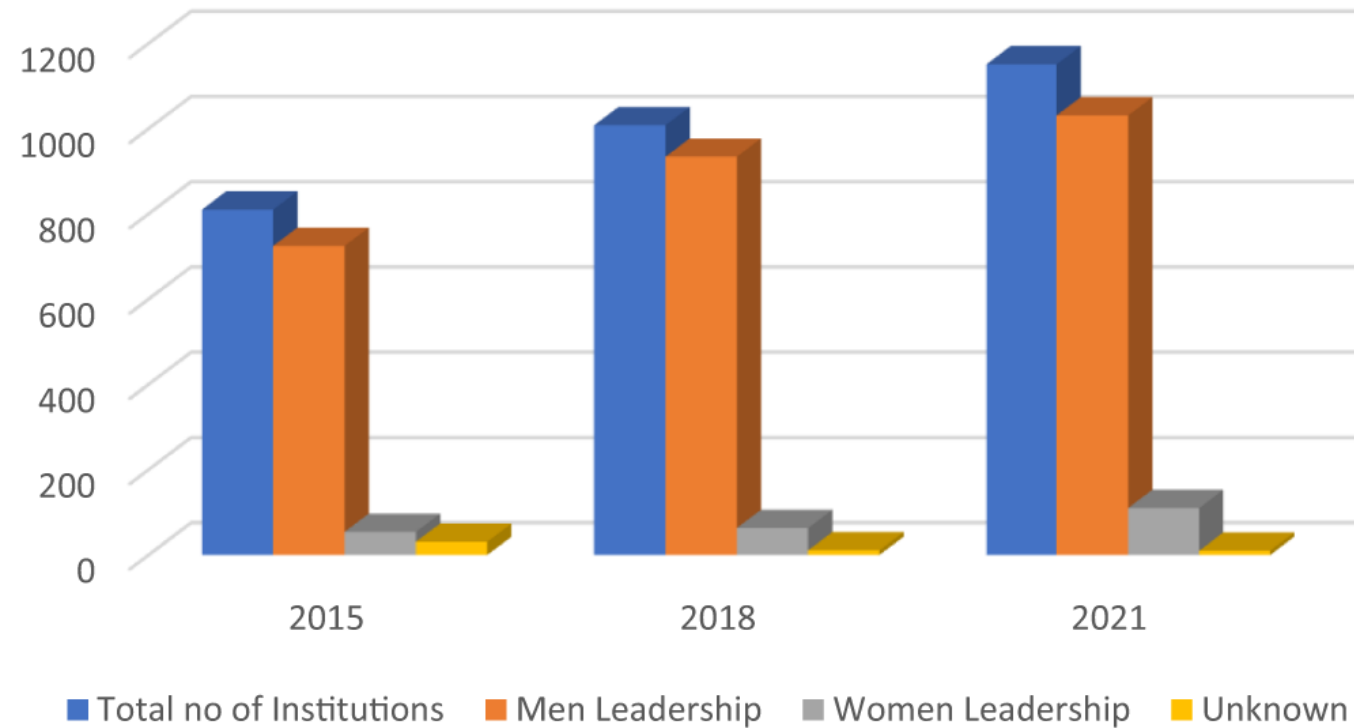
Outstanding leaders will be identified and developed early, working their way through a ladder of leadership positions.

## Gender equity and inclusivity for promoting women leadership

- Gender equality and Equity : Why it matters ?
- Understanding the status of women leaders in HE institutes
- Gender differences and its Consequences
- Researches in this context
- Implications of focusing on Equality and Equity
- Gender equity, Social equity and Educational equity for leadership

# Gender equity and Inclusivity ???

Status of Women Leadership In Indian HEIs



It indicates ...what ?

Ref: Darshana Vaghela Banker

Source(s): Author's original work

# Record number of world's top universities led by women

- Share of female vice-chancellors at high-ranking institutions surpasses 20 per cent for first time based on *THE*World University Rankings data
- **March 3, 2022**
- **[Ellie Bothwell](#)**

- Women lead 20% of the world's top universities, based on World University Rankings data from Times Higher Education.
- Forty-one of the top 200 universities in the latest 2021 ranking from THE have a female leader, up from 39 (19%) in 2020 and 34 (17%) in 2018.
- Nearly a quarter of universities in the top 100 have a female leader (24%) compared to 17% in the 100-200 band.

# Why women leadership?

- Women contribute more than 50% of the human capital that is well-educated. However, pointing to the great man theory of leadership, Denmark (1993) said that during the 70s and before, leadership as a construct was only centered and researched around “men”.
- Only in the 80s, researchers started to see women in leadership positions. This gender ignorance created a vacuum in the theoretical and research designs in the leadership area.
- Hence, to fairly assess leadership as a construct, equal representation of women in leadership positions is much needed. Women are required not only in academia but in all the other fields such as politics, business and psychological associations too.  
Citation

- Ref :Banker, D.V. (2023), "Status of women leadership in the Indian higher education sector", *International Journal of Educational Management*, Vol. 37 No. 3, pp. 662-680. <https://doi.org/10.1108/IJEM-06-2022-0216>



# Rise of female leaders 'opens up a sense of what's achievable'

Sector's progress in appointing women to top positions will help address remaining gender imbalances, but only with more work

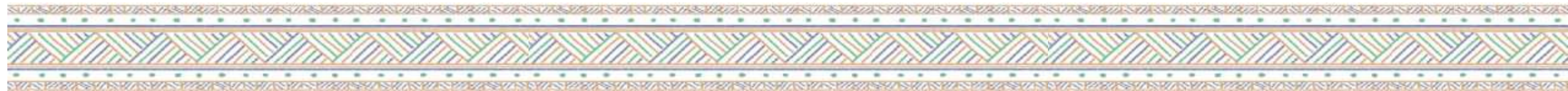
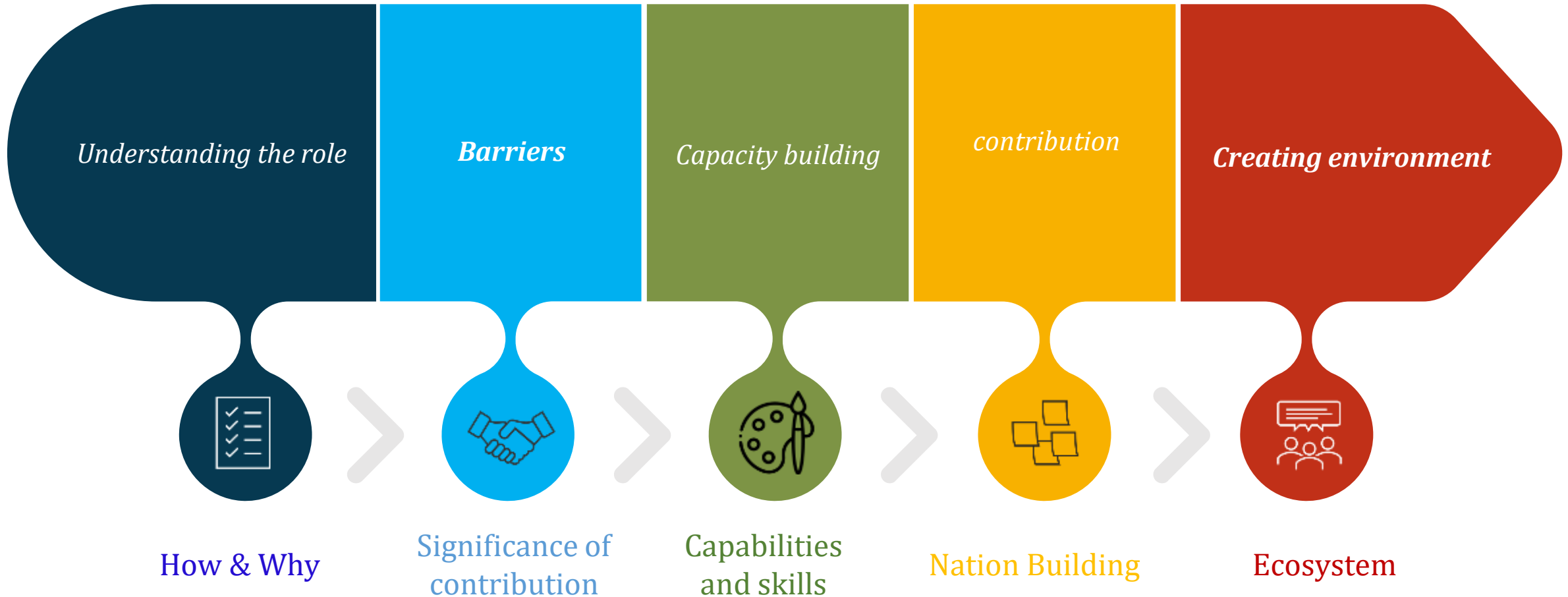
March 16, 2023

[Tom Williams](#)

## Gender-inclusive higher education How is Africa faring in this key area of university education?

- To achieve gender equality in academia and in the management of universities in Africa, it is necessary to have a mix of gender responsive policies and strategies, such as affirmative action and innovative women-focused recruitment and staff development.
- Deliberate efforts must be made, and targeted initiatives developed, so that African women can assume positions of responsibility in greater numbers within academia.
- This would not only address issues of gender equity and fairness, it would also contribute to the survival and thriving of higher education institutions on the continent.
- The Forum for African Women Educationalists (FAWE) is thus advocating a number of gender-responsive measures that would enable women in higher education institutions to access equitable learning opportunities and outcomes as well as professional development and promotion.

# Measures to be taken ...



## **SDG: Goal 5 & 16**

**How it should be achieved ?**



# The Powerful Role is to be played ....

- Goal 16 is about promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions at all levels.





So, What to do Next?

**Thank You for  
your Patience  
Listening!**



