

Role Women in Higher Education- An Indian Perspective and its Challenges

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Abstract

Higher Education approach is equaling to Tertiary Education, that's schools (or) universities, and it may be brought virtually (or) at a distance. The contributions of women in higher education was distinguished to the world of education is paramount and remarkable. During the several a long time since the Nations independence, India has been witnessing a substantial and shiny growth inside the education gadget. Such development has resulted within the advent of an exemplary education structure that is one among the biggest schooling gadget inside the global. Education is the most essential tool for human aid development. There are a massive range of problems that Women face for growing their career capacity. Some of the severe problems are Problems associated with Home, Educational Institutions, Society, Economic issues, Educational problems India has constantly been a pioneer within the training sector from instances immemorial. Educating women, therefore, occupies top priority among various measures taken to improve the repute of girls in India. In this paper, an attempt has been made theoretically to understand and specify in expertise numerous problems and demanding situations been experience by women in higher education had been discussed as due to the fact we wanted to recognize approximately the extent of problems that women come across whilst serving this noble career

Keywords—Higher Education,Economic progress, gender-equity, learning, Women.

1. INTRODUCTION

Higher Education refers back to the Third stage of education that newbies tackle inside the mastering method. Tertiary education is underneath taken in faculties or Higher Education Institution like universities and it can be introduced clearly or at a distance. Education is the sole

weapon which may be efficiently used against nearly all of the deep rooted evils prevailing within the society. Sex biases are common anywhere whether or not it's far in domestic academic institutional place of business or society in trendy. Education is the gateway that enables the influx of KSA (Knowledge, Skills and Abilities) that offers the energy to judge occasions, choose between what is right and what's awful and make choices voluntarily. Education endows minds so that it will be able to apprehend top mind and ideas allowing the individuals to behavior specific evaluation while making existence choices. Good training has the strength to transform a life and therefore has become the maximum substantial tool inside the twenty first century to set up oneself. Nations and governments are making an investment extra than ever before on educating their residents, with a purpose to put together them for the global opposition which would lead them to an Eveready international staff. More and more center elegance families are spending more of its personal cash on educating their kinfolks. India has been very powerful and efficient in harnessing the schooling system to all the sects of the society right from the pre-independence technology. This foresight has led to the socio monetary development of the Nation and stronger the human capital.

1.1 Tertiary Education: Meaning

Tertiary means education after secondary level. Primary and secondary level are compulsory in most countries, whereas Tertiary is not so any form of higher education (ex) college, university, is called Tertiary education. The term tertiary means “Third “and therefore tertiary education refers to the third stage of education that learners take on in the learning process. Tertiary education is under taken in colleges (or) universities and it may be delivered virtually (or) at a distance.

2. WOMEN IN HIGHER EDUCATION

From the early 21st century many Indian women have been gambling a pivotal function in Knowledge Societies as leaders, addressing concerns on producing and adapting facts and thoughts at a fast-monitoring velocity. The contribution from the women sect has led to a tremendous support to financial development and improved exceptional of lifestyles in India addressing troubles consisting of Equity, Quality, Relevance and Access, proving that Indian women with any heritage can turn out to be a contributing member of society thru mastering.

According to Aishath Waheeda¹ Fathmath Nishan (2018), Women working in HE finds their career pretty tough. Many pupils have addressed the issues of such challenges of girls in administrative positions in HE, both inner and outside, in advanced and much less evolved countries (Costello, 2012; Morley, 2014; Oplatka, 2006). The primary problem of women in HE is being unacceptably underrepresented, especially in senior administrative positions (Altbach, 2010). Studies display that woman academics are disproportionately represented in male-dominated institutions (Anderson & Williams, 2001; Morley, 2003; Trowler, 1998). In trendy, maintaining back of women from management, to start with defined because the glass ceiling, is the symbolic wall Women hit at mid-management tiers (AAUW, 2016), blocking off girls to develop.

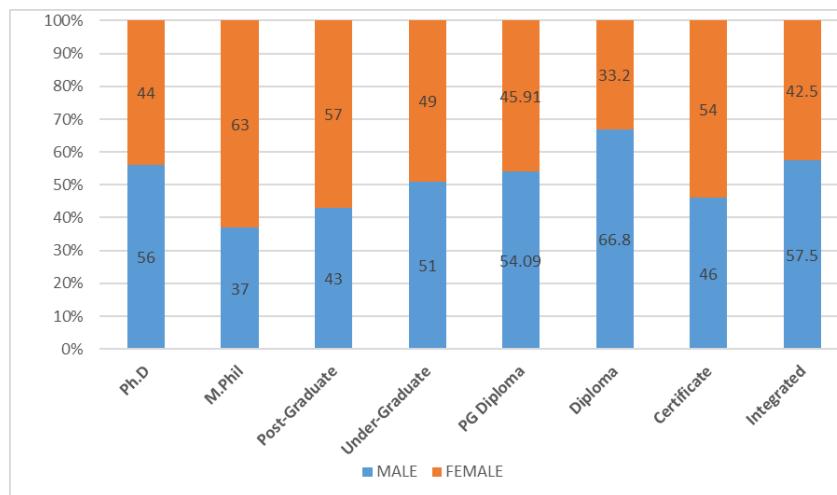
Additionally, the perception and gender stereotype that girls are not as good as guys, because of their loss of masculinity (Lyness & Thomson, 1997) is a venture. However, the society views Women to perform multiple roles as a running woman, daughter, spouse and mother (Lyness & Thomson, 1997), in addition to the expectancy of being humble, respectful, attentive, expertise and discreet. While women have moved towards gender equality at home and within the place of job, it's far nonetheless not a clean undertaking to be appreciated, and their paintings recounted in HEIs. With more flexible gender roles, more recognition and worldwide changes, girls are capable of navigate lifestyles extra effortlessly and freely (Chin, 2011). Despite the nice modifications, women running in male-dominated environments have few humans to collaborate with (Bagilhole 1994; Kerman, 1995), hindering collegiality and collaboration within the workplace.

2.1 Gender distribution across different levels

According to Ashwin Joe (2020), says that Today, better education for women in India is witnessing a exceptional and staggering advancement over the years and the Government is ensuring that the women are being uplifted inside the social version of the gadget in phrases of information and studying. It is pooling all the available assets which can be had to promote women schooling at all ranges. One of the maximum noteworthy revolution in schooling in India over the previous numerous a long time is the novel upsurge in women's access to schools and universities. Framing and executing rigorous and effective legal guidelines and rules have addressed the malevolence of gender discrimination of Higher Education. Most Indian girls, with

the chance of monetary independence, through upright employment, have end up a great incomes member of the household. A knowledgeable and performed women has the abilities, the self-self-belief and the clout to be a superior citizen. Women have all of the power and ability as that in their counterpart men and are expressing themselves amongst distinct potentialities furnished via higher training. Today, expertise has become the imperative part of every Indian woman. It has resulted from the revel in that she has gained from surroundings and the helping international round her, which has allowed her to stay as informed effective member of the society. Figure 1 shows that the gender distribution at different levels and according to the file of AISHE in 2019 the ratio of girl is higher than male in better training that is in M.Phil., Post Graduate and Certificate publications. It may be seen that enrolment of the women in M.Phil., Post Graduate and Certificate guides is 63%, 57% and 54% respectively.

Fig.1: Gender distribution at different levels



Source: Ministry of Human Resources Development, Department of Higher Education, New Delhi (AISHE 2019).

2.2 Empowering women across different states

Post-independence several commissions and committees were set up in India which have endorsed the want for gender parity in all of the stages of education. Kothari commission and the national coverage on training and the programme of Action in 1992 positioned gigantic strain on elevation of gender equity in schooling through tumbling the gender hole in front, retention and evolution from one level to other. The present national policy on training emphasizes that education must be used as an agent of fundamental alternate in the popularity of women. In this

regard, the year 2001 turned into celebrated as women's empowerment year, which diagnosed girls as marketers of socio-monetary exchange and improvement inside the United States of America. The Indian and State Government continues to sell the enrolment of women in higher schooling via programmes like, Indira Gandhi scholarship for single female infant for pursuing better and if you want to assist better schooling through scholarships and by means of building ladies hostels and with the aid of ability building for women managers in better schooling. The five 12 months' plans have also been instrumental in offering training programmes that focus on growing sensitivity to gender problems in respect of women managers and to make potential building a women motion. The notably better percentage of woman enrolment than male enrolment of students is also visible throughout the ranges inside the most of the States. The pinnacle 15 States are highlighted in Table I in phrases of highest total scholar enrolment in Uttar Pradesh, Karnataka, Telangana, Kerala, Punjab, Haryana, Chhattisgarh, Jammu & Kashmir, Himachal Pradesh, Manipur, Chandigarh, Meghalaya, Puducherry, Goa and Nagaland.

Table I: State-wise Data as Per Enrolment and Representation of Male: Female

State/ Union Territory	Male Enrolment	Female Enrolment
Uttar Pradesh	31,89,520	32,79,847
Karnataka	9,93,417	9,95,077
Telangana	7,01,229	7,25,232
Kerala	4,58,200	6,37,642
Punjab	4,36,730	4,82,846
Haryana	4,57,289	4,71,604
Chhattisgarh	2,82,788	3,04,139
Jammu & Kashmir	1,95,270	1,98,829
Himachal Pradesh	1,29,449	1,54,411
Manipur	54,679	55,698
Chandigarh	48,566	50,443
Meghalaya	39,461	47,470
Puducherry	36,894	40,448
Goa	26,967	27,713
Nagaland	21,987	23,475

Source: Ministry of Human Resources Development, Department of Higher Education, New Delhi (AISHE 2019).

Uttar Pradesh, with its highest student enrolment in India, has 50% female and 49.30% male students. Karnataka has the second highest enrolment with 9,95,077 females and 9,93,417 male students. Thereafter the state of Telangana has 7,25,232 females and 7,01,229 male students. In

Kerala, the percentage of females enrolled is 6,37,642 and that of male students is 4,58,200. The above statistics makes it very evident that female students are higher in almost all the levels. It won't be an exaggeration to determine that women-friendly policies and laws have been framed as a result of this. This has changed the way the world looks at India today.

3. LITERATURE REVIEW

1. Al-ameen, Medical College, Bijapur, India studied (2014) about the "Problems faced by way of Women within the Educational Institutions of Bijapur". The most important findings of the examine are- Majority of the respondents lie in the 26-forty age institution having an reveal in of extra than 10 years. Most of the respondents served inside the private establishments. A majority of the respondents, 62% precisely, believed that they confronted problems to some extent, while 25% claimed they face plenty of issues. Another tremendous component of the findings changed into that 77% of instances women opted for this career based totally on their interest and simplest 23% respondents have been on this career for economic reasons. 70% of the respondents had been married out of which 67% claimed that unmarried women face lesser troubles then married ladies. A very positive locating of this studies is that 88% of the respondents discover the education institutions in Bijapur properly for them. 67x% of the respondents face time control problems.

2. Mclean, (1997) The traits of women manner of running, management patterns and skills are often undervalued (AEU). One commentator on masculinity factors out in a paper on attractive with boys' experience of masculinity

3. Rajeshwari M Shettar, (2015) made a look at on "A observe a problems & demanding situations of Women Empowerment in India". The goals looked upon which this paper is based totally, were the want of Women Empowerment, to analyze the Factors influencing the Economic Empowerment of Women, to pick out the Hindrances within the Path of Women Empowerment. And the findings are Globalization, Liberalization and other Socio - Economic forces have given a few respite to a big share of the populace.

4. Nandita Singh, (2008) has worked on "Higher Education for Women in India – Choices and challenges" from her research work she located that gender disparity in education glaring throughout the socio-financial spectrum in India. There is a need to develop gender –specific pedagogy and provide flexibility in the gadget of schooling, wherein girls could fulfill their

aspirations, overcoming their domestic obligations. Higher schooling should prepare them to face a world of opportunities and challenges.

5.Ranganath. N., Santosh Rao, K Atchyuta & Srinivas N,(2011)made a examine on “Gender Equality in Education”. It is located that educational inequality is a primary infringement of the rights of ladies and women and an crucial barrier to social and financial improvement. To sell gender equality and parity in education, States ought to goal their efforts no longer only in the direction of education itself, but also toward society’s cultural and institutional framework. I) Education in India observed that Education might be used as an agent of fundamental trade in the repute of girls. The idea of equality, possibility and schooling touches every aspect of women lives social, political and economic

6.Dhamija. Neelam, (2006) has studied on “Women Empowerment via Education: Role of Universities.”From the observe it turned into revealed that educating girls advantages the whole society and on the basis of this education they experience their popularity in our society. It has a more sizable impact on poverty and improvement than male education. It is also one of the most influential factors in improving baby fitness and reducing infant mortality.

7.D. K. Parmar & Modi, (2016) have analyzed inside the article “Women in Higher & Technical Education in India” The following findings were located from their studies work, Announce &claim attractive scholarships and economic assist for each financially poor girls and meritorious students to encourage women students in higher &Technical education, make arrangement for suitable counseling for both own family and individual worried at the secondary degree of schooling for ladies, create ability-oriented higher schooling for girls in India and in rural region, schooling policy has layout in the sort of way so that women participation in better education accelerated, establish more women educational corporations and institutions and Universities in faraway, rural and tribal region.

8.Nisha Nair,(2010) studied on “Women’s Education in India : A situational analysis” highlights the overview the state of education with appreciate to women and the troubles and boundaries to girls education.

9.Subha. I and Reddy MSN, (2001) finds “Education for high-quality and empowerment of ladies.” The investigators investigate that education is an powerful method to attain social and monetary improvement.

4. PROFILING GENDER GAP IN EDUCATION

Gender gap has been properly documented and analyzed by way of governmental organizations, international business enterprise, university departments, NGO'S and individual researchers. Some recent publications that provide a panoramic view of this problem include, World Bank (1997), which charts the terrain occupied with the aid of number one corporations; Ramchandaran (1998), which affords the comparative perspective on Women's education in South Asia; Shukla and Kaul (1998), Bhattacharya (1998), which appears more usually at the fame of schooling in India; and subsequently Haq and Haq(1998), which analyses education inside the context of human development in South Asia. He beyond 5 many years have produced mass of facts on innovative practices and experimental programmes. However, Higher education is a major web page of cultural exercise, identity formation and symbolic manage. There are vast public and private social and fabric returns on investment in higher schooling.

There are also innumerable tips and coverage statements on why gender gaps persist in education and the way those can be reduced. Negative cultural and societal attitudes , one-of-a-kind requirements- roles for male and females, competing demands at the girls' time, financial reasons like -loss of resources, distance from school, lack of facilities in schools for women, lack of women teachers, loss of safety both in and outdoor the school ,curriculum no longer applicable and flexible, gender stereotyping in curriculum ,gender unfriendly lecture room surroundings, early marriage and baby bearing, absence of ladies function models, fear of decay of social shape, are the maximum regularly quoted hindrances to female training.

The government has been magnanimous by introducing several innovative policies and procedures with the aim to sensitize the higher education system in the nation along with promoting gender equity and to increase the numbers in enrolment of women in the higher education. According to Alok Kumar Ray(2014) The National Policy for the Empowerment of Women, 2001 suggested the following measures for the education of the girl child.

1. Equal access to women for women and girls will be ensured,
2. Special measures will be taken to eliminate discrimination,
3. Universalize education, iv. Eradicate illiteracy,
4. Create a gender sensitive educational system,
5. Increase enrolment and retention rates of girls,
6. Improve the quality of education to facilitate lifelong learning as well as development of occupation/vocation/technical skills by women.
7. Reducing the gender gap in secondary and higher secondary education would be a focus area

4.1 Rural-Urban Differential

According to Nandita Singh(na), Experience of the last sixty years has shown that setting a high precedence on training in policy statements has, to a certain degree ensured availability of adequate sources, but it does not make certain that marginalized agencies advantage by means of countrywide packages The expansion of the educational gadget has been uneven and inadequate There is a gender hole inside the instructional reputation of male and female and extra so amongst the deprived castes and tribes. Wage workers have lower literacy levels than different occupational corporations. There is also a marked rural city differential.

The lowest instructional fulfillment may be anticipated amongst rural girls belonging to scheduled caste or tribe. In the agricultural areas, the female baby is made to carry out household and agricultural chores. This is one of the many factors proscribing ladies" schooling. Cleaning the residence, getting ready food, looking after their siblings, the aged and the unwell, grazing the farm animals and gathering firewood are a number of the important thing responsibilities they ought to perform. Households are therefore reluctant to spare them for

In employment possibilities too, girls in India today have stormed all male bastions. Be it piloting plane, heading multi-country wide corporations, keeping pinnacle bureaucratic positions, main business homes, making a mark as medical doctors, filmmakers, cooks, engineers and at the same time as educate and lorry drivers, ladies have made it to all hitherto taken into consideration male bastions in India. However, this is not motive sufficient for us to cheer.

For the variety of ladies and women who have been ignored of education and employment opportunities nonetheless a long way outweighs the ones who have were given them. It is critical to recognize that fewer girls continue to exist inside the device long sufficient to attain the quit of secondary training. And what is wanted to change this scenario is not simply governmental efforts but a trade in societal norms, in cultural and traditional biases and in standard mindsets of humans. And on this the media, the civil society, and the youth, the women and girls have loads to make a contribution.

1. Is gender equality just about quantitative change?
2. What are women accessing in higher education?
3. How are gender differences relayed and constructed in higher education today?

5. CHALLENGES

The hands that rock the cradle are ruling the world these days. Providing the right access to women in the Education system can bring about tremendous social change and make contributions to the growth of the united states. Today, the net productiveness of the women is certainly tons more than the guys, as they're dealing with the internal and the external surroundings in a properly-balanced way. Encouraging girls to soak up better schooling has not only helped the stabilization of the financial system however also has helped with new innovative ideas for the implementation in numerous spheres of lifestyles, giving a better aspect at the international market. Higher Education: The Challenges The next consciousness have to be at the role of girls as decision makers. According to 1Dr. V. Sadhasivam, 2 Dr. P. Mythily(2017), recommended few challenges and they're-

- The conservative mind-set of the society towards women discourages their participation in choice making.
- Despite sensitization of empowering women thru schooling, their enrolment in higher schooling isn't always very nice (although there may be a terrific change in a few states and some quarters of USA).
- The absence of a gender measurement inside the higher education curriculum have to be looked after. These are the pertinent demanding situations which ought to be attended to and amended. The observe entitled “Women in Higher Education Management” recognized the essential barriers preventing the participation of girls within the decision making arena:
- Limited get right of entry to to education, particularly better education
- Discriminating appointment and promotion practices
- The stress of placing a balance between circle of relatives and professional roles
- Family attitudes
- Career interruptions
- Cultural stereotyping
- Alienation from the male subculture and persisted resistance to ladies in control positions
- Propagation of the glass ceiling syndrome which privileges covert criteria for development
- Absence of adequate guidelines and legislation to ensure the participation of women.

6. RECOMMENDATIONS

According to, Sumera Irum Dr.Tarique Bhatti Dr.Parveen Munshi(2015), Women playing higher role in her higher education life one source that gets ample and source equal opportunity and when provided allows a women to get same possibilities in each non-public and expert lifestyles. Higher education leads a woman to a whole living. It allows a woman no longer best to advantage know-how but also permits her to earn a livelihood and makes her develop more potent. It also enables her to face challenges and triumph over barriers in her non-public and work lifestyles. An educated female can teach her complete own family, her community, the society and for that reason not directly remodel the entire Nation. Indian women play a vital position in instigating socio-economic development of the USA and they laid out few suggestions and that they are-

- Women must take delivery of most opportunities in employment and enrollment in higher education institutions and that they ought to be allowed to play positive and positive position in all fields in higher academic institutions freely.
- Women have to be given identical status in Higher Educational institutions as their male opposite numbers roars in, and they need to be appointed and pinnacle managerial positions as nicely. The heads of the establishments have to make certain conducive surroundings for the women in which they will keep in mind themselves being safe and can continue to exist in better education institutions.
- Government have to skip laws and offer legislative support to women operating or studying in higher training establishments so that everyone forms of discriminatory practices like as terrible attitude, standard practices and dangerous traditions against women need to come to a cease.
- State should also offer maximum possibilities of scholarships for better research and incentives to women to conquer the lack of girls in postgraduate and graduate packages and growth their employment ration on pinnacle positions.
- Big universities in all city areas need to provide graduate and publish graduate programs through distance & continuing training mode for the ladies of rural regions. Separate women universities must be hooked up in the regions where cultural barricades aren't permitting women to have access to better training.

Also, Vadivel Sadhasivam(2017), suggests that Education facilitates empowerment which is essential for the participation of women in all aspects of the development process. Higher education provides the expertise essential for the key posts which shape policy in all fields. So women should have access to higher education by-

- Promote wider get right of entry to higher training
- Procedures for appointment and promotions must be reviewed
- Provision of legislative and infrastructure guide in all professions and of special programs for ladies.
- Confirmatory action favoring women's get entry to and participation
- Institutional and governmental support through clear and effective rules which must be enforced
- The University curriculum ought to tender stimulating function fashions for women students.
- Provide encouragement and construct their self belief
- Present male-dominated careers in a perspective which would attract women

Development theory recognizes that the gender measurement performs a distinguished function in finding solutions for global troubles. Women who are appointed to govt posts in establishments wherein gender sensitivity is a reality may also therefore locate that their management is more comfortably usual. Some of the precepts which can be mandatory to guide women for their participation in selection-making and electricity sharing are

- Women's legal rights
- Adapting cultural traditions
- The challenges of management
- Institutional dedication to Gender Equity
- Feminine Leadership
- The social obligations of Higher Education

CONCLUSION

Globalization has presented new challenges for the conclusion of the intention of women's equality in all spheres together with better education. There is want to reframe guidelines for get admission to education, employment and first-rate of employment by women. Benefits of the growing financial system had been inconsistently allotted leading to wider financial disparities, the feminization of poverty, increased gender inequality through frequently deteriorating running conditions and unsafe running environment specially within the informal economic system and rural regions. Strategies should be designed to enhance the capability of girls and empower them to satisfy the negative social and economic influences which may float from the globalization system.

This Study at, in highlighting the issues confronted via women in higher education which confirms that even the ones women that do get right of entry to the system broadly display all the perceptions of

discrimination stated in the earlier Literature Review of this paper. What the research has not carried out, nor did it set out to do, is to narrate those women who've persisted with higher education with all those who did no longer accomplish that because of extreme own family strain and society's, patriarchal, limited view of the female function. (Sadia Shaukat, Anthony William Pell, 2015),

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