



Three days' Workshop on "Capacity Building of Women Faculty in Higher Education" 23rd – 25th March 2021



OBJECTIVES OF THE WORKSHOP

This programme is specifically addressed to women faculty in higher education. The agenda is to empower women to undertake responsibility of decision-making positions in higher education. While it is necessary to gender sensitise men to understand women's issues in academia and to reorient their traditional way of thinking, this is not the focus of this programme. While it is necessary to tap the best from both men and women for the qualitative development of the system, the present exclusive focus is on women because the system has so far totally missed out on drawing in competent women for managerial positions, partially due to 'gender blindness' with the often heart statement that 'there are no women for this position.' These concerns on challenges need to be addressed to bring a positive impact in the society and for a harmonious work environment.

BREAKING THE GLASS CEILING

In spite of an increased access and participation of women in all sectors of education, at the higher education level, even in the 21st Century, India is one among the Commonwealth countries with the lowest percentage of women (below 20%) at senior management level. This may be due to the unwillingness on the part of management to appoint women to these positions, or due to a

feeling of insecurity in women to handle these positions for which reason they might not come forward. Cultural norms continue to dictate that the role of women at the workplace is seen as secondary to her role at home and as a nurturer and homemaker. The patriarchal attitudes to women in the institution of the family are carried over to other institutions of society, including education and employment. However, that towards women have the potential, to contribute to effective management of higher education, is an acknowledged fact and efforts have to be made to meet this challenge.

What are the factors holding women back to achieve this success and what measures can be taken to break the glass ceiling? Analysis attributes this phenomenon to socio-psychological causes, lack of motivation often due to lack of social support and nature of perception of women's role, personality characteristics, attitudes, acceptance of traditional roles, reinforced by society which is inherently patriarchal, inbuilt 'power structure' in the institutions and gender bias. It is important that the change process begins with the self but changes also need to come from many other contexts in which the individual functions – the immediate family, the society which culturally determines herd role and influences the family, and all other institutions of society, such as, the organizations in which the functions and the

higher education system in the country of which here institution is a part, and the national policies which are pursued through the political and administrative arms of the government. However, one cannot wait for the changes to occur in these systems. Women themselves have to be proactive in achieving systemic change. To do so, they need to build a critical mass of women who work together to bring about change in their own immediate environment. As more women joining the top positions, their power base would increase and impact on change processes in their institutional structures. The gender perspective and leadership qualities, which women can bring to management, are important for this systemic change to occur.

PARTICIPANTS

The participants for the workshop are women academicians of NIT Trichy. They could be holding a management position or aspiring for one. Initially, the main goal is to develop in them a conscious desire to take up management role and, at the same time, sensitise them to make administration more women friendly. In the initial phase, the focus is less on management skills and more on motivation and self-reflection on being managers.

RESOURCE PERSONS

Dr. Reicha Tanwar, Kurukshetra
Dr. Rajesh Gill, Chandigarh
Dr. Renu Malaviya, New Delhi
Dr. Seema Mehra Parihar, Delhi
Dr. Bulbul Dhar-James, New Delhi

CONTENTS

- Understanding Gender
- Gender Mainstreaming in Higher Education
- Work Life Balance
- Academic Leadership and Women Faculty
- Governance of Higher Education Institutions
- Significance of Women's Contribution to Research in STEM, Innovation and Applied Research
- Understanding and Prevention of Sexual Harassment at Workplace

REGISTRATION FEE

No registration Fee

VENUE

Lecture Hall 9

National Institute of Technology
Tiruchirappalli

ORGANIZING COMMITTEE

Dr. S. Sangeetha, Assistant Professor, CA
Dr. P. Sridevi, Associate Professor, DOMS
Dr. Rajeswari Sridhar, Associate Professor, CSE
Dr. M. Sridevi, Assistant Professor, CSE
Dr. Nivethitha S, Assistant Professor, DOMS
Dr. Virivinti Nagajyothi, Assistant Professor, CE

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