

EMPOWERING WOMEN ADMINISTRATOR: STUDY OF WOMEN ADMINISTRATORS IN PUNE UNIVERSITY JURISDICTION

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Abstract: Gender discrimination has been a major obstacle in granting equal opportunity for women in higher education.

Globalization, spread of education, opportunity for political participation, enabling legal provisions and women's movements have changed the status of women.

Now a days woman are playing a major role in higher education and administration. Creativity of women along with their energy has equipped them to take up challenges of the present world also to comprehend the complexities of the times.

Acknowledging the potential of senior women administrators in higher education such as vice chancellors, principals, deans and head of the departments etc, an investment needs to be done in developing their capabilities in terms of skill development, research competence and also for enhancing their leadership skills. This would help these women administrators personally, their institutions and in turn to the country.

The paper tries to present a socio-educational study of women administrators in higher education from University of Pune sphere.

Key Words: women administrators, higher education, Pune University

Introduction: "There is no tool for development more effective than the empowerment of Women" Kofi Annan. Former Secretary General of United Nations

In today's world of globalization roll of women in society and nation building is changing rapidly. Women are contributing equally to men in society and nation building. Now it's time to think seriously about development of women and their changing status.

During pre-independence period women were not having right to education. Many social reformers have contributed in improving the overall status of women in India.

According to human rights both men and women have given the equal opportunities and rights in social, political, educational areas, but because of some traditions men and women were treated differently and it gave rise to discrimination.

In today's world women are still facing physical, mental, social, and economic and gender discrimination at various levels like family and workplace. To improve this situation UNO was established in 1945. The objectives of UNO are: 1) to make women aware about human rights 2) to establish and maintain social order. UNO insisted that men and women should get equal rights and published the list of human rights in 1948.

On this background every Nation designed their laws and policies considering their needs and problems.

Article 4 of Indian Constitution has granted equality to men and women. Article 14 gives equal rights and protection to every citizen of India. Article 15 says that there should be no discrimination on the basis of gender. All the above mentioned rights were

incorporated in fundamental rights of Indian Constitution. National and international women movements have contributed a lot in this regard.

Today we speak a lot about women empowerment. Still indian women are facing injustice, mental and physical harassment, discrimination and exploitation. We need to find out reason behind it. Since ancient times Indian Society has patriarchal social system. Because of this, women get secondary position in family and society. Women are dependent on men for their basic requirements.

Despite of their equal capabilities and skills women are not considered in various fields like education, politics, business, social work, family. They are equal to their male counterparts still they are not given an opportunity. This clearly shows gender discrimination. This should be given a serious thought.

Discussion on globalization, privatization, and gender discrimination, laws regarding women's rights and inclusion of these topics in the curriculum had major impact on social system of each country. This has also reflected on status of women. This has brought key transformation in status and roll of women in Indian Society. Right to property has given women an opportunity to lead their life with dignity.

This research paper throws light on status of women administrators from educational institutions in jurisdiction of University of Pune. This paper is based on primary as well as secondary data. Primary data is collected through questionnaires and personal interviews. The data is collected from rural as well as urban area.

Objectives:To understand the present situation of women working in administration in colleges and in the university of Pune.

1. To understand their social and economic problems.
2. To analyze their position in the present scenario.
3. To study the status of women in the workplace and at home in the decision making.

Methodology:-

The data is collected through questionnaire and interviews. The sample size is 284 that is 15% of the universe. Sampling with equal intervals is followed. Data is analyzed manually.

Locale of study:-

Jurisdiction of Pune University includes three districts namely Pune, Nashik and Nagar. The present

research focuses on the women working in various administrative capacities such as vice-chancellor, dean, principals, vice principals and heads of the department. The data is collected from selected 52 colleges.

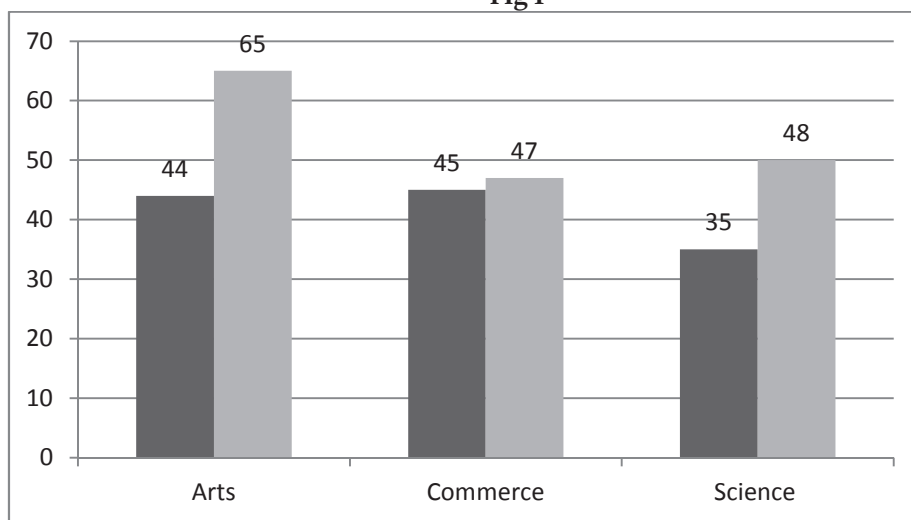
Observation and Findings:

In this section of paper social complexities associated with Status and Role of the respondents from rural and urban area has discussed.

• **Faculty-wise distribution of women administrators in rural and urban area**

The diagram given below shows faculty wise distribution of respondents working in colleges of rural and urban areas.

Fig 1



Social Complexities associated with Status and Role of the respondents:-

From the structural point of view we come across different social groups and classes in a society. These social groups and classes behave according to the expectations and norms of society. These norms and expectations change according to family, caste groups, class, community and society.

The role and status of an individual are decided by family, group and society. His status in society depends on family, community, group and nature of job.

Status, role, power and authority have very close relation among each other. An individual's place in a society is determined by his social environment, traditions, customs and social law. An individual can change his status with his efforts. There is debate among some sociologists on ascribed and achieved status.

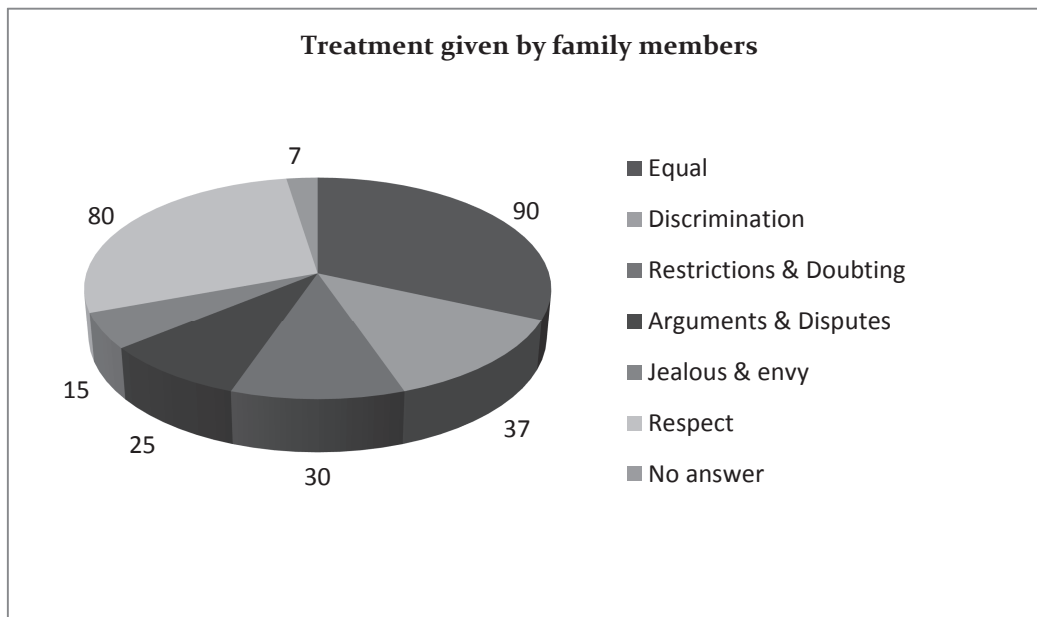
Every individual has to perform social role. Social role is nothing but fulfillment of responsibilities assigned

to him by his status in society.. These are two elements of role.

1. Expectation of society and other members of the society.
2. Action to fulfill the expectations of the society and its members.

In the present research paper, we have taken into account the expectations from the women administrators by family members, class and caste members, friends and society. The research paper focuses on the impact of education, development of technology urbanization and modernization, economic resources, professional status on these women Administrators. The paper also throws light on how family, society, classes influence women. The researcher has noticed diversities in rural and urban areas. In joint families, the women administrators get support daily household work. They also get help in child rearing. But in nuclear families such women hardly get any help and they have two fronts in office and at home. So these factors are responsible for stress and tension on women Administrators.

Fig 2



Decision Making:

Salary of women administrators differ as per their position and designations. Those women who are able to fulfill economic needs of the family get good status in the family and society, they also have a say in decision making.

• **Investments and Financial Transactions:**

In urban areas the women administrators use different facilities like ATM card, net- banking, etc. they can take the decision about investments of their money in FDs, life insurance, health insurance, shares, dividends etc. But in the rural areas women do not have the freedom to take such decision. It is observed that they invest in land, plots and gold but these decisions are taken by male members in their family. Even these properties are registered on the name male members of the family.

• **Caste, Status, Role and Power Relation:-**

The present study is based on caste as one of the indicator. It is observed that caste determines status, role and power relations. There are caste based associations and these associations are well aware of rights of their members.

• **Influence of Caste on Management of Educational Institutions:-**

It has been observed that there are certain castes and communities are influential in educational system. They prefer to appoint a person from their own religion and caste in their institution.

It is observed that there is influence of caste on various bodies like management council, academic council, Senate, board of studies. It is also observed that there is influence of specific castes in selection of deans, members of board of studies and professors.

Now a days mass media, Right to information, teacher-students associations are conscious about their rights so the policies are observed strictly.

It is still observed that while making some appointments caste and gender is considered. The promotions and profitable posts are generally given to male candidates. So here also women have to face fender discrimination.

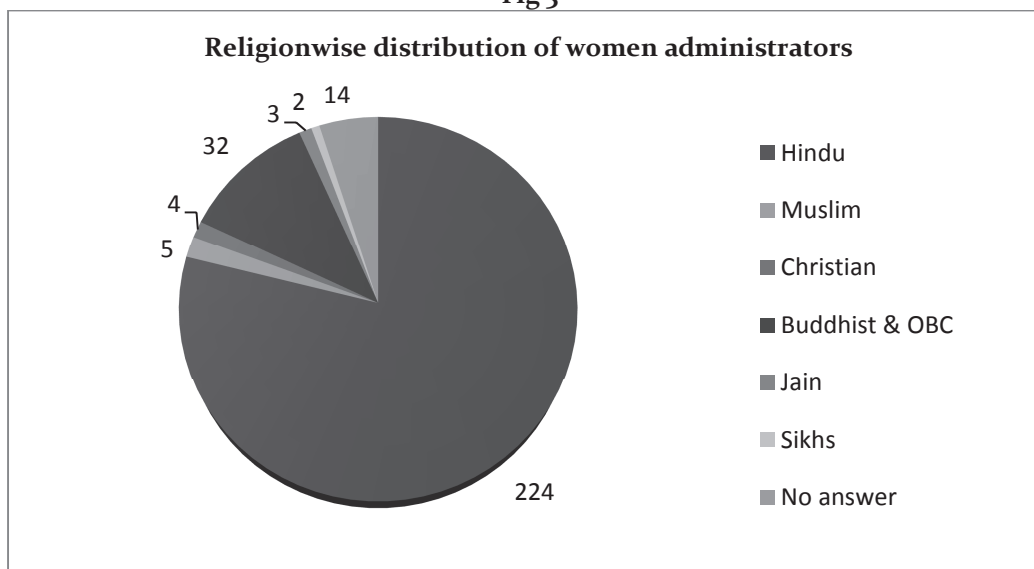
• **Class, Status and Role:**

There is very close connection between economic and social status. There are different positions in teaching like fulltime, Part time, clock hour basis (CHB), Granted, Non- granted etc. Salaries differ as per the above positions. Social status always depends on economic condition. In some organizations the salaries are given as per rules of Government of India, University Grant Commission and as per university policies, but some organizations do not follow these rules. Even though they have same job profile they are paid less salaries.

• **Religion and Woman Administrators:-**

Religion does not influence day to day work of women administrators but pReferences is given to same religion at the time of appointment.

Fig 3



- Income Utilization and Status:-**
 Salaries differ as per type of positions. Social status always depends on economic condition. These women working in granted colleges enjoy luxuries life. They visit beauty parlors on regular basis, occasionally they go for pleasure trips even

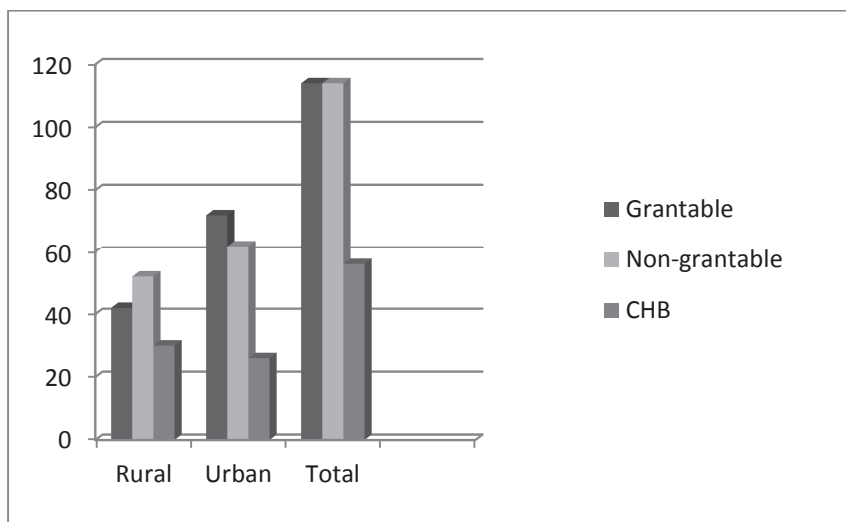
out of the country. They enjoy their life. These women are also active in research.

Nature of Post of women administrators in rural and urban area

Table I

Sr. No.	Status of Administrator	Rural	Urban	Total
	Grantable	42	72	114
	Non- grantable	52	62	114
	Clock Hour Basis	30	26	56
	Total	124	160	284

Fig.4



- Income, Consumption and Status:**
 These women can afford laptop mobiles and they keep updating and changing their mobiles. Even they use tabs and digital cameras. They keep on changing interior decoration of their homes frequently. They use branded Products and

clothes. They spend money on hoteling and entertainment. Because of their fixed salaries and confirm income they feel secure.

Factors responsible for mental and physical pressure of respondents:

While working as an administrator women have to face different mental and physical pressures. There are different reasons behind these pressures such as authoritative suppression, overexertion of

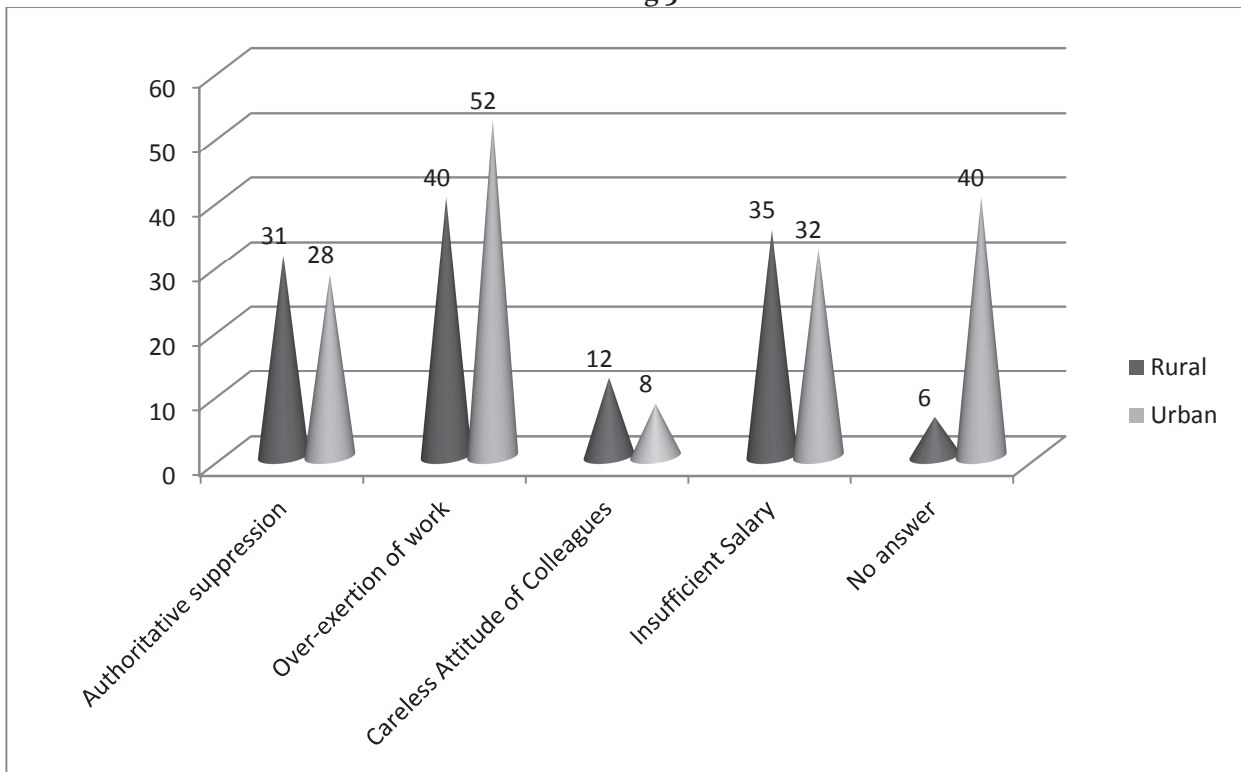
work, careless attitude of colleagues, insufficient salary etc. The table given below is self-explanatory.

Reasons behind mental stress

Table II

Sr. No.	Reasons behind mental stress	Rural	Percentage	Urban	Percentage	Total	Percentage
	Authoritative suppression	31	10.92	28	09.86	59	20.78
	Over-exertion of work	40	14.08	52	18.30	92	32.39
	Careless Attitude of Colleagues	12	04.22	08	02.81	20	7.04
	Insufficient Salary	35	12.32	32	11.26	67	23.59
	No answer	06	02.11	40	14.08	46	16.20
	Total	124	43.66	160	56.34	284	100.00

Fig 5



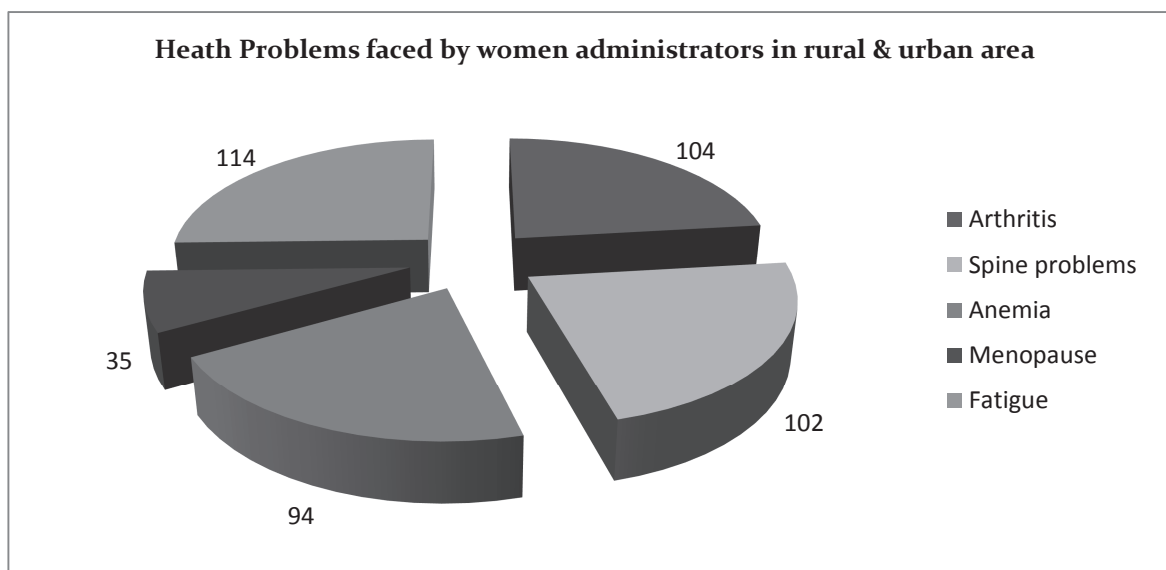
These women also face many physical problems like Arthritis, problems of menopause, deficiencies, anemia, spine problem, problems due to obesity etc.

Women don't get enough time for exercise as they are very busy in their household work & jobs so these factors affect their physical fitness.

Table III

Sr. No.	Health Problem	Rural	Percentage	Urban	Percentage	Total
	Arthritis	42	40.33	62	59.62	104
	Spine Problems	30	29.41	72	70.59	102
	Anemia	52	55.32	42	44.68	94
	Menopause	10	28.57	25	71.43	35
	Fatigue	42	36.84	72	63.16	114

Fig. 6



Membership of Various Committees at University level:

The table given below throws light on the number of membership represented by women administrators at various committees of the university. It is observed that maximum percentage of women administrators

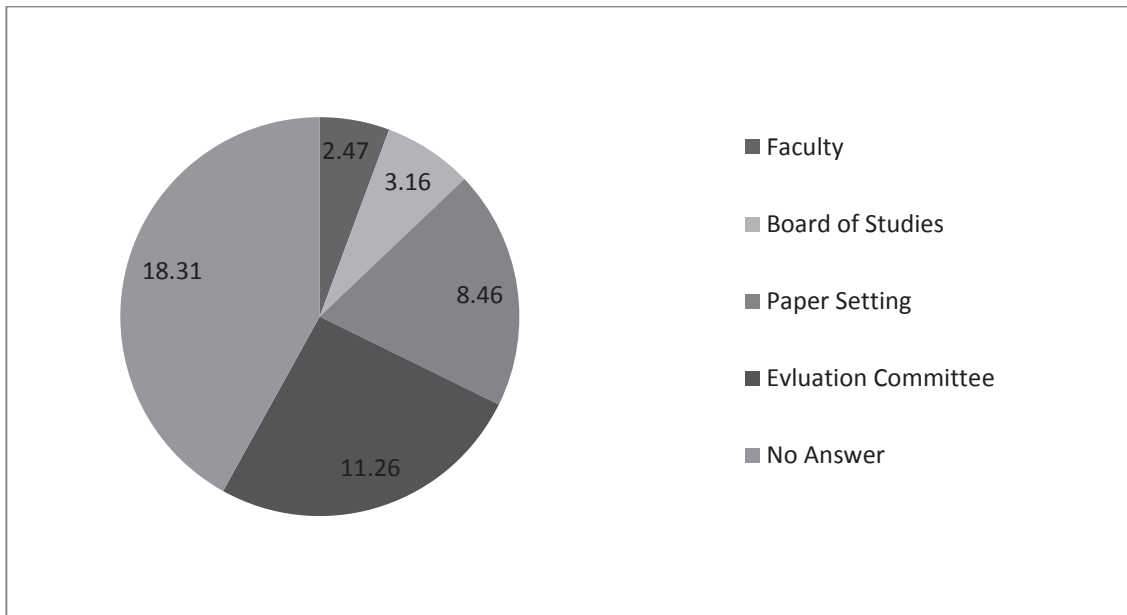
i.e. 35.21 are there in evaluation committee followed by Paper setting committee (23.24 %). We can also observe from the data that representation of women administrators from rural area is less compared to urban area.

Membership of Various Committees in the University

Table IV

Sr. No.	Membership of Various bodies	Rural	Percentage	Urban	Percentage	Total	Percentage
	Faculty	7	02.47	12	04.22	19	6.69
	Board of Studies	9	03.16	14	04.94	23	8.10
	Paper Setting	24	08.46	42	14.79	66	23.24
	Evaluation Committee	32	11.26	68	23.94	100	35.21
	No answer	52	18.31	24	08.45	76	26.76
	Total	124	43.66	160	56.34	284	100.00

Fig. 7



Conclusions:

1. Till date there were 19 vice chancellors but not a single woman was appointed as a Vice Chancellor in University of Pune.
2. The percentage of men employees on administrative positions is higher than women. These post include registrar, NSS Program Officer, Students Welfare Officer etc.
3. Out of 52 traditional senior college, only seven colleges have woman principal.
4. Women face different challenges at home and workplace. This includes work culture, non-cooperation and dominance of male colleagues and family members.
5. Even though they are earning good amount of salary they do not have freedom to spend.

6. Women still have secondary position in decision making and family affairs.
7. Indian society is still male dominated and patriarchal.
8. Dominance of caste and religion still exists on society.

Recommendations:

1. Awareness regarding women's rights should be increased to give them equal rights
2. Children should be given value education focused on gender equality at school and at home.
3. Women should be given opportunity of decision making at workplace and family.
4. Strict rules should be followed regarding salary.
5. Effort should be made to come out of the traditional frame of patriarchy and male dominance.

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