

WOMEN IN HIGHER EDUCATION AND LEADERSHIP

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In the higher education sector lies both the underrepresentation of women through the lack of publicly accessible statistics on the composition of academies' leadership (Aiston & Yang, 2017) and the lack of institutional support hindering women from advancing in their career (Thomas, 2021).

Both studies agree on the lack of representation of women in higher education leadership roles. However, Aison & Yang (2017) particularly narrowed their research on Hong Kong institutions. They found that the underrepresentation is especially true for dean-level positions and above. Male academics are also nearly five times more likely to hold first-tier positions and significantly more likely to hold second-tier positions compared to women. On the matter of distributed leadership, the study has discovered that women are more involved in positions related to teaching rather than research.

The two pieces of literature also suggested women academics struggle with advancing through their career in the academic hierarchy. According to Thomas (2021), challenges like insufficient institutional support, conflicting familial and professional responsibilities, and limited avenues for career advancement hinder women from reaching top seats in the academic leadership.

There is a crucial need for strong and consistent institutional backing to enhance and expedite the career of women academics. It would also be beneficial for the Philippines' academic sector to be scientifically investigated in this regard. This way, we can shed more light on the struggle of more Filipino women academics and educators

and urgently push for accountability from our administration to improve working conditions and support for them.

References:

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