

GENDER MAINSTREAMING IN HIGHER EDUCATION: SUPPORT FOR WOMEN RESEARCHERS & ACADEMICS IN DEVELOPING COUNTRIES

The gender gap in research and academia

Only 28% of the world's researchers are women

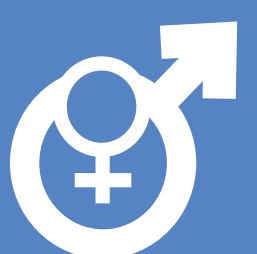
Gender barriers and biases prevent the creation and use of knowledge that can enable inclusive, just and sustainable development. To address global challenges, we need an evidence base that reflects both men's and women's concerns.

Challenges to women in academia



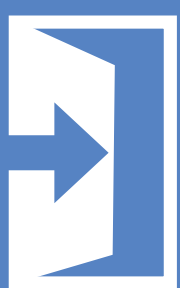
Interrupted or limited education

- Lack of education opportunities for women
- Family expectations/role tensions



Institutional bias within higher education

- Lack of gender sensitive policies and practices
- Campus insecurity and harassment



The "leaky pipeline"

- Lack of senior female role models who can mentor or support means that women are more likely to drop out of academic careers than men

"There is no time for taking online courses or doing experiments; weekends are taken up with children and chores."

Female researcher, Tanzania

"Facilitating access for women has not taken into consideration the fact that the physical and social environments in higher education institutions (HEIs) are not necessarily conducive to women's academic and career advancement."

Gender in Higher Education in Puntland, Policy Brief, Somali Institute for Development and Research Analysis

"In the whole university, only five Tanzanian women have reached senior academic levels ...and there are no women in a senior leadership or college principal position."

Prof Flora Fabian, Dr Mariam Hamisi and Dr Rehema Kilonzo, University of Dodoma

Developing the right approaches

Identify and empower key influencers

Institutions need to demonstrate shared responsibility for gender mainstreaming, but a core group of champions can drive the process.

Recognize context

The process and pace of gender mainstreaming depend on context and institution.

Build a supportive environment

Creating space for peer learning and support between institutions and individuals can boost awareness, understanding and motivation.

Use evidence to adapt the approach

Capturing learning about successes and challenges, and how these are dealt with, is an important part of the process.

"It is... time to focus on creating supportive environments that enable women to advance and excel in their pursuit of higher education and leadership positions in HEIs."

Gender in Higher Education in Puntland, Policy Brief

"Everyone had noticed the issues women faced but no one had talked about it before. Only when all of the women came together...as a group did they realise they all had the same experiences."

Ruth Bottomley, discussing the Gender workshop at the University of Dodoma, 2015

Supporting women to shape the agenda – examples of our work

Gender Mainstreaming in Higher Education Toolkit

Female academics at the University of Dodoma were empowered to take action, designing a plan to implement a baseline study, and make the case for the formulation of the gender and sexual harassment policy and establishment of a gender unit at the university.

Gender in policy grants

Gender Centre for Research and Training in Sudan has delivered a series of workshops with policymakers in ministries in order to strengthen the use of evidence and gender mainstreaming in the policy making process.

Gender Knowledge Exchange events

A knowledge exchange event at the Somali Institute for Development and Research Analysis (SIDRA) resulted in a policy paper and engagement with relevant government departments, a database of Somali women researchers, and a plan of action to address some of the challenges and gaps identified by participants.

Gender in research grants

Our grants have supported initiatives in 14 countries such as gender sensitization workshops, the development of gender policies, and the promotion of STEM subjects to girls.

INASP is an international development organization that supports individuals and institutions to produce, share and use research and knowledge, which can transform lives. We promote equity by actively addressing the needs of both men and women across all our work and addressing issues of power within the research and knowledge system.

Where we work: Asia, Africa and Latin America



More info at www.inasp.info/gender or contact Ruth Bottomley, rbottomley@inasp.info