ASSESSMENT OF WOMEN INCLUSION IN LEADERSHIP POSITIONS IN THE LAST 45 YEAR IN FEDERAL COLLEGE OF EDUCATION ~ NIGERIA

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INTRODUCTION

- Background of the Study

- In view of gender disparity globally, it becomes necessary to show how women have been faring in work settings such as where I come from
A mixed methods research design was adopted
- Qualitative: interviews
- Quantitative: questionnaire and checklist

90 purposefully selected female staff were included for data collection both for the quantitative and qualitative data.

The questionnaires, checklists and structured interview were the data collection instruments used.
The ratio of men and women in leadership positions remains significant in favour of men in all areas, such as:
- Provost & Deputy Provost
- Registrar
- Dean & Directors
- Head of Departments
RESULTS

- Virtually all women believed that factors mitigating against female inclusion in leadership positions were
  - Traditional beliefs
  - Religious beliefs
  - Women rivalry
  - Low level education
  - Community role perception of women
On the basis of duration at work, there was no significant difference in the responses on factors affecting women participation in leadership positions.
RESULTS

- Over 45 years, only about 20 women have occupied various leadership positions either as,
  - Acting Provost (1)
  - Deputy Provost (2)
  - Director (6)
  - Deans (5)
  - Head of Department (11)
WAY FORWARD

- Women should be more vocal
- The Association of Women in Colleges of Education should throw their weight on this issue
- Women should upgrade their educational status
- Women should love, support, and help themselves to grow
CONCLUSION

- The issue is not about gender but that of one’s determination to do the right thing that be done always and not whether one is a make or female but whether an individual has the qualities of a leader which are influence, service, and determination.
Thank you!