

Factor Affecting Women Empowerment in Ethiopia Public Universities: Leadership Perspectives

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Abstract

This paper examines those factors that affect Women Empowerment in public universities in Ethiopia a total of 400 respondents were selected and only 382 were collected for further analysis. The analysis was made using regression analysis to predict the impact of a personal, social and institutional factor on women empowerment in Ethiopian public higher education. The finding shows that personal had a beta value of .23, whereas the social factor had a beta of social .40, and the organizational factors had a beta value of .38. This shows social and institutional factor more affects women empowerment in Ethiopian public universities and personal factor had less effect on their empowerment. Hence, the government shall work on improving the social and organzatoal framework to empower more girls.

Keywords: Institutional factors; Public universities; personal; social factors

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1. Introduction

On this competitive arena the role of women in the development of economic, social and political issues is valuable, however, due to several social, personal and institutional factors their roles has been tackled and their ability and potential become hinder that can boost all sectors irrespective of their objective, that leads as to the concept of women empowerment.

Women empowerment that refers to increasing the spiritual, political, social, educational, gender or economic strength of individuals and communities of women has been tremendously discussed in many types of research and get global recognition, in spite of the golden age of women which was ushered in by the Berlin Conference of 1995[1].

Women's continue to be disadvantaged when it comes to public participation both in the public and private sectors of society [2]. In most patriarchic societies, females are regarded as the inferior of the species. Because of this, they are denied access to both honored and utilitarian role open only to males and most continue to suffer from occupational segregation in the workplace and rarely break through the so-called glass ceiling in public life which separates them from top-level management and professional position [2].

Despite the extensive research carried out in the last decades in the area of leadership and gender; challenges in the progression of women to more senior positions are still present and need to be further analyzed [3]. Hence, this research aims to see facto affecting women empowerment in Ethiopia where Women comprises about 49.9% of the estimated Ethiopian population of 106 million [4]

2. Literature review

Introduction

Women empowerment has become hot issues on the current literature and it has been receiving a tremendous research interest by an academician. Different findings show that there are a number of factors that affect women empowerment and those factors are classified into three major dimensions namely personal, social and institutional factors.

Personal factor: is one of the first elements that affect women empowerment in developed and developing countries it includes Poor Self-Image or Lack of Confidence, Psychological glass ceiling, Socialization, and gender stereotyping. Studies made by Shakeshaft (1993) shows that Low self-esteem, lack of confidence, motivation or aspiration has been often the reasons given for women's low representation in positions of educational leadership [5]. Gupton (1998) suggested women's are less able to deal with negative comments, in effect taking them too personally and allowing their confidence to be unnecessarily damaged [6]. Kellerman and Rhode (2007) show gender-based socialization significantly affects women empowerment [7]. Taking such previous, the researcher articulated that

H1:- Personal factor significantly affects women empowerment

Institutional Factors: also an organizational factor is a second that affects women empowerment in different organization and nation in general and it has been studied since early times. The major element that includes under this dimension are Glass ceiling, Working Conditions, and Sex Discrimination, Organizational Socialization, and Sex Role Stereotyping; Human resources and Hiring Practices and Recruitment. Studies made by Young and

McLeod (2001) Portrays how women see themselves significantly affect women empowerment. [8] Lather (1988) enlighten that women significantly affected by working condition and there is sex discrimination both in developing and developed nation [9].

Howard and Williams (2009) conclude the method an organization makes decisions about hiring, promotions and paying women leaders is strongly influenced by its culture and the gender stereotypes that underlie it [10]. Wood (2008) argues hurdles to women's advancement in leadership are encountered in recruitment and hiring processes, and in job assignment, training and promotion activities in unjustified assumptions [11]. Howard and Wellins, (2009) enlighten, because of the assumptions that consider women have less career ambition and diminished loyalty to their employers are not willing to give them the position or empower them [12]. Wood (2008) indicates that employers avoid recruiting women and less likely to be considered for leadership roles and are segregated into marginal roles that do not lead to positions of influence [11]. Based on this, the researcher proposes that

H2:- There is a relationship between women empowerment and institutional factors

Social factor: the third and equally affecting factor for women empowerment is the social factor. It includes Work and Family Conflict. Gendered Cultural and Social Values, The relationship dynamics, Male Dominated Power Structure, and Gender Stereotypes. Studies by Brunner(1999) enlighten A common reason for women's underrepresentation in leadership positions centers on work and family conflict[13]. Kellerman and Rhode(2007) assert attention to work and home cultures as contributing factors to women's underrepresentation[14].

Howe-Walsh(2016) revealed a consistent gap between women and men who have children and the effects on tenure track positions in education[15]. Vinkenburg (2015) presented a major obstacle to women's access to leadership positions are a cultural and social structure that bifurcates the society into male and female areas supplemented with entrenched norms inscribed in the culture of many nations[16]. Ali et.al. (2015) argues, the relationship dynamics between women in the workplace has been portrayed as having both positive elements and negative impacts by media reports[17]. Hence taking such empirical findings, the researcher proposes that

H3:-women empowerment significantly affected by social factors

3. Material and method

A descriptive research design was used in order to determine the effect of a social, personal and institutional factor on women empowerment in Ethiopia.

3.1. Sampling and sampling method

Academic staffs from selected universities were used to undertake the research and apply multi-stage sampling technique. To determine the sample, the study uses Krejcie and Morgan, (1970) sampling techniques at 95% level of confidence According to Ministry of Education of Ethiopia, currently, on the above-selected university; there is a total of 6000 academic staffs including these who are on educational leave. By using the formula, 364 respondents were identified as a sample population and the researcher adds 36 additional respondents to narrow nonresponse and post-response error and samples were distributed in those randomly selected universities.

$$S = \frac{X^2NP (1-P)}{d^2 (N-1) + X^2P (1-P)}$$

$$\frac{1.96^2(6000(1-.5))}{.05^2(6000-1) + 1.96^2.5(1-.5)} = 364 + 36 = 400$$

3.2. Source and Tools of Data Collection

The data were collected by using structured questionnaires that organized in two 5 points Likert scale. The analysis was made using regression statically procedures using the latest version of SPSS.

4. Result and discussion

Regression Analysis for an Organizational, Personal and Social Factor with Women's Empowerment

As it is indicated in the model summary of table 1. organizational, personal and social factor explains women's empowerment. In this case, the results of the correlation of factor affecting women's and women's empowerment and R Square (.557) are taken into consideration. This R square is the explained variance and it is actually the square of the multiple R (0.304)² which is 0.301. Therefore, it is pointed out that 30.4 % of women's empowerment is explained by a social, organizational and personal factor. As it is indicated in the table, organizational, personal and social factor was considered as predictors of women's empowerment and reported a high level of significance p<0.01. And also the R-square value of 0.310confirming that, 30.4% of the variation in women's empowerment is explained by organizational, personal and social facto. Organizational, personal and social factors

used for prediction was found to be significantly related to in women’s empowerment as the p-value is less than 0.01.

Table 1: regression analysis for women empowerment vs. personal, social and institutional factors

Model	R	R ²	Adjusted R Square	Std. Error of Estimate	Sum of Squares	df	Mean Square	F	Sig.
Women O,P and S	.557 ^a	.310	.304	5.86637					
Regression					5842.576	3	1947.525	56.591	.000 ^b
Residual					13008.586	378	34.414		
Total					18851.162	381			

a. Predictors: (Constant), O=Organizational, P= Personal factor, S= Social factor

Source: Own survey,2018

Generally, the research questions which are proposed earlier were answered by using a sample of 382 respondents. From the analysis, it is clearly indicated that organizational, personal and social factor is related to women’s empowerment. and the measure of correlation between these variables as it is indicated in the correlation analysis is positive. And also it was noticed that the independent variables which were included in the elements of organizational, personal and social factor have the power to explain the dependent variable as it is indicated in the regression analysis. Therefore, all the research questions are answered based on the test conducted and organizational, personal and social factor has the power to explain women’s empowerment in higher education particularly public higher education,

We can also look the regression analysis result of organizational, personal and social factor in the table as it is clearly indicated in the table one organizational; the personal and social factor can explain women’s empowerment in higher education, public higher education institution. The correlation result of these variables and the R Square are considered. In this case, the R square is the explained variance and it is actually the square of the multiple.

Table 2 Coefficients^a Organizational, Personal and Social Factor with Women’s Empowerment

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Status
		B	Std. Error	Beta			
1	(Constant)	11.126	2.188		5.086	.000	
	Personal factor	.267	.078	.230	3.436	.001	Accepted
	Social factor	.564	.140	.401	4.017	.000	Accepted
	Organizational	1.118	.255	.387	4.379	.000	Accepted

Dependent Variable: empowerment

Source: Compiled From Survey 2018

$R = .557^2$ which is .304. Furthermore organizational factor had ($\beta=.387$; $p<0.05$) that was significantly explaining the model, personnel had also ($\beta=.230$; $p<0.05$) still significant at a given p-value showing women’s empowerment is also affected by personal factor, and social factor had ($\beta=.401$; $p<0.05$) that is high compare two the two determinant of women’s empowerment showing social factor is highly affecting women’s empowerment in higher public institution that exists in Ethiopia. All shows. Organizational, personal and social factor were considered as predictors of women’s empowerment and reported a high level of significance $p<0.01$ as it is indicated in the table. And also the R square value of 0.467 confirming that 30.1% of the variation in women’s empowerment is explained by Organizational, personal and social factor. Organizational, personal and social factor as used for prediction was found to be significantly related to women’s empowerment as p-value is less than 0.01. It is the second highest of all the independent variables in explaining women’s empowerment. Hence, all hypotheses is accepted.

5. Conclusion and recommendation

Based on the analysis made using regression statically techniques, personal, social and institutional factors affect women empowerment in Ethiopia. Also the finding shows,

- Personal factors were directly affected women empowerment and had a beta value of .23 that means it explains the model by 23% of the variance.
- Social factor highly affects women empowerment in Ethiopian public universities with a beta value of .40.
- The institutional factor is the second most affecting factor for women empowerment in Ethiopia public universities.

Therefore, the government shall take a proper policy framework implementation and should develop a national strategic road map on women empowerment in a higher education institution

The nongovernment organization shall also work on women's leadership training and development and ensure the growth of their academic achievement in various scholarship opportunities where women's lacks more.

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