

Existence of Glass Ceiling in Private University, Riau Indonesia, Were They being Obstructed?

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Abstract: Glass ceiling is an invisible obstacles in organization which avoiding minority that usually women, to reach top management or advance their career. Generally inequity felt by women in Indonesia even they were competent. According to the data there are 92 public universities and 3.142 private universities in Indonesia, but there were only 4 women chancellor. This research wanted to see deeper in a particular area that was Pekanbaru city in Riau, Indonesia. Which is there is one woman as a chancellor from 6 universities in this city. Subject took from 4 private universities because there were many than public universities so the data taken will be more valid. From here researcher wanted to see whether the women have been obstructed or not. The result, glass ceiling happened but it because the internal factor of the women themselves instead from others. Their character had tendency to put people came first especially men and seniority status also highly exist in this situation. So, that was why in this research, desire of the women were in modest level even they full fill the requirements to be in that position.

Keywords: Glass Ceiling, Private University, Obstacle

Introduction

Women in higher education are still underrepresented in senior level administrative positions on college campuses (Jawahar & Hemmasi, 2006). Despite newly developed mentoring programs, leadership training, and professional development, women in higher education are still not advancing at the same rate as their male counterparts (Ehrich, 1994, 1995; Quinlan, 1999; Stanford-Blair & Dickmann, 2005).

The condition of Indonesia women today has changed and evolved as results of RA Kartini's aspiration in pursuing a higher education. Discrimination against women after 71 years of the independence does not only occur in education, but also in the workplace, which obstruct their ability to climb up the ladder in their career and in politics, based on experience, the highest ranks of each level of education consisted of 60%-70% female student (Dessy, 2013). The above situation contradicts with Indonesia's constitution LAW Article 28 I (2) of the 1945 constitution which state that "every person is entitled to be free from discriminatory treatment on any grounds and is entitled to protection against the discriminatory treatment". In additional state law, the Indonesia government is one of the world's 182 countries that have signed the ratification of the International Convention on the elimination of all Forms of Discrimination against women (Convention on Elimination of All Forms of Discrimination against Women/CEDAW) in the form of Law 7 in 1984.

Indonesia as an eastern country is very philosophic, religious-tic and cultural in its daily life. Today the number of women who had doctoral and Professor is increasing but its contrast to the number of women who hold top management position in their university, like chancellor.

According to Cotter and partner (2001, p. 34), glass ceiling represent inequality on one gender only or race in term of advancing their level of position in management. Glass ceiling is invisible obstacle faced by minority in their career life to have top management position (Kottis, 2000).

Private university chooses their chancellor by holding elections among the senate committees on that university. In Pekanbaru there are two public universities and four private universities, for these lists of university only one university has woman as their chancellor that is the private university named Lancang Kuning University or people known as Unilak. This fact leads researcher to research deeper in private universities only to narrow the research.

Workshop about the least amount of women leadership in higher education which led by Higher Education and Leadership Management Indonesia, concluded that there are three main factors as obstacles in this case. They are patriarchy culture and external factors around the women; minim self-development and profession for women; and the last the lack of women active group to develop positive spirit for women .

Problem Statement

The support from the Indonesia government under constitution law article 28 (2) 1945 that state everyone has the right to be free from any kind of discrimination, there is almost no barrier for men and women to obtain the highest level in their career, especially in the educational sector. In contrast this spirit is not followed by the reality on the field. In higher educational sector, women chancellor can be count by the finger which this lead the researcher to take a look on this deeper.

Purpose of the Study

The objective of this research to examine the existence of glass ceiling in private university at Pekanbaru so that the result can show whether there is a glass ceiling happen in higher educational in Pekanbaru or there is not. If it is, from many factor that possible to happen, which one is the most factor of them all.

Literature Review

The glass ceiling theory

The invisible barrier between men and women in the workplace has been a prolonged debate in north industrial and academic world. This invisible barrier is known as “The Glass Ceiling”. According to Wood (2011) cited from “trouble at the top,1991”. The glass ceiling was identified as a barrier to a woman’s progress in profession.

Furthermore, Wood (2011) cited from Ceci and Wiliams (2007) also stated stereotypes that would lead to discrimination such as:

“it might be the stereotype of women as mother that leads an executives to assume that working mother would not be interested in major new assignment that could advance her career. It might be seeing a woman in sexual terms so that her competence is overlooked.”

According to morrison and Von Glinov (1990:200) cited by Miller (2012:212)

“the glass ceiling is a concept popularized in the 1980s to describe a barrier so subtle that it is transparent, yet so strong that it prevents women and minorities from moving up in the management hierarchy”.

The term “glass ceiling” was originally used by Carol Hymowitz and Timothy Schellhardt in a March 24, 1986, Wall Street Journal article to describe the invisible barriers women confronted as they approached

the top of the corporate hierarchy (Hymowitz & Schellhardt, 1986). The term was later used in an academic article published in 1987 by A.M. Morrison and others, entitled: "Breaking the Glass Ceiling: Can Women Reach the Top of America's Largest Corporations?"

This article synthesized the data to describe attitudes regarding the invisible barriers faced by women. It examined the persistent failure of women to climb as far up the corporate ladders as might be expected based on their representation in the working population as a whole. Morrison et al. (1987) believed the idea behind the expression was that a transparent barrier, or "glass ceiling", blocked women from climbing the corporate ladder. Morrison's study revealed the "glass ceiling"; while invisible from the bottom, when women started their careers, the glass ceiling was strong in stopping them from attaining equality with men later in their jobs. It helped explain the fact that, in large corporations in Europe and North America, few women rise to account for more than 10% of senior executives, and 4% of Chief Executive Officers (CEOs) and chairmen.

According to Cotter et al. (2001):

A "glass ceiling" exists when the following four criteria are met: (a) a gender or racial difference that is not explained by other job-relevant characteristics of the employee; (b) a gender or racial difference that is greater at higher levels of an outcome than at lower levels of an outcome; (c) a gender or racial inequality in the chances of advancement into higher levels, not merely the proportion of each gender or race currently at those higher levels; and (d) a gender or racial inequality that increases over the course of a career. (pp. 656-661

Barrier for women in higher Education

Further evidence of gender issues was studied by Dominici, Fried, and Zeger (2009), who revealed gender challenges were widespread across higher education, and that paths to leadership were slower and often blocked for women.

Johns Hopkins University initiative in which focus groups identified four themes perceived to prevent or slow the promotion of women to leadership: (a) women were recruited less often into administrative positions through the traditional ranks of faculty, chair, dean, and university leadership; (b) women less frequently occupied the important leadership position of department chair, the individual who normally appoints hiring committees; (c) women found many senior positions made less attractive by the heavy workload that requires carrying work home or being available to the campus leadership at any time; and (d) women often believed that the optimal model for leadership is male, transactional, and hierarchical, minimizing collegiality and missions.

Methodology

This research was based on qualitative approach where the use of in depth interview by using snow ball for data collection was applied. The period of data collection was from June until October 2016. Location for this research is the private university in Pekanbaru such as University Islamic of Riau, University Muhammadiyah, University LancangKuning, UniversityAbdurrah. Informant for this research is the woman whom passed the entire requirement to be an a chancellor but they were not.

We had 3 subject for these research according indicator. First from University Lancang Kuning, second and Third from university Islamic of Riau.

Tabel 1 Demographic information of the informant

Pseudonym Name	Highest Degree	Years in	University
EM	Master	40	University LancangKuning
SR	Doctorate	45	University Islamic of Riau
ST	Doctorate	50	University Islamic of Riau

EM, right now is having her functional position as a lector. Passed all the administration requirements to be a chancellor but she doesn't want to be a chancellor instead now, she is a second vice chancellor. She is in a process of finishing her doctoral study.

As well as EM, SR also having her functional position that is chief lector, she completed all the requirements to be a chancellor but she was refuse the chance to be a chancellor even her name was once entered the chancellor election stock for 2013-2017 period. Right now she is working in quality assurance unit of the university.

ST position right now is functional position as chief lector. Right now she holds the position of vice dean at one faculty. Together with EM, her name was also once entered the stock of chancellor election for 2013-2017.

Finding and Discussion

In conclusion, from the above information and statements made by the three women in positions of power in Universities in interview before, it is clear how women encounter several barriers that men do not feel. They have to fulfill their complete responsibilities in the workplace, but they also need to fulfill their responsibilities as a mothers or wives. Religious values also come and play role in the decision making process they made, like they stated that "men is a leader" or "the leader better is a men" words like that were often emerged in the interview.

Those women have no disruption to lead or to be a leader, proven by their position right now, one of them is vice chancellor, one of them a chief of quality insurance department and one of them holds vice dean in the faculty, which all these mean that they also have the ability to lead. In fact, they stated that even the condition enable them to be a chancellor, they choose not to be ambitious on that, they prefer to enjoy the process they had right now. They are all have a great confidence about this.

Based on what they were saying, they are all capable in organizing their lower member which mean here they have good skill in their communication with the workers. As a leader of a team, they have goals to achieve, then the process to pursue the goal are going well.

Conclusion

Nowadays, even we are living in a modern era, gender issues still remain the same, in women daily lives or even in the works life. Women get their rights for better education and to get higher education. Women also get to be one of them who hold high position on top management, however they still get many obstacles in the process within. They have many complication that can hold their careers, from character judgmental, religious and also the ethics responsibility around them.

This research conclude that, the obstacle or the factor that keep the women hold back their desire is from their own mindset. The family was fine, the work environment was fine, they also have a good health, they are well educated but they themselves, in their thought, they think that if there is someone else better than me, then world better choose him/her instead me.

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