Gender Equality in Higher Education Institutions: A Systematic Review

Diana Viljoen-Bezuidenhout a

a North-West University, Vanderbijlpark, South Africa

https://doi.org/10.35609/gcbssproceeding.2021.1 (123)

ABSTRACT

Gender inequality has garnered much attention in the last few years. With the advent of the #MeToo movement, inequalities across genders, however subtle they may be, have been brought to the fore. As one of the Sustainable Development Goals (SDGs), gender equality is worked into the fabric of most constitutions worldwide (UNDP, 2015). However, pervasive gender inequality still exists in many industries, even in higher education institutions (HEIs). As no systematic review of studies related to gender equality in HEIs has been conducted, this study seeks to fulfil this gap. This paper seeks to critically evaluate research that has been conducted with regards to gender in academia and its associated dimensions. The purpose of the study is to i) identify barriers to achieving gender equality in HEIs, ii) analyse the outcomes of programmes intended to minimise gender inequality in HEIs, and iii) outline the lived experience of females in HEIs.

Keywords: Gender, Higher Education Institutions, Inequality, Systematic Literature Review