How far have we come?: Women in Academia

Akosua K. Darkwah, PhD

Associate Professor and Head

Department of Sociology

University of Ghana

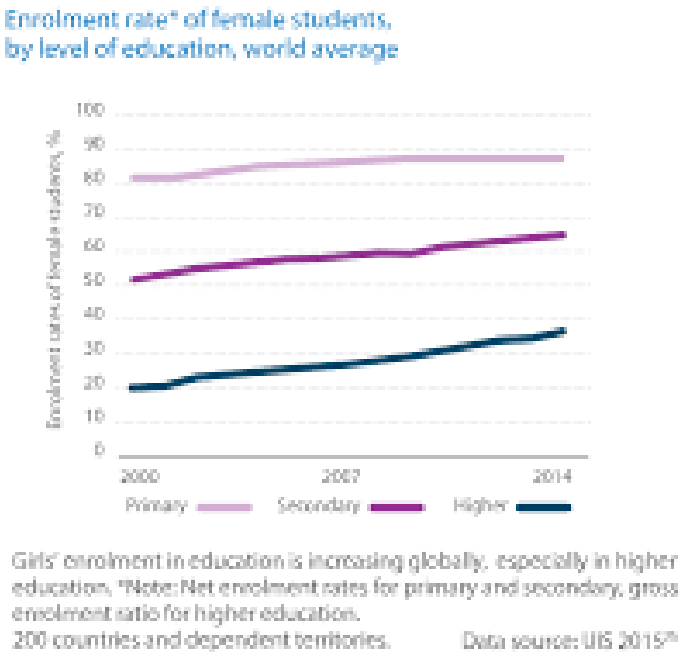
Outline

- Introduction
- Global Statistics on Pre-tertiary education
- Global Statistics on Tertiary education
- Gender Parity in Tertiary Education in Ghana
- Gender Segregation at the University of Ghana
- Gender Stratification at the University of Ghana
- Strategies going forward
- Conclusions

Introduction

- First the basics at the lower level
  - On parity
  - On tracking
  - On performance
- Universities as greedy institutions
  - Publish or Perish
  - Come in late and don't get far

Global Statistics on Pre-tertiary Education of Women (2000-2014)



Global Statistics on Pre-tertiary Education

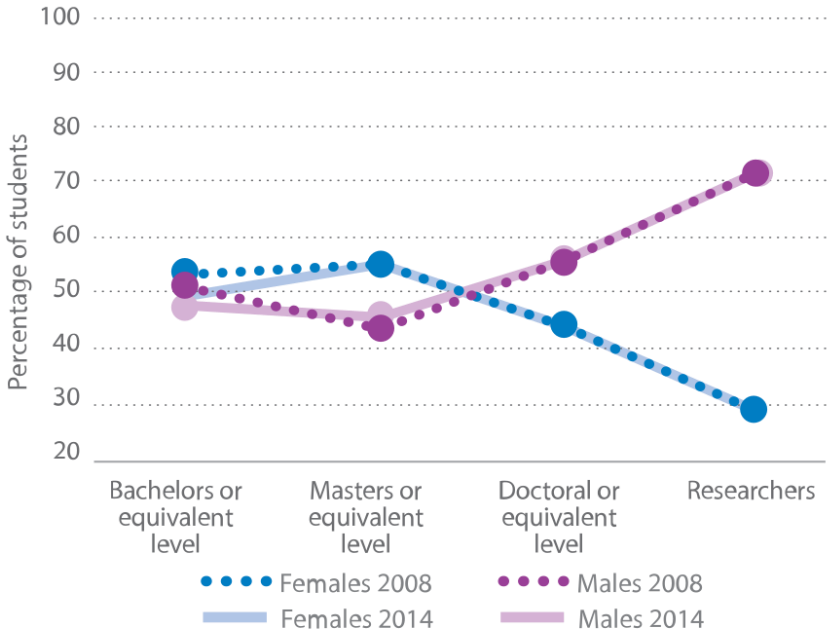
- Since 2000, major improvements in enrolment at all levels especially among girls
- Gender parity at primary and secondary level reached in 2014
- Variations, however, with African girls at the lowest levels at each point

Global Statistics on Tertiary Education

- Numbers of females in universities nearly doubled between 2000 and 2014
- But a leaky pipe situation at universities where women drop off at each stage of the postgraduate hierarchy

Leaky Pipe

Proportion of women and men in higher education and research, world average



Gender gap widens significantly among science researchers.
226 countries. Data source: UNESCO 2008-2014[11]

Regional Shares of Female Researchers

• Southwest Europe	48.5%
• Caribbean	44.4%
• Central Asia	44.3%
• Latin America	44.3%
• Eastern Europe	40.2%
• Arab States	36.8%
• European Union	33.1%
• **Sub-Saharan Africa**	**30.0%**
• West Asia	27.2%
• Southeast Asia	22.5%
• South Asia	16.9%

Share of Female Researchers in Africa (UNESCO, 2015)

- Southern Africa does better overall
  - Namibia and South Africa (43.7%)
  - Mauritius (41.9%)
- In West Africa, Cape Verde does best at 39.8%
- Other countries in West Africa that beat Ghana's 18.3% include Senegal, Nigeria, Burkina Faso and Gambia.

Gender Tracking Globally

• Education:	71%F	29%M
• Art and Humanities	62%F	38%M
• Social sciences	61%F	39%M
• Business/Law	56%F	44%M
• ICT	28%F	72%M
• Engineering	27%F	73%M

Gender Parity in Lower Level Education (Ghana)

- Data from the Education Sector Performance Report of 2016 shows that Ghana has reached gender parity at the kindergarten, primary and junior high school level, Ghana has reached gender parity nationally.
- In the case of junior high school, this achievement was only attained in the 2015/2016 academic year.
- In deprived districts, however, gender parity has not been reached for either primary or junior high school level.
- At the senior high school level, gender parity is yet to be attained.

Performance (BECE Results, 2015)

SUBJECT	BOYS	GIRLS
English	21.0	23.5
Mathematics	23.9	20.9
Social Studies	24.3	22.0
Science	24.0	20.6

Gender Parity in Tertiary Education

- Gender parity is yet to be achieved at university level as well. Only about **a third** of tertiary students are female (ISSER 2012).
- Private tertiary institutions fare better than the public tertiary institutions in terms of providing young women with access to education. In the 2012/2013 academic year, while **43**% of students in private tertiary universities were girls, the same was true for 35% of all public tertiary institutions and **34**% of public universities (ISSER 2014: 29).
- Female participation in university-based education decreases at each level of instruction. Recent NCTE figures for public universities indicate that female participation is highest at the certificate and diploma level with **46% being women, falling to 35% for Bachelors degrees, 29% for Masters degrees and 17% at the Ph.D. level** (Morley et al 2010).

Gender Segregation at the University of Ghana

- At the University of Ghana, gender segregation is evident in the fact that there are far lower numbers of female faculty than male faculty. In the year 2010, basic statistics provided by the University of Ghana showed that of the 947 faculty members, 233 (24.6%) were women.
- In addition, there is gender stratification as well.

Gender Stratification at the University of Ghana (2010)

- Female faculty are much more likely to be found at the lower levels of the academic hierarchy than their male counterparts.
- Full Professors: 3.4% F, 9.8% M
- Associate Professors: 9.4% F 13.6% M

Gender Stratification at the University of Ghana

- Some Progress
  - School of Social Sciences: 3 F and 3 M Heads and a Female Dean
  - School of Languages: 3 F and 1M Head and a Female Dean
  - Women full professors in their 40's: Ama De-Graft Aikins, Nana Aba Appiah Amfo (inaugural today)

Strategies Going Forward

- Institutional Level
  - CEGENSA on sexual harassment policies, mentoring (writing retreats, inter-generational projects), on skills training (time management, public speaking etc)
- Individual Level
  - Find a Mentor
  - Network
  - A Day a Week
  - Make a plan (5 year, 10 year,)
  - Have fun (All work and no play makes Akosua a dull girl)

Conclusions

- Glass half empty or half full?