

Still a Single Sex Profession?

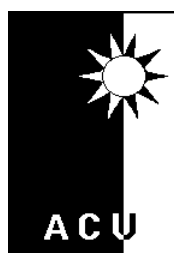
FEMALE STAFF NUMBERS IN COMMONWEALTH UNIVERSITIES

Dr Jasbir K.S. Singh



GENDER EQUITY PROGRAMME

ASSOCIATION OF COMMONWEALTH UNIVERSITIES



Association of Commonwealth Universities

Still a Single Sex Profession?

Female Staff Numbers in Commonwealth Universities

Updating the 1998 Lund Survey

by

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PREFACE

Very little statistical data is available, and even less is published, about the status of women in the higher education sector in the Commonwealth. In 1998, ACU's Helen Lund wrote a ground-breaking report for CHEMS (the Commonwealth Higher Education Management Service), in which she revealed with great clarity the extent to which women are under-represented in the academic and administrative hierarchies of the universities of the Commonwealth. At last there was a stack of published, not merely anecdotal, evidence to support the endeavours of all who are interested in advancing the careers of women in higher education.

Under the title *A single sex profession? Female Staff Numbers in Commonwealth Universities*, Lund's report drew for its integrity on the quantity and quality of the data collected by ACU from its (then) 450 member institutions. At that time, ACU gathered the names and requested the gender of all full-time permanent academic staff. In total, therefore, more than 116,000 academic staff were included in the survey while a further 5,994 senior management posts were surveyed.

In the light of the extent to which the Lund report is cited as a source of profoundly valuable information, and in order to provide a continuing framework for the work of the ACU's Women's Programme, we believe it is essential that we maintain a watching brief over the extent to which, and over what period, the gender balance changes in senior positions in the higher education sector and that we endeavour periodically to publish our findings.

Thus, three years after the initial report was published, Jasbir Singh (Consultant to the ACU's Women's Programme) undertook the task of formally updating and reviewing the data for the first time. In view of the ever-increasing size and complexity of the ACU membership, a decision had been taken in 1998 no longer to collect and publish the names of staff below the level of Senior Lecturer (or equivalent); thus it has not been possible to make direct comparisons across the board. Nevertheless, even the briefest scan of the gender distribution of the 125,000 academic staff surveyed in this up-date provides challenging evidence that, with a few fascinating exceptions, women are still far from equally represented in senior positions in the universities of the Commonwealth.

Dorothy Garland

Director of External Relations and Deputy Secretary General
Association of Commonwealth Universities

1 INTRODUCTION

In September 1998 ACU's Commonwealth Higher Education Management Service (CHEMS) published a report on the under-representation of women in the academic and administrative hierarchies of Commonwealth universities (Lund: 1998). CHEMS wanted to see whether any country or institution had succeeded in remedying the sad picture shown by other recent surveys. The data for the survey came from the returns institutions submit as their entries for the *Commonwealth Universities Yearbook*. The 1997/98 edition listed all full-time permanent staff in Commonwealth universities and gave gender information for staff at many of the universities listed.

The findings of the 1997/98 survey confirmed that women academics were significantly under-represented in Commonwealth universities. Across the Commonwealth, the percentage of women employed as full-time staff ranged from 9.5 percent in Ghana to just over 50 percent in Jamaica. The Commonwealth average was 24 percent. The study found "no discernible difference to be seen between the developed countries of the Commonwealth and their counterparts in low-income countries" (Ibid: 6).

The survey also drew attention to the positions that women held within the academic hierarchy "and their consequent ability to influence the policy and direction of their institution, both at departmental and at institutional level" (Ibid: 9). Across the Commonwealth universities surveyed, in the administrative-management positions, women were increasingly disadvantaged as they moved up the occupational ladder. Among the very top positions, where gender was specified, women comprised only 8.3 percent (50 of 600) of the executive heads (vice-chancellors). The most encouraging statistics were for Canada (16.5 percent or 14 of 85) and for Australia (14.3 percent or 6 of 42), while many countries had no women vice-chancellors, confirming that "for Commonwealth universities the phrase 'man at the top' was still depressingly valid" (Lund: 36-37).

In the other senior management positions women ranged from 12.2 percent (18 of 147) deputy vice-chancellors/deputy presidents/vice-rectors and 13.0 percent deans (238 of 1827) to 21.5 percent (54 of 305) of pro-vice-chancellors/pro-rectors/vice-presidents but among chief librarians were 36.5 percent (188 of 296) women and of personnel directors/officers 35.4 percent (99 of 280) were women (Ibid: 34 -48). The low percentage of women in these positions reflected the fact that these positions were awarded to fairly senior staff, of whom women formed a small percentage.

The proportion of women also decreased significantly along the academic ladder. At the top of the academic scale were only 9.9 percent women professors. Some country differences were discernible. At the next level, the reader/associate professor, less than 20 percent of posts were held by women, suggesting that large numbers of women were not "clustered in the wings" waiting to step up. At the senior lecturer/assistant professor level women comprised just over 25 percent (Ibid: 10-17). Only at the lecturer level "women began to be represented in numbers that equal or come close to those of their male colleagues" but the average for the Commonwealth was only 33.8 percent. At this level, the representation was more favourable in the developed countries compared with the developing countries (Ibid: 19).

In science and technology institutions, women were grossly under-represented. The problem was felt to be particularly acute in subjects of study such as science, mathematics and engineering. Women comprised only 20.2 percent of staff of selected biology departments, 14.1 percent of chemistry

departments, 13.3 percent of mathematics departments, 15.2 percent of computer science/information technology departments and 5.3 percent of engineering departments (Ibid: 24 - 29).

The pattern that emerged suggests that women were being appointed at the lecturer level but either got stuck at this level or dropped out of academic work, unable to combine family and academic commitments. The study concluded that "women are still severely under-represented among full-time staff in both the academic and administrative hierarchies of Commonwealth universities. Only at the level of lecturer do academic staff numbers begin to be equal but this may be a reflection as much of female drop-out and stagnation as of progress" (Ibid: 49).

The Association of Commonwealth Universities (ACU) viewed this report as an important benchmark to measure progress and changes in the status of women in Commonwealth universities. A follow-up study three years later was considered important although the database for 2000/2001 was considerably different from the earlier database. A decision had been taken in 1998 to reduce the coverage of the Yearbook to staff equivalent to senior lecturer and above. It was hoped that comparison would be possible in many of the higher level academic and administrative categories of university staff, an area of special interest to the ACU in developing its Women's Programme. In other areas new benchmarks may be set for future comparisons. A decision was, therefore, taken that the Commonwealth universities data for 2000/2001 should be analysed from the gender perspective with a view to comparison, where possible, with the 1997/98 data.

2 THE DATA

Data for this survey was obtained from staff data presented by Commonwealth universities to the Association of Commonwealth Universities (ACU) for publication in the *Commonwealth Universities Yearbook*. Data was provided of full-time staff only by institutions which were members of ACU. The ACU database was searched in January 2001, which means that the data was supplied to ACU during 2000. Throughout this report this data is referred to as depicting the gender distribution of staff in Commonwealth universities during 2000. A list of Commonwealth universities which supplied data is attached as an Appendix.

Comparisons are not possible in every situation with the report prepared by Lund in 1998 based on the 1997/98 data, since the data for 2000 was only collected for ACU staff at senior lecturer level and above. Wherever possible, comparisons have been made. In this report data from the Lund report is referred to as the 1997 data, as it was supplied between October 1996 and April 1997.

The total numbers in the study by country, male and female lecturers and where gender was not specified are shown in Table 1. Data was reported from 35 countries.

Table 1: Total Sample by Country

Country	Women	as %	Men	as %	Unknown	as %	Total
Australia	3787	22.8	12081	72.8	721	4.4	16589
Bangladesh	427	11.5	2846	77.0	427	11.5	3700
Botswana	44	18.0	201	82.0	0	0.0	245
Brunei Darussalam	29	20.1	112	77.8	3	2.1	144
Cameroon	30	12.5	187	77.0	26	10.5	243
Canada	5618	19.4	19196	66.3	4142	14.3	28956
Cyprus	7	8.8	69	86.3	4	4.9	80
Fiji	33	23.1	109	76.2	1	0.7	143
Ghana	96	12.0	683	85.6	19	2.4	798
Guyana	29	26.1	59	53.2	23	20.7	111
Hong Kong	245	18.9	1034	79.7	18	1.4	1297
India	3067	12.8	10155	42.3	10798	44.9	24020
Jamaica	126	39.4	192	60.0	2	0.6	320
Kenya	146	11.4	1031	80.5	103	8.1	1280
Lesotho	20	14.1	75	52.8	47	33.1	142
Malawi	29	12.6	177	77.0	24	10.4	230
Malaysia	528	21.0	1603	63.8	381	15.2	2512
Malta	34	12.3	241	87.0	2	0.7	277
Mauritius	22	22.2	77	77.8	0	0.0	99
Mozambique	7	17.1	34	82.9	0	0.0	41
Namibia	26	19.0	24	17.5	87	63.5	137
New Zealand	702	21.1	2397	72.0	231	6.9	3330
Nigeria	703	11.0	3957	62.0	1726	27.0	6386
Pakistan	467	13.6	1571	45.8	1392	40.0	3430
Papua New Guinea	22	9.8	182	80.9	21	9.3	225
Sierra Leone	15	10.9	53	38.4	70	50.7	70

Singapore	367	17.0	1766	81.6	31	1.4	2164
South Africa	1287	17.9	4102	57.1	1796	25.0	7185
Sri Lanka	496	27.4	1078	59.6	236	13.0	1810
Swaziland	28	28.9	68	70.1	1	1.0	97
Tanzania	61	11.4	368	68.6	107	20.0	536
Uganda	62	13.8	287	64.1	99	22.1	448
United Kingdom	9701	20.9	30696	66.2	5980	12.9	46377
Zambia	25	13.8	150	82.9	6	3.3	181
Zimbabwe	24	10.4	41	17.7	166	71.9	231
Commonwealth	28310	18.4	96902	63.0	28690	18.6	153902

Commonwealth universities supplied information on 153902 academic staff above the level of senior lecturer. Of these, 18.4 percent (28310) were women, 63.0 percent (96902) were men and 18.6 percent (28690) were academic staff whose gender was not specified.

In analysing and reporting on the gender distribution of different categories of academic staff, it was decided to focus on the group whose gender was known. The sample on which the report is based comprised only men and women whose gender was clearly indicated, that is, 81.4 percent or 125212 cases reported to the ACU. It was felt that this would provide a more realistic distribution of gender. For purpose of consistency, when making comparisons between the 2000 and 1997 data, the percentages for 1997 were recalculated to exclude the unspecified group.

In the majority of countries the number of unspecified cases was less than 15 percent. Countries which reported a large number of staff with gender unknown were generally countries with very large academic populations. In India, for instance, in nearly 45 percent of cases gender was unknown. However, the Indian sample was sufficiently large for the findings to be based with confidence on 55 percent (10798) cases of the total sample. Pakistan, Nigeria and South Africa also fell into the same category – with 25 percent to 40 percent sample whose gender was not known, they reported a large number of cases whose gender was specified. Doubts may be raised about findings from countries with small academic populations and high proportion of staff with gender unspecified – Namibia, Sierra Leone and Zimbabwe.

The report focuses on countries with apparently reliable data: countries with few cases where gender was unspecified and countries with large numbers of staff where, despite the unspecified group, numbers were large enough to reveal a fairly accurate picture.

3 OVERALL GENDER PROPORTIONS

Table 2 presents the gender distribution among staff by country for those whose gender was known.

Table 2: Overall Gender Proportions by Country

Country	Women	as %	Men	as %	Total
Australia	3787	23.9	12081	76.1	15868
Bangladesh	427	13.0	2846	87.0	3273
Botswana	44	18.0	201	82.0	245
Brunei Darussalam	29	20.6	112	79.4	141
Cameroon	30	13.8	187	86.2	217
Canada	5618	22.6	19196	77.4	24814
Cyprus	7	9.2	69	90.8	76
Fiji	33	23.2	109	76.8	142
Ghana	96	12.3	683	87.7	779
Guyana	29	33.0	59	67.0	88
Hong Kong	245	19.2	1034	80.8	1279
India	3067	23.2	10155	76.8	13222
Jamaica	126	39.6	192	60.4	318
Kenya	146	12.4	1031	87.6	1177
Lesotho	20	21.1	75	78.9	95
Malawi	29	14.1	177	85.9	206
Malaysia	528	24.8	1603	75.2	2131
Malta	34	12.4	241	87.6	275
Mauritius	22	22.2	77	77.8	99
Mozambique	7	17.1	34	82.9	41
Namibia	26	52.0	24	48.0	50
New Zealand	702	22.7	2397	77.3	3099
Nigeria	703	15.1	3957	84.9	4660
Pakistan	467	22.9	1571	77.1	2038
Papua New Guinea	22	10.8	182	89.2	204
Sierra Leone	15	22.1	53	77.9	68
Singapore	367	17.2	1766	82.8	2133
South Africa	1287	23.9	4102	76.1	5389
Sri Lanka	496	31.5	1078	68.5	1574
Swaziland	28	29.2	68	70.8	96
Tanzania	61	14.2	368	85.8	429
Uganda	62	17.8	287	82.2	349
United Kingdom	9701	24.0	30696	76.0	40397
Zambia	25	14.3	150	85.7	175
Zimbabwe	24	36.9	41	63.1	65
Commonwealth	28310	22.6	96902	77.4	125212

Table 2 shows that across the Commonwealth, in 2000, the percentage of women employed as full-time staff at senior lecturer and above level ranged from 9.2 percent in Cyprus to 39.6 percent in Jamaica. Namibia and Zimbabwe reported a very high proportion of women at these levels, 52.0

percent and 36.9 percent respectively, but their findings are based on a small number of reported cases (about 36 percent for Namibia and 28 percent for Zimbabwe). The average for the Commonwealth was 22.6 percent of women staff working at senior lecturer and above level.

As was reported from the 1997 data, there was no clear indication of difference between the developed and developing countries of the Commonwealth. Excluding Namibia and Zimbabwe, Guyana had 33 percent and Sri Lanka had 31.5 percent women above senior lecturer level. A number of countries, both developed and developing, ranged between 20 and 25 percent: Australia (23.9 percent), Brunei Darussalam (20.6 percent), Canada (22.6 percent), Fiji (23.2 percent), India (23.2 percent), Lesotho (21.1 percent), Malaysia (24.8 percent), Mauritius (22.2 percent), New Zealand (22.7 percent), Pakistan (22.9 percent), South Africa (23.9 percent), Swaziland (29.2 percent), and the United Kingdom (24.0 percent).

However, countries with very low percentages of women above senior lecturer level were mostly developing countries. Among countries with less than 15 percent women at this level were Bangladesh (13.0 percent), Cameroon (13.8 percent), Ghana (12.3 percent), Kenya (12.4 percent), Malawi (14.1 percent), Papua New Guinea (10.8 percent), Tanzania (14.2 percent) and Zambia (14.3 percent).

No comparison with the 1997 data is possible as that survey included all full-time academic staff including lecturers.

4 GENDER REPRESENTATION AMONG TOP MANAGEMENT

While it is important to note the overall proportion of women employed at and above the level of lecturer, groups and organisations concerned with the career prospects of women in higher education are also interested in the positions that they hold within the administrative and academic hierarchy from where they can influence the development of their departments and institutions.

The 1997 ACU survey had found that women were indeed poorly represented in the senior management positions of Commonwealth universities. The situation was only marginally different from that described in a UNESCO-Commonwealth Secretariat report which had found that “the global picture is one of men outnumbering women at about five to one at middle management level and at about twenty to one at senior management level. Women deans ... are a minority group and women vice-chancellors and presidents are still a rarity” (Dines: 11).

This section takes a look at the range of senior management positions and where possible makes comparisons with the findings of the 1997 survey. Gender searches were made for the following categories of senior management staff:

- Executive Heads (Vice-Chancellors, Presidents, Rectors etc)
- Heads of Administration (Registrars/Secretaries)
- Senior Management Team – SMT (Deputy Vice-Chancellors, Deputy Presidents, Vice-Rectors, Pro-Vice-Chancellors, Pro-Rectors, Vice-Presidents, Chief Librarians, that is, the senior administrative team surrounding the Vice-Chancellor and the Head of Administration)
- Deans
- Finance Officers/Bursars
- Chief Librarian

4.1 Executive Heads

The distribution of executive heads by gender is shown in Table 3. The situation in the Commonwealth still seems quite depressing. Of the 35 countries which were included in the survey, 25 countries reported only male vice-chancellors. Overall in the Commonwealth only 9 percent (54 of 602) women held the position of chief executive as vice-chancellor or president or rector. The situation was only fractionally better than in 1997 when of the 35 countries surveyed, 27 countries reported no woman Vice-Chancellor and overall 8.3 percent (50 of 600) women were chief executives of Commonwealth universities. However, the number for 2000 seems better than that described in the UNESCO-Commonwealth Secretariat report; nearly one in ten chief executives was now a woman compared with one in twenty reported by Dines.

Table 3: Executive Heads (Vice-Chancellors etc) by Country

Country	Women	as %	Men	as %	Total
Australia	8	18.6	35	81.4	43
Bangladesh	0	0.0	15	100.0	15
Botswana	1	100.0	0	0.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	1	14.3	6	85.7	7
Canada	16	18.4	71	81.6	87

Cyprus	0	0.0	1	100.0	1
Fiji	0	0.0	2	100.0	2
Ghana	0	0.0	7	100.0	7
Guyana	0	0.0	1	100.0	1
Hong Kong	0	0.0	4	100.0	4
India	10	7.2	128	92.8	138
Jamaica	0	0.0	4	100.0	4
Kenya	0	0.0	9	100.0	9
Lesotho	0	0.0	1	100.0	1
Malawi	0	0.0	2	100.0	2
Malaysia	0	0.0	9	100.0	9
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	0	0.0	1	100.0	1
Namibia	0	0.0	1	100.0	1
New Zealand	0	0.0	10	100.0	10
Nigeria	1	2.9	33	97.1	34
Pakistan	0	0.0	33	100.0	33
Papua New Guinea	0	0.0	5	100.0	5
Sierra Leone	0	0.0	3	100.0	3
Singapore	0	0.0	2	100.0	2
South Africa	3	16.7	15	93.3	18
Sri Lanka	1	9.1	10	90.9	11
Swaziland	1	100.0	0	0.0	1
Tanzania	0	0.0	3	100.0	3
Uganda	0	0.0	6	100.0	6
United Kingdom	12	8.9	123	91.1	135
Zambia	0	0.0	2	100.0	2
Zimbabwe	0	0.0	3	100.0	3
Commonwealth	54	9.0	548	91.0	602*

** Data includes the heads of the constituent campuses of the University of Western Sydney, heads of institutions within the federated universities of Quebec and Toronto, heads of the institutions within the federated universities of London and Wales and heads of the constituent campuses of the University of the West Indies.*

The picture is very bleak in particular countries and regions. Developing Asian countries which had a fairly good proportion of women professors and associate professors etc – Malaysia, Hong Kong and Singapore – had still not been able to appoint a single woman vice-chancellor but continued to offer these positions to men in the academy.

Of the ten countries with only one university, two reported women vice-chancellors – Botswana and Swaziland, the same as in 1997. Of the countries with a large number of universities, India had 7.2 percent women vice-chancellors (10 of 138 reported). The situation in 1997 was indeed better for India with 10.7 percent women vice-chancellors (15 of 140 reported). Nigeria, with 34 universities reporting, had only 1 woman vice-chancellor (none in 1997) and Pakistan with 33 universities in the survey still reported no woman vice-chancellor (the only woman vice-chancellor in Pakistan, of the Fatimah Jinnah Women's University, was not included in the survey). In Sri Lanka 9.1 percent or one

of its 11 universities could boast of a woman vice-chancellor. In 1997, Sri Lanka had no woman vice-chancellor.

Of the developed Commonwealth countries Australia had 18.6 percent (8 of 43) women chief executives, up from 14.3 percent (6 of 42) in 1997. Canada revealed 18.4 percent (16 of 87) compared with 16.5 percent (14 of 85) in 1997; and the United Kingdom 8.9 percent (12 of 135) compared with 6.9 percent (10 of 145) women chief executives in 1997. But New Zealand still had no woman vice-chancellor.

During the period 1997-2000, small forward steps in appointing women chief executives had been taken by some Commonwealth countries. Overall, there was a slight increase. It is encouraging to see that in Australia, Canada and the United Kingdom, which have been active in flagging the issue of women's status in higher education management, some degree of improvement was evident.

4.2 Heads of Administration

The distribution of men and women in the position of heads of administration, that is university registrars and secretaries, is shown in Table 4. The position of registrar/secretary of university remained very much a male occupation. The survey revealed that in 2000 there were only 14.9 percent (79 of 531) women employed in universities as registrar/secretary. 19 of the Commonwealth countries which reported had only male heads of administration: Bangladesh, Botswana, Brunei Darussalam, Cameroon, Cyprus, Fiji, Ghana, Guyana, Hong Kong, Malawi, Malta, Mozambique, Namibia, Pakistan, Sierra Leone, South Africa, Swaziland, Tanzania and Uganda. Just two countries had only female registrars, Mauritius and Lesotho, both countries with only one such position available.

Table 4: Heads of Administration (Registrar/Secretary) by Country

Country	Women	as %	Men	as %	Total
Australia	8	20.0	32	80.0	40
Bangladesh	0	0.0	13	100.0	13
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	0	0.0	6	100.0	6
Canada	24	34.3	46	65.7	70
Cyprus	0	0.0	1	100.0	1
Fiji	0	0.0	1	100.0	1
Ghana	0	0.0	5	100.0	5
Guyana	0	0.0	1	100.0	1
Hong Kong	0	0.0	5	100.0	15
India	6	4.5	126	95.5	132
Jamaica	2	66.7	1	33.3	3
Kenya	1	11.1	8	88.9	9
Lesotho	1	100.0	0	0.0	1
Malawi	0	0.0	2	100.0	2
Malaysia	1	16.7	5	83.3	6
Malta	0	0.0	1	100.0	1

Mauritius	1	100.0	0	0.0	1
Mozambique	0	0.0	2	100.0	2
Namibia	0	0.0	1	100.0	1
New Zealand	1	12.5	7	87.5	8
Nigeria	3	9.7	28	90.3	31
Pakistan	0	0.0	29	100.0	29
Papua New Guinea	1	20.0	4	80.0	5
Sierra Leone	0	0.0	3	100.0	3
Singapore	1	50.0	1	50.0	2
South Africa	0	0.0	13	100.0	13
Sri Lanka	1	9.1	10	90.9	11
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	3	100.0	3
Uganda	0	0.0	5	100.0	5
United Kingdom	26	23.2	86	76.8	112
Zambia	1	50.0	1	50.0	2
Zimbabwe	1	25.0	3	75.0	4
Commonwealth	79	14.9	452	85.1	531*

** Data includes the registrars/secretaries of the constituent campuses of the University of Western Sydney, heads of institutions within the federated universities of Quebec and Toronto, heads of the institutions within the federated universities of London and Wales and heads of the constituent campuses of the University of the West Indies.*

Among developing Asian countries, Indian universities employed only 4.5 percent (6 of 132) women heads of administration. Pakistan had no women among its 29 registrars and all 13 registrars in Bangladesh were men. Sri Lanka, which generally has a good record of appointing women to senior positions, had only 1 woman out of its 11 registrars. In Malaysia, which is now doing better in the appointment of women deans and heads of department, there is only 1 woman registrar. Similarly, in Africa, Nigerian universities appointed only 3 women registrars among 31 registrars, while of the 13 registrars whose gender was reported from South Africa, all were men. In most African countries registrars were men.

In the appointment of women as heads of administration, the developed Commonwealth countries had made greater progress. In Australia 20.0 percent (8 of 40), in Canada 34.3 percent (24 of 70), in New Zealand 12.5 percent (1 of 8), and in the United Kingdom 23.2 percent (26 of 112) registrars/secretaries were women.

Compared with the 1997 data, not too many differences are noted in the 2000 data. In 1997, 18.8 percent (96 of 511) female registrars/secretaries were reported, in 2000, 14.9 percent (79 of 452) were reported in similar positions. All the 12 countries which had only male registrars in 1997 continued to have male registrars in 2000 – Bangladesh, Botswana, Brunei Darussalam, Ghana, Guyana, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania and Uganda.

In the developed Commonwealth countries a plateau seems to have been reached with only marginal changes between 1997 and 2000 or a slight downward trend. In Australia the proportion went down from 25.0 percent (10 of 40) to 20.0 percent; in Canada the proportion was reduced from 44.3 percent (31 of 70) to 34.3 percent; in New Zealand from 16.7 percent (1 of 6) to 12.5 percent; and in the

United Kingdom the proportion of women registrars/secretaries remained at about the same level during the two periods (23.9 percent (27 of 113) in 1997 and 23.2 percent in 2000).

4.3 Senior Management Teams

The Senior Management Team (SMT) is a term used to describe all the members of the administrative team that surrounds the chief executive and the head of administration. It includes all the pro-vice-chancellors, deputy vice-chancellors, deputy presidents and other senior positions such as dean of students, chair of the board of the faculties, commercial director, university librarian, and university secretary. Table 5 below shows the gender distribution of this group of senior managers in all Commonwealth universities in the survey.

Table 5: Senior Management Teams by Country

Country	Women	as %	Men	as %	Total
Australia	42	20.0	168	80.0	210
Bangladesh	3	10.3	26	89.7	29
Botswana	0	0.0	2	100.0	2
Brunei Darussalam	2	50.0	2	50.0	4
Cameroon	3	17.6	14	82.4	17
Canada	76	32.1	161	67.9	237
Cyprus	0	0.0	1	100.0	1
Fiji	3	50.0	3	50.0	6
Ghana	3	17.6	14	82.4	17
Guyana	2	50.0	2	50.0	4
Hong Kong	2	7.4	25	92.6	27
India	23	12.0	169	88.0	192
Jamaica	11	57.9	8	42.1	19
Kenya	2	6.7	28	93.3	30
Lesotho	2	40.0	3	60.0	5
Malawi	0	0.0	6	100.0	6
Malaysia	5	15.6	27	84.4	32
Malta	0	0.0	4	100.0	4
Mauritius	0	0.0	4	100.0	4
Mozambique	2	100.0	0	0.0	2
Namibia	0	0.0	5	100.0	5
New Zealand	5	20.8	19	79.2	24
Nigeria	9	10.3	78	89.7	87
Pakistan	5	13.2	33	86.8	38
Papua New Guinea	3	27.3	8	72.7	11
Sierra Leone	1	25.0	3	75.0	4
Singapore	4	26.7	11	73.3	15
South Africa	8	16.3	41	83.7	49
Sri Lanka	10	38.5	16	61.5	26
Swaziland	1	33.3	2	66.7	3
Tanzania	2	50.0	2	50.0	4

Uganda	0	0.0	13	100.0	13
United Kingdom	98	18.6	430	81.4	528
Zambia	1	20.0	4	80.0	5
Zimbabwe	1	25.0	3	75.0	4
Commonwealth	329	19.8	1335	80.2	1664

On the whole women comprised 19.8 percent of the senior management teams in the Commonwealth. In seven countries, with small numbers included in their SMT, all senior managers were men – Botswana (2), Cyprus (1), Malawi (6), Malta (4), Mauritius (4), Namibia (5), and Uganda (13). In Mozambique the two senior managers whose gender was known were both women.

In a number of countries the distribution was almost equal. In Tanzania 2 of 4, in Jamaica 11 of 19, Guyana 2 of 4, and in Brunei 2 of 4 members of the SMT were women. Other developing countries with more than 30 percent women in the SMT were Lesotho (2 of 5) and Sri Lanka (10 of 26). The proportion of women holding these positions was low in India (12.0 percent or 23 of 192), Pakistan (13.2 percent or 5 of 38), Malaysia (15.6 percent or 5 of 32) and South Africa (16.3 percent or 8 of 49).

There were greater numbers of women in the developed Commonwealth countries engaged in senior management. However, except in the case of Canada, they represented around 20 percent of the total positions in these countries. In Canada 32.1 percent (76 of 237) of these positions were held by women, but in Australia 20.0 percent (42 of 210), in New Zealand 20.8 percent (5 of 24) and in the United Kingdom 18.6 percent (98 of 528) women worked at senior management level in universities.

4.4 Deans

On the average, in the Commonwealth, 14.3 percent of deans were women. The percentage of women deans is only marginally up from 1997, when of those whose gender was specified, 13.0 percent (238 of 1827) were women. The gender distribution among deans for 2000 is shown in Table 6.

Table 6: Deans by Country

Country	Women	as %	Men	As %	Total
Australia	38	15.5	207	84.5	245
Bangladesh	2	4.2	46	95.8	48
Botswana	2	28.6	5	71.4	7
Brunei Darussalam	0	0.0	5	100.0	5
Cameroon	2	10.0	18	90.0	20
Canada	55	19.0	235	81.0	290
Cyprus	0	0.0	4	100.0	4
Fiji	1	20.0	4	80.0	5
Ghana	3	10.3	26	89.7	29
Guyana	0	0.0	6	100.0	6
Hong Kong	4	15.4	22	84.6	26
India	78	20.7	298	79.3	376
Jamaica	1	16.7	5	83.3	6

Kenya	3	7.3	38	92.7	41
Lesotho	0	0.0	3	100.0	3
Malawi	2	14.3	12	85.7	14
Malaysia	12	16.4	61	83.6	73
Malta	0	0.0	10	100.0	10
Mauritius	1	20.0	4	80.0	5
Mozambique	0	0.0	10	100.0	10
Namibia	1	14.3	6	85.7	7
New Zealand	5	10.2	44	89.8	49
Nigeria	10	6.5	145	93.5	155
Pakistan	7	14.6	41	85.4	48
Papua New Guinea	0	0.0	5	100.0	5
Sierra Leone	0	0.0	3	100.0	3
Singapore	1	5.6	17	94.4	18
South Africa	3	3.2	90	96.8	93
Sri Lanka	9	18.0	41	82.0	50
Swaziland	2	25.0	6	75.0	8
Tanzania	1	5.9	16	94.1	17
Uganda	4	19.0	17	81.0	21
United Kingdom	61	13.6	386	86.4	447
Zambia	0	0.0	14	100.0	14
Zimbabwe	0	0.0	2	100.0	2
Commonwealth	308	14.3	1852	85.7	2160

Of the 35 countries that supplied data on deans, 10 countries had no women deans at all – Brunei, Cyprus, Guyana, Lesotho, Malta, Mozambique, Papua New Guinea, Sierra Leone, Zambia and Zimbabwe. The picture is not very different from 1997 when eight of the countries had no women deans. Three of the countries which had no women deans in 1997 had by 2000 appointed women to these positions – Botswana (2), Mauritius (1) and Uganda (4). Countries that in both surveys showed no women in this position were Brunei, Malta, Papua New Guinea, Zambia, and Zimbabwe.

Only five countries revealed 20 percent or more women deans – Botswana (28.6 percent or 2 of 7), Swaziland (25.0 percent or 2 of 8), India (20.7 percent or 78 of 376), Fiji (20.0 percent or 1 of 5), and Mauritius (20.0 percent or 1 of 5). It should be noted that all these countries, with the exception of India, have only one university each with a small number of deans. The appointment of one or two women represents a very good proportion of the total number of deans.

Bangladesh lags behind the other three South Asian countries in the appointment of women deans. In 2000, Bangladesh had only 4.2 percent women deans compared with 20.7 percent in India, 18.0 percent in Sri Lanka and 14.6 percent in Pakistan. Between 1997 and 2000, India made some progress in the appointment of women deans, up from 17.7 percent (61 women deans of 344 deans in 1997) to 20.7 percent (78 of 376 in 2000). The situation in Sri Lanka, Pakistan and Bangladesh remained almost unchanged. Sri Lanka maintained a figure of about 18 percent (6 of 33 women deans in 1997 and 9 of 50 women deans in 2000). In Bangladesh, in 1997, 4.6 percent deans were women (2 of 43) compared with 4.2 percent in 2000 (2 of 48). In Pakistan, in 1997 4 women deans were reported from among 27 deans or 14.8 of the deans in the sample were women; the percentage for 2000 was 14.6 percent (7 of 48) women deans.

Of the Southeast Asian countries, which had no women chief executives, Hong Kong had 15.4 percent women deans (4 of 26), Malaysia had 16.4 percent women deans (12 of 73) and Singapore had only 5.6 percent women deans (1 of 18). Hong Kong's percentage seems to have improved slightly since 1997 when 4 of 34 deans or 11.7 percent deans were women. Malaysia too seems to project a better proportion than in 1997 when it reported 6 of 52 or 11.5 percent women deans. Singapore's situation seems unchanged since 1997 when it also had 1 of 18 or 5.6 percent women deans.

Many of the countries in Africa demonstrated a poor record for the appointment of women deans – Cameroon (10.0 percent), Ghana (10.3 percent), Kenya (7.3 percent), Lesotho (0.0 percent), Mozambique (0.0 percent), Nigeria (6.5 percent), Sierra Leone (0.0 percent), South Africa (3.2 percent), Tanzania (5.9 percent), Zambia (0.0 percent) and Zimbabwe (0.0 percent). Countries which had just crossed the 15 percent mark or were close to attaining 15 percent of women appointments were Malawi (14.3 percent), Namibia (14.3 percent), Uganda (19.0 percent), Swaziland (25.0 percent) and Botswana (28.6 percent). While Botswana had appointed 2 women deans since 1997, Ghana had increased its number from 2 to 3, Kenya had increased from 2 to 3, Nigeria with a very large university sector had increased from 6 to 10 (a marginal percentage increase from 5.4 percent to 6.5 percent), Sierra Leone had gone from 1 to none, Lesotho had 2 in 1997 but none in 2000, and in Tanzania the number of women deans had gone down from 3 to 1. Thus, overall, the situation in the African context was not encouraging.

It may be noted that the two African countries, Botswana and Swaziland, both of which have women vice-chancellors, have done rather well in the appointment of women deans, with 28.6 percent and 25.0 percent women deans.

The developed Commonwealth countries had not made as much progress as may be expected – Australia had 15.5 percent women deans (38 of 245) compared with 14.4 percent in 1997 (31 of 215); Canada had 19.0 percent (55 of 290) women deans, up slightly from 17.7 percent in 1997 (45 of 254); New Zealand had only 10.2 percent (5 of 49) women deans, down from 17.9 percent in 1997 (7 of 39); and the United Kingdom had 13.6 percent (61 of 447) women deans compared with 10.3 percent (41 of 397) in 1997.

Across the Commonwealth women deans are still quite a rarity.

4.5 Finance Officers/Bursars

Fourteen countries in the survey reported only one such position. Of these only 2 had female finance officers (Cyprus and Mozambique) while the remaining 12 had male officers in post (Botswana, Brunei Darussalam, Fiji, Guyana, Lesotho, Malawi, Malta, Mauritius, Namibia, Swaziland, Zambia, Zimbabwe). However, Singapore's 3 finance officers were all female.

Table 7: Finance Officers/Bursars by Country

Country	Women	as %	Men	as %	Total
Australia	5	12.2	36	87.8	41
Bangladesh	0	0.0	11	100.0	11
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	0	0.0	3	100.0	3
Canada	9	20.0	36	80.0	45

Cyprus	1	100.0	0	0.0	1
Fiji	0	0.0	1	100.0	1
Ghana	1	25.0	3	75.0	4
Guyana	0	0.0	1	100.0	1
Hong Kong	0	0.0	4	100.0	4
India	2	2.9	65	97.1	67
Jamaica	1	25.0	3	75.0	4
Kenya	0	0.0	8	100.0	8
Lesotho	0	0.0	1	100.0	1
Malawi	0	0.0	1	100.0	1
Malaysia	0	0.0	4	100.0	4
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	1	100.0	0	0.0	1
Namibia	0	0.0	1	100.0	1
New Zealand	0	0.6	6	100.0	6
Nigeria	3	18.8	13	81.2	16
Pakistan	0	0.0	15	100.0	15
Papua New Guinea	1	50.0	1	50.0	2
Sierra Leone	0	0.0	1	100.0	1
Singapore	3	100.0	0	0.0	3
South Africa	1	9.1	11	90.9	12
Sri Lanka	3	30.0	7	70.0	10
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	0	0.0	3	100.0	3
United Kingdom	14	14.1	85	85.9	99
Zambia	0	0.0	1	100.0	1
Zimbabwe	0	0.0	1	100.0	1
Commonwealth	45	12.0	329	88.0	374

Among developing countries with large higher education systems, Indian universities had appointed only 2.9 percent (2 of 67) women as finance officers. Nigeria had only 18.8 percent (3 of 16), Sri Lanka 30.0 percent (3 of 10) and South Africa 8.3 percent (1 of 12) women finance officers. Pakistan, on the other hand, had not a single woman finance officer among the 15 that were reported. Bangladesh (11), Cameroon (3) and Hong Kong (4) had also only male finance officers.

The situation was not very different in the developed Commonwealth countries. In Australia 12.2 percent (5 of 41), in Canada 20.0 percent (9 of 45) and in the United Kingdom 14.1 percent (14 of 99) finance officers were women. In New Zealand, however, all such positions were held by men.

Overall in the Commonwealth, 88 percent of finance officers were men, with only 12 percent women (45 of 374). The position of bursar and finance officer continues to remain very much a male domain. The only exception seems to be Singapore where all those in these positions were women.

The situation seems to be similar to 1997, when of those whose gender was specified, 10.1 percent finance officers were women (34 of 337). The country profiles were also not significantly different.

Australia had 17.7 percent women (7 of 39), Canada 18.2 percent (8 of 44), and the United Kingdom 9.9 percent (9 of 91). In 1997, New Zealand also had no women finance officers/bursars.

4.6 Chief Librarians

Women have done better in taking up the position of chief librarian. Throughout the Commonwealth countries in the survey, 37.2 percent chief librarians were women (126 of 339). Of the 13 countries that reported only a single chief librarian's position, 8 were held by women (Botswana, Brunei Darussalam, Fiji, Guyana, Lesotho, Sierra Leone, Swaziland, Zimbabwe) while men held 5 of these positions (Cyprus, Malta, Mauritius, Namibia, Singapore). Jamaica and Tanzania reported that their two chief librarians were women.

Table 8: Chief Librarians by Country

Country	Women	as %	Men	as %	Total
Australia	16	48.5	17	51.5	33
Bangladesh	2	22.2	7	77.8	9
Botswana	1	100.0	0	0.0	1
Brunei Darussalam	1	100.0	0	0.0	1
Cameroon	2	66.7	1	33.3	3
Canada	23	54.8	1	45.2	42
Cyprus	0	0.0	1	100.0	1
Fiji	1	100.0	0	0.0	1
Ghana	1	20.0	4	80.0	5
Guyana	1	100.0	0	0.0	1
Hong Kong	1	33.3	2	66.7	3
India	13	23.2	43	76.8	56
Jamaica	2	100.0	0	0.0	2
Kenya	2	28.6	5	71.4	7
Lesotho	1	100.0	0	0.0	1
Malawi	0	0.0	2	100.0	2
Malaysia	6	85.7	1	14.3	7
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	0	0.0	0	0.0	0
Namibia	0	0.0	1	100.0	1
New Zealand	2	50.0	2	50.0	4
Nigeria	5	27.8	13	72.2	18
Pakistan	5	38.5	8	61.5	13
Papua New Guinea	1	50.0	1	50.0	2
Sierra Leone	1	100.0	0	0.0	1
Singapore	0	0.0	1	100.0	1
South Africa	3	27.2	8	72.8	11
Sri Lanka	6	60.0	4	40.0	10
Swaziland	1	100.0	0	0.0	1
Tanzania	2	100.0	0	0.0	2

Uganda	0	0.0	3	100.0	3
United Kingdom	26	28.3	66	71.7	92
Zambia	0	0.0	2	100.0	2
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	126	37.2	213	62.8	339

Of interest to note is the fairly good representation of women as chief librarians in the developing countries with large higher education systems. In Malaysia a very high proportion of the chief librarians were women – 85.7 percent or 6 of 7 chief librarians were women. Of chief librarians among Indian universities, 23.2 percent (13 of 56) were women chief librarians. Nigeria had 27.8 percent (5 of 18), Pakistan, 38.5 percent (5 of 13), South Africa, 27.2 percent (3 of 11) and Sri Lanka, 60 percent (6 of 10) women among their chief librarians.

In the developed Commonwealth countries the proportion of women chief librarians was higher than in the developing countries and the overall norm. In Australia, 48.5 percent (16 of 33), in Canada, 54.8 percent (23 of 42) and in New Zealand, 50.0 percent chief librarians were women. Only in the United Kingdom had women not made such strides into this position, with only 28.3 percent (26 of 92) women chief librarians in their universities.

In the case of chief librarians, the picture is fairly similar to that depicted in the 1997 survey. Overall in the Commonwealth in 1997 there were 36.5 percent chief librarians (108 of 296) compared with 37.2 percent in 2000. In 1997, Malaysia had 5 of its 6 chief librarians women; in 2000, 6 of 7 chief librarians were women. The Australian figure remained at 48.5 percent. In Canada, the figure moved up from 48.7 percent (19 of 39) in 1997 to 54.8 percent in 2000. The status in new Zealand remained the same, with 50 percent women chief librarians during both surveys.

5 GENDER REPRESENTATION AMONG SENIOR ADMINISTRATORS

In addition to staff in very senior management positions, data was also obtained for a selected number of senior university staff with special administrative duties. These included those with responsibilities for personnel, computing services, development and/or fundraising, staff development and training, public relations, international offices, equal opportunity or equity offices, quality assurance and accreditation, and strategic planning.

5.1 Personnel Officers

The position of personnel officer is often considered women's forte as women are expected to be better communicators and interact well with all levels of staff and the public. The survey, however, revealed that while women were well represented in this job, they did not, on the whole, take up even 50 percent of personnel jobs in Commonwealth universities. The average for the Commonwealth was 32.6 percent or 101 of the 310 personnel officers in the survey were women and 209 were men.

Table 9 provides the findings on gender distribution among personnel officers.

Table 9: Personnel Officers by Country

Country	Women	as %	Men	as %	Total
Australia	14	35.0	26	65.0	40
Bangladesh	0	0.0	5	100.0	5
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	0	0.0	0
Cameroon	0	0.0	2	100.0	2
Canada	17	41.5	24	58.5	41
Cyprus	1	100.0	0	0.0	1
Fiji	0	0.0	1	100.0	1
Ghana	0	0.0	4	100.0	4
Guyana	1	100.0	0	0.0	1
Hong Kong	2	50.0	2	50.0	2
India	2	7.4	25	92.6	27
Jamaica	5	100.0	0	0.0	5
Kenya	1	25.0	3	75.0	4
Lesotho	0	0.0	0	0.0	0
Malawi	1	50.0	1	50.0	2
Malaysia	1	25.0	3	75.0	4
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	0	0.0	1	100.0	1
Namibia	1	100.0	0	0.0	1
New Zealand	2	40.0	3	60.0	5
Nigeria	5	31.2	11	68.8	16
Pakistan	0	0.0	9	100.0	9
Papua New Guinea	1	50.0	1	50.0	2
Sierra Leone	0	0.0	1	100.0	1

Singapore	2	100.0	0	0.0	2
South Africa	2	16.7	10	83.3	12
Sri Lanka	4	30.8	9	69.2	13
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	1	25.0	3	75.0	4
United Kingdom	37	38.9	58	61.1	95
Zambia	0	0.0	1	100.0	1
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	101	32.6	209	67.4	310

Only two countries failed to provide data for this category of staff while 12 countries reported only one post of personnel officer. Among these, four countries had female personnel officers and eight had male personnel officers. Women were employed in Cyprus, Guyana, Namibia and Zimbabwe. Men were the personnel officers in Botswana, Fiji, Malta, Mauritius, Mozambique, Sierra Leone, Swaziland, and Zambia.

In Jamaica and Singapore, personnel matters were very much in the hands of women. In Jamaica all five personnel officers were women and in Singapore both personnel officers reported were women. Other countries which employed only a few personnel officers but had 25 to 50 percent women in post were Malawi (1 of 2), Malaysia (1 of 4), Papua New Guinea (1 of 2) and Uganda (1 of 4).

Of the developing countries which reported a large number of personnel officers, only Sri Lanka and Nigeria had a fairly good proportion of women in these positions: 30.8 percent (4 of 13) and 31.2 percent (5 of 16) respectively. In South Africa there were 16.7 percent (2 of 12) and in India only 7.4 percent (2 of 27) women personnel officers while in Pakistan all 9 and in Bangladesh all 5 personnel officers were men.

Again, it was in the developed Commonwealth countries that women had made greater strides to take up personnel jobs. In all four countries more than 35 percent personnel officers were women: in Australia, 35.0 percent (14 of 40), in Canada, 41.5 percent (17 of 41), in New Zealand, 40.0 percent (2 of 5) and in the United Kingdom, 38.9 percent (37 of 95) personnel officers were women.

The status of women with respect to personnel jobs has not changed significantly since 1997 when 35.4 percent (99 of 280) of those whose gender was known were women. The proportion in the developed countries was higher than in the developing countries. The situation in India, Bangladesh and Pakistan has hardly changed. In 1997, India had 8.0 percent (2 of 25) women personnel officers and both Pakistan and Bangladesh had no women personnel officers. South Africa and Sri Lanka had placed some women in these positions: Sri Lanka had 55.6 percent (5 of 9) and South Africa had 20.0 percent (2 of 10) women in post as personnel officers.

Of the developed countries, New Zealand had shown improvement by appointing its first 2 women personnel officers; in 1997, none were reported. Australia's number were constant at around 35 percent (13 of 37 in 1997 and 14 of 40 in 2000); Canada showed a slight upward trend raising its women personnel officers from 35.9 percent in 1997 (14 of 39) to 41.5 percent in 2000 (17 of 41); the United Kingdom situation hardly changed from 40.5 percent (36 of 89) in 1997 to 38.9 percent women personnel officers in 2000 (37 of 95).

5.2 Computing Services

Computing services in all Commonwealth countries were largely men's domains. As Table 10 below shows, those heading the computing services in universities were almost invariably men. Most countries reported a small number of officers holding this position, but of those who were in charge of computing services, on the average, nearly 87 percent were men. In the Commonwealth, as a whole, universities reported only 13.1 percent (41 of 312) women heads of computing services.

Table 10: Heads of Computing Services by Country

Country	Women	as %	Men	as %	Total
Australia	5	13.9	31	86.1	36
Bangladesh	0	0.0	7	100.0	7
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	1	50.0	1	50.0	2
Canada	7	18.9	30	81.1	37
Cyprus	0	0.0	1	100.0	1
Fiji	0	0.0	1	100.0	1
Ghana	0	0.0	4	100.0	4
Guyana	0	0.0	1	100.0	1
Hong Kong	0	0.0	4	100.0	4
India	4	9.5	38	90.5	42
Jamaica	0	0.0	4	100.0	4
Kenya	1	16.7	5	83.3	6
Lesotho	0	0.0	0	0.0	0
Malawi	0	0.0	1	100.0	1
Malaysia	0	0.0	5	100.0	5
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	0	0.0	1	100.0	1
Namibia	0	0.0	0	0.0	0
New Zealand	1	16.7	5	83.3	6
Nigeria	0	0.0	15	100.0	15
Pakistan	0	0.0	9	100.0	9
Papua New Guinea	0	0.0	2	100.0	2
Sierra Leone	0	0.0	0	0.0	0
Singapore	0	0.0	3	100.0	3
South Africa	1	8.3	11	91.7	12
Sri Lanka	1	12.5	7	87.5	8
Swaziland	0	0.0	0	0.0	0
Tanzania	0	0.0	1	100.0	1
Uganda	0	0.0	2	100.0	2
United Kingdom	20	20.6	77	79.4	97
Zambia	0	0.0	2	100.0	2
Zimbabwe	0	0.0	0	0.0	0
Commonwealth	41	13.1	271	86.9	312

20 countries reported that all their heads of computing services were men: Bangladesh, Brunei Darussalam, Cyprus, Fiji, Ghana, Guyana, Hong Kong, Jamaica, Malawi, Malaysia, Malta, Mauritius, Mozambique, Nigeria, Pakistan, Papua New Guinea, Singapore, Tanzania, Uganda, and Zambia. Many of these countries had only one such position, but in Bangladesh 7, in Nigeria 15 and in Pakistan 9 positions were held by men only. In Hong Kong all 4, in Jamaica all 4 and in Malaysia all 5 heads of computing services were men.

Even in countries which reported more than five computing positions, the proportion of female heads was very small. Among developing countries, in India only 9.5 percent (4 of 42), in Kenya only 16.7 percent (1 of 6), in South Africa only 8.3 percent (1 of 12), in Sri Lanka only 12.5 percent (1 of 8) women were in leadership positions within computing services.

The situation in the developed Commonwealth countries was not much different. Among the developed Commonwealth countries, in Australia 13.9 percent (5 of 36), in Canada 18.9 percent (7 of 37), in New Zealand 16.7 percent (1 of 6) and in the United Kingdom 20.6 percent (20 of 97) women headed computing services.

5.3 Development/Fundraising

Six countries supplied no information on staff holding development or fundraising portfolios. From the remainder of countries, it is evident that in the majority of Commonwealth countries these positions were held by men. The average for the Commonwealth was 28.2 percent women (67 of 238) in development and fundraising positions. This average was high due to the large numbers of women in these positions in two countries – Canada where 51.3 percent (20 of 39) officers with responsibility for development and fundraising were women and the United Kingdom where women comprised 35.0 percent (21 of 60) development and fundraising officers.

Table 11: Development/Fundraising Officers by Country

Country	Women	as %	Men	as %	Total
Australia	9	36.0	16	64.0	25
Bangladesh	0	0.0	7	100.0	7
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	0	0.0	0	0.0	0
Cameroon	0	0.0	1	100.0	1
Canada	20	51.3	19	48.7	39
Cyprus	0	0.0	1	100.0	1
Fiji	0	0.0	1	100.0	1
Ghana	0	0.0	1	100.0	1
Guyana	0	0.0	1	100.0	1
Hong Kong	2	50.0	2	50.0	4
India	2	5.0	38	95.0	40
Jamaica	0	0.0	0	0.0	0
Kenya	2	50.0	2	50.0	4
Lesotho	0	0.0	1	100.0	1
Malawi	0	0.0	1	100.0	1
Malaysia	1	25.0	3	75.0	4

Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	0	0.0	0	0.0	0
Namibia	0	0.0	0	0.0	0
New Zealand	1	25.0	3	75.0	4
Nigeria	2	50.0	2	50.0	4
Pakistan	0	0.0	12	100.0	12
Papua New Guinea	0	0.0	2	100.0	2
Sierra Leone	1	100.0	0	0.0	1
Singapore	1	50.0	1	50.0	2
South Africa	2	20.0	8	80.0	10
Sri Lanka	2	50.0	2	50.0	4
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	0	0.0	3	100.0	3
United Kingdom	21	35.0	39	65.0	60
Zambia	0	0.0	0	0.0	0
Zimbabwe	0	0.	1	100.0	1
Commonwealth	67	28.2	71	71.8	238

12 countries reported only one such position. Of these only 1 was held by a woman (Sierra Leone), while 11 countries had only appointed men as development and fundraising officers (Cameroon, Cyprus, Fiji, Ghana, Guyana, Lesotho, Malawi, Malta, Mauritius, Swaziland and Zimbabwe).

Countries with more than one position of development/fundraising officer, occupied all by males, were Bangladesh where all 7 positions were with men and Pakistan where all 12 positions were with men. Similarly, Papua New Guinea's 2 positions, Tanzania's 2 positions and Uganda's 3 positions were held by men.

In Sri Lanka (2 of 4), Hong Kong (2 of 4) and Kenya (2 of 4) half the positions were held by women. In South Africa 2 of its 10 and in Malaysia 1 of its 4 development/fundraising officers were women.

There seems to be a significant difference between the developed and developing countries in the appointment of development/fundraising officers. In the developing countries this was almost completely men's domain but in the developed countries women had made quite significant inroads into this area of employment within universities. As shown above, very few women in developing countries occupied these positions. However, in the developed Commonwealth countries, women quite frequently worked in these areas. In Australia 36.0 percent (9 of 25), in Canada 51.3 percent (20 of 39), in New Zealand 25.0 percent (1 of 4) and in the United Kingdom 35.0 percent (21 of 60) women were employed as heads of development and fundraising services.

5.4 Staff Development and Training

Staff development and training in universities is one area in which women play an important role. This is probably seen as an area which suits women's talents and expertise. Across the Commonwealth, the survey found that in 2000, 42.5 percent (118 of 278) of such posts were held by women. However, this was not the case in all countries. In many countries, as is evident from Table 12 below, mostly men were appointed to these positions.

Table 12: Staff Development and Training by Country

Country	Women	as %	Men	as %	Total
Australia	21	58.3	15	41.7	36
Bangladesh	1	20.0	4	80.0	5
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	0	0.0	0	0.0	0
Cameroon	0	0.0	0	0.0	0
Canada	16	48.5	17	51.5	33
Cyprus	1	100.0	0	0.0	1
Fiji	1	100.0	0	0.0	1
Ghana	1	25.0	3	75.0	4
Guyana	1	100.0	0	0.0	1
Hong Kong	3	75.0	1	25.0	4
India	2	6.9	27	97.1	29
Jamaica	0	0.0	0	0.0	0
Kenya	1	20.0	4	80.0	5
Lesotho	0	0.0	1	100.0	1
Malawi	1	50.0	1	50.0	2
Malaysia	2	66.7	1	33.3	3
Malta	1	100.0	0	0.0	1
Mauritius	0	0.0	0	0.0	0
Mozambique	0	0.0	0	0.0	0
Namibia	0	0.0	0	0.0	0
New Zealand	3	42.9	4	57.1	7
Nigeria	5	41.7	7	58.3	12
Pakistan	0	0.0	12	100.0	12
Papua New Guinea	0	0.0	3	100.0	3
Sierra Leone	0	0.0	1	100.0	1
Singapore	1	50.0	1	50.0	2
South Africa	3	27.3	8	72.7	11
Sri Lanka	1	14.3	6	85.7	7
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	1	25.0	3	75.0	4
United Kingdom	50	57.5	37	42.5	87
Zambia	1	50.0	1	50.0	2
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	118	42.5	160	57.5	278

Seven countries provided no data about the staff development and training positions in their universities. There were eight countries in the survey which reported only a single position with staff development/training responsibility. Of these 5 were held by women (Cyprus, Fiji, Guyana, Malta and Zimbabwe) and three were held by men (Lesotho, Sierra Leone and Swaziland).

In the Asian and African developing countries, on the whole, men seemed to take up these positions more frequently than women. In Bangladesh 20.0 percent (1 of 5), in India only 6.9 percent (2 of 29), in Pakistan 0.0 percent (0 of 12) and in Sri Lanka 14.3 percent (1 of 7) staff development/training units/centres were led by women. In Malaysia and Singapore more women than men were heading these training facilities. In Malaysia 66.7 percent (2 of 3) and in Singapore 50.0 percent (1 of 2) staff development/training officers were women.

Among African countries, women's uptake of leadership posts in staff development and training was as follows: in Ghana 25.0 percent (1 of 4), in Kenya 20.0 percent (1 of 5), in Malawi 50.0 percent (1 of 2), in Nigeria 41.7 percent (5 of 12), in South Africa 27.3 percent (3 of 11), in Tanzania 0.0 percent (0 of 2), in Uganda 25.0 percent (1 of 4), and in Zambia 50.0 percent (1 of 2).

Again, as in the case of many of the administrative positions within universities, women in the developed Commonwealth countries had made greater advances into the field of staff development/training than women in the developing Commonwealth countries. In Australia 58.3 percent (21 of 36), in Canada 48.5 percent (16 of 33), in New Zealand 42.9 percent (3 of 7) and in the United Kingdom 57.5 percent (50 of 87) staff development/training posts were with women.

5.5 Public Relations

Women were well represented in public relations work in universities, with 39.4 percent (84 of 213) public relations officers across the Commonwealth being women. Table 13 demonstrates that this was especially so in the developed countries of the Commonwealth. In the developing Commonwealth countries public relations remained primarily the domain of men.

Table 13: Public Relations by Country

Country	Women	as %	Men	as %	Total
Australia	12	37.5	20	62.5	32
Bangladesh	0	0.0	6	100.0	6
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	1	100.0	0	0.0	1
Canada	16	53.3	14	46.7	30
Cyprus	0	0.0	1	100.0	1
Fiji	1	100.0	0	0.0	1
Ghana	0	0.0	4	100.0	4
Guyana	1	100.0	0	0.0	1
Hong Kong	0	0.0	3	100.0	3
India	2	10.0	18	90.0	20
Jamaica	3	60.0	2	40.0	5
Kenya	1	100.0	0	0.0	1
Lesotho	0	0.0	0	0.0	0
Malawi	0	0.0	1	100.0	1
Malaysia	1	25.0	3	75.0	4
Malta	0	0.0	0	0.0	0

Mauritius	1	100.0	0	0.0	1
Mozambique	1	100.0	0	0.0	1
Namibia	0	0.0	0	0.0	0
New Zealand	1	25.0	3	75.0	4
Nigeria	2	20.0	8	80.0	10
Pakistan	1	12.5	7	87.5	8
Papua New Guinea	0	0.0	0	0.0	0
Sierra Leone	0	0.0	0	0.0	0
Singapore	1	100.0	0	0.0	1
South Africa	4	66.7	2	33.3	6
Sri Lanka	1	25.0	3	75.0	4
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	0	0.0	2	100.0	2
United Kingdom	33	55.9	26	4.1	59
Zambia	0	0.0	1	100.0	1
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	84	39.4	129	60.6	213

Six countries provided no data about the position of public relations officer. 13 countries indicated the presence of a single person in this category of staff. Of these, in eight countries the officers were women: Cameroon, Fiji, Guyana, Kenya, Mauritius, Mozambique, Singapore and Zimbabwe. In five of these countries the post was held by men: Botswana, Brunei Darussalam, Cyprus, Malawi, and Swaziland.

Generally, the proportion of women in public relations in the developing countries was poor. In Bangladesh all 6, in Ghana all 4, and in Hong Kong all 3 officers responsible for public relations were men. In Tanzania the 2 posts were held by men. In India, of those reported, only 10.0 percent (2 of 20) were women. Other countries with a low proportion of women in these jobs were Malaysia where only 1 of its 4 officers was a woman, Pakistan where only 1 of 8 officers was a woman, Nigeria where 2 of 10 officers were women and Sri Lanka where 1 of its 4 officers was a woman. The situation in Jamaica and South Africa was good, with 60.0 percent (3 of 5) and 66.7 percent (4 of 6) public relations officers respectively women.

It was in the developed countries of the Commonwealth that women had participated most actively in public relations work in universities. In Australia, 37.5 percent or 12 of 32 public relations jobs were in the hands of women. In Canada and the United Kingdom, more than 50 percent employed in public relations were women: 53.3 percent (16 of 30) in Canada and 55.9 percent (33 of 59) in the United Kingdom. However, in New Zealand only 25.0 percent (1 of 4) public relations officers were women.

5.6 International Officers

In the international offices of Commonwealth universities, as in the case of personnel offices, about 33 percent (82 of 249) women were in charge. Five countries reported no data for this position. From most developing countries, even with a large number of universities, only a small number of international officers was reported. It is likely that such a position does not exist within many universities' management structures. Table 14 below shows the gender distribution by country.

Table 14: International Officers by Country

Country	Women	as %	Men	as %	Total
Australia	12	31.6	26	68.4	38
Bangladesh	0	0.0	3	100.0	3
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	1	100.0	0	0.0	1
Cameroon	0	0.0	3	100.0	3
Canada	19	48.7	20	51.3	39
Cyprus	0	0.0	1	100.0	1
Fiji	1	50.0	1	50.0	2
Ghana	0	0.0	1	100.0	1
Guyana	0	0.0	1	100.0	1
Hong Kong	1	33.3	2	66.7	3
India	0	0.0	20	100.0	20
Jamaica	1	100.0	0	0.0	1
Kenya	0	0.0	1	100.0	1
Lesotho	1	100.0	0	0.0	1
Malawi	0	0.0	1	100.0	1
Malaysia	3	50.0	3	50.0	6
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Mozambique	0	0.0	0	0.0	0
Namibia	0	0.0	0	0.0	0
New Zealand	2	40.0	3	60.0	5
Nigeria	1	16.7	5	83.3	6
Pakistan	1	10.0	9	90.0	10
Papua New Guinea	0	0.0	1	100.0	1
Sierra Leone	0	0.0	0	0.0	0
Singapore	1	50.0	1	50.0	2
South Africa	4	40.0	6	60.0	10
Sri Lanka	2	66.7	1	33.3	3
Swaziland	0	0.0	1	100.0	1
Tanzania	1	100.0	0	0.0	1
Uganda	0	0.0	2	100.0	2
United Kingdom	30	36.1	53	63.9	83
Zambia	0	0.0	0	0.0	0
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	82	32.9	167	67.1	249

Five countries reported no data for this position. In the developing countries of the Commonwealth, mostly men were appointed to the position of international officer. 14 developing countries reported only a single position of international officer. Of these 5 had women in this post (Brunei, Jamaica, Lesotho, Tanzania, and Zimbabwe) and 9 had men in post (Cyprus, Ghana, Guyana, Kenya, Malawi, Malta, Mauritius, Papua New Guinea and Swaziland). Men also dominated this area of employment in those developing countries with more than one such position. In Bangladesh all 3, in Cameroon all 3,

in Uganda 2, and in India all 20 international officers were men. In Nigeria, of 6 international officers, only 1 was a woman.

In only a few countries did a more balanced picture emerge. Of the 2 international officers in Fiji and Singapore 1 was male and 1 female; of Malaysia's 6 officers, 3 were male and 3 female; in South Africa, of the 10 officers 4 were female and 6 male; and of the 3 reported from Sri Lanka, 2 were female and 1 male.

In the developed Commonwealth countries, the post of international officer is well established in nearly all the universities. Women have made considerable inroads into this field of employment, taking up nearly 32 percent to 49 percent of the available positions. In Australia, 31.6 percent (12 of 38) international officers were women. Canada had the highest number of women international officers, 48.7 percent (19 of 39). In New Zealand, women comprised 40.0 percent (2 of 5) and in the United Kingdom, women made up 36.1 percent (30 of 83) of international officers.

5.7 Equal Opportunity/Equity

Taking charge of equal opportunities or equity offices/units is clearly one area of university management in which women outnumber men. Only 144 equal opportunity officers were reported from 15 countries across the Commonwealth, suggesting that this is not yet an established post in many of the universities. The numbers were reported largely from the universities of the developed Commonwealth countries. However, of the 144 equal opportunity officers reported, 94 (65.3 percent) were women. Country details are shown in Table 15.

Table 15: Equal Opportunity/Equity Officers by Country

Country	Women	As %	Men	as %	Total
Australia	29	87.9	4	12.1	33
Bangladesh	1	100.0	0	0.0	1
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	0	0.0	0	0.0	0
Cameroon	0	0.0	0	0.0	0
Canada	12	70.6	5	29.4	17
Cyprus	0	0.0	0	0.0	0
Fiji	0	0.0	0	0.0	0
Ghana	0	0.0	2	100.0	2
Guyana	0	0.0	0	0.0	0
Hong Kong	1	100.0	0	0.0	1
India	0	0.0	9	100.0	9
Jamaica	0	0.0	0	0.0	0
Kenya	0	0.0	0	0.0	0
Lesotho	0	0.0	0	0.0	0
Malawi	0	0.0	0	0.0	0
Malaysia	0	0.0	0	0.0	0
Malta	0	0.0	0	0.0	0
Mauritius	0	0.0	0	0.0	0
Mozambique	0	0.0	0	0.0	0

Namibia	0	0.0	0	0.0	0
New Zealand	4	66.7	2	33.6	6
Nigeria	0	0.0	1	100.0	1
Pakistan	1	33.3	2	66.7	3
Papua New Guinea	0	0.0	0	0.0	0
Sierra Leone	0	0.0	0	0.0	0
Singapore	0	0.0	0	0.0	0
South Africa	2	33.3	4	66.7	6
Sri Lanka	0	0.0	1	100.0	1
Swaziland	0	0.0	0	0.0	0
Tanzania	0	0.0	1	100.0	1
Uganda	0	0.0	1	100.0	1
United Kingdom	44	72.1	17	27.9	61
Zambia	0	0.0	0	0.0	0
Zimbabwe	0	0.0	1	100.0	1
Commonwealth	94	65.3	50	34.7	144

Very few developing countries provided information on equal opportunity officers. Six countries reported a single officer under this category. Among these one country (Hong Kong) reported a woman equal opportunity officer and five countries reported that their equal opportunity officers were men (Nigeria, Sri Lanka, Tanzania, Uganda and Zimbabwe). In other developing countries were 2 male officers in Ghana and 9 male officers in India. Of the 3 officers in Pakistan 1 was a woman and 2 were men and in South Africa of 6 such officers 2 were women and 4 were men.

The developed Commonwealth countries showed greater sensitivity to equal opportunity issues pertaining to gender, ethnicity and disabled groups. Nearly every university had made an appointment to head a unit or centre to develop and to ensure the implementation of equitable policies and practices. In four of the developed Commonwealth countries women dominated this area of employment. In Australia, 87.9 percent (29 of 33) of equal opportunity officers were women. In Canada, women comprised 70.6 percent (12 of 17), in New Zealand, 66.7 percent (4 of 6) and in the United Kingdom, 72.1 percent (44 of 61) of equal opportunity officers.

5.8 Quality Assurance and Accreditation

Overall, in the Commonwealth, 32.2 percent (56 of 174) of the personnel in charge of quality assurance and accreditation were women. The majority of women in these jobs were largely from the developed Commonwealth countries. 14 countries reported no data for this position. In the majority of countries, this position was taken up by men. Table 16 shows the gender distribution of quality assurance and accreditation officers.

Table 16: Quality Assurance and Accreditation by Country

Country	Women	as %	Men	as %	Total
Australia	8	27.6	21	72.4	29
Bangladesh	0	0.0	1	100.0	1
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	0	0.0	0	0.0	0
Cameroon	0	0.0	1	100.0	1

Canada	3	33.3	6	66.7	9
Cyprus	0	0.0	1	100.0	1
Fiji	0	0.0	0	0.0	0
Ghana	0	0.0	0	0.0	0
Guyana	0	0.0	0	0.0	0
Hong Kong	0	0.0	2	100.0	2
India	0	0.0	13	100.0	13
Jamaica	1	50.0	1	50.0	2
Kenya	0	0.0	3	100.0	3
Lesotho	0	0.0	0	0.0	0
Malawi	0	0.0	0	0.0	0
Malaysia	0	0.0	0	0.0	0
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	0	0.0	0
Mozambique	0	0.0	0	0.0	0
Namibia	0	0.0	0	0.0	0
New Zealand	0	0.0	5	100.0	5
Nigeria	3	37.5	5	62.5	8
Pakistan	0	0.0	5	100.0	5
Papua New Guinea	0	0.0	0	0.0	0
Sierra Leone	0	0.0	0	0.0	0
Singapore	2	100.0	0	0.0	2
South Africa	0	0.0	6	100.0	6
Sri Lanka	1	50.0	1	50.0	2
Swaziland	1	100.0	0	0.0	1
Tanzania	0	0.0	1	100.0	1
Uganda	0	0.0	1	100.0	1
United Kingdom	36	45.0	44	55.0	80
Zambia	0	0.0	0	0.0	0
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	56	32.2	118	67.8	174

In eight countries, only 1 such position was reported. Of these, 2 officers were women (Swaziland and Zimbabwe) and 6 were men (Bangladesh, Cameroon, Cyprus, Malta, Tanzania and Uganda).

In most developing countries, men were seen to dominate these positions. Hong Kong (2), India (13), Kenya (3), Pakistan (5) and South Africa (6) employed only men for quality assurance and accreditation responsibilities. In Jamaica, Nigeria and Sri Lanka, some women had assumed these responsibilities. Of the 2 quality assurance and accreditation officers in Jamaica, 1 was a woman; of the 8 officers in Nigeria, 3 were women; of the 2 officers in Sri Lanka, 1 was a woman. However, Singapore's 2 reported cases of quality assurance and accreditation officers were both women.

As is the case with other positions at this level, in the developed Commonwealth countries, except in New Zealand, women had taken up employment as quality assurance and accreditation officers in quite significant numbers. In Australia 27.6 percent (8 of 29), in Canada 33.3 percent (3 of 9) and in the United Kingdom 45.0 percent (36 of 80) of quality assurance and accreditation officers were women.

5.9 Strategic Planning

Few countries reported the presence of senior staff with strategic planning responsibilities. No information was provided on this position from 17 countries. On the whole, strategic planning was seen as a male responsibility. Only 19.7 percent (12 of 61) of these positions reported were held by women. Even in the developed Commonwealth countries few women had moved into this field of management.

Table 17 shows the distribution of strategic planners by country.

Table 17: Strategic Planners by Country

Country	Women	as %	Men	as %	Total
Australia	3	30.0	7	70.0	10
Bangladesh	0	0.0	0	0.0	0
Botswana	0	0.0	0	0.0	0
Brunei Darussalam	0	0.0	0	0.0	0
Cameroon	1	100.0	0	0.0	1
Canada	0	0.0	2	100.0	2
Cyprus	0	0.0	0	0.0	0
Fiji	0	0.0	0	0.0	0
Ghana	0	0.0	2	100.0	2
Guyana	0	0.0	0	0.0	0
Hong Kong	0	0.0	2	100.0	2
India	0	0.0	2	100.0	2
Jamaica	0	0.0	1	100.0	1
Kenya	0	0.0	1	100.0	1
Lesotho	0	0.0	0	0.0	0
Malawi	0	0.0	0	0.0	0
Malaysia	0	0.0	0	0.0	0
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	0	0.0	0
Mozambique	0	0.0	1	100.0	1
Namibia	0	0.0	1	100.0	1
New Zealand	1	33.3	2	66.7	3
Nigeria	0	0.0	1	100.0	1
Pakistan	0	0.0	2	100.0	2
Papua New Guinea	0	0.0	1	100.0	1
Sierra Leone	0	0.0	0	0.0	0
Singapore	0	0.0	0	0.0	0
South Africa	1	20.0	2	80.0	5
Sri Lanka	0	0.0	0	0.0	0
Swaziland	0	0.0	0	0.0	0
Tanzania	0	0.0	0	0.0	0
Uganda	0	0.0	1	100.0	1
United Kingdom	6	25.0	18	75.0	24

Zambia	0	0.0	0	0.0	0
Zimbabwe	0	0.0	0	0.0	0
Commonwealth	12	19.7	49	80.3	61

Nine countries reported only 1 person in this position. Of these only 1 was a woman, in Cameroon. The others in Jamaica, Kenya, Malta, Mozambique, Namibia, Nigeria, Papua New Guinea and Uganda were men. Among other developing countries too, this was seen largely as a male domain. Those reported from Ghana (2), Hong Kong (2) and India (2) were also men. In South Africa 1 of 5 strategic planners was a woman.

In the developed countries, the situation was only marginally better. In Australia, 3 of 10, in New Zealand, 1 of 3 and in the United Kingdom, 6 of 24 strategic planners were women. Canada reported only 2 such positions, both of which were held by men.

6 GENDER DISTRIBUTION AMONG ACADEMIC STAFF

It is often argued that women perform better in academic positions than in management positions. To assess the status of women in academic positions, this section looks at the relative number of men and women within these academic status groups:

- Professor
- Associate Professor/Reader/ Principal Lecturer/Senior Lecturer
- Heads of Academic Departments and Centres
- Different academic disciplines

6.1 Professors

Table 18 below shows the distribution of professors by gender and by country.

Overall in the Commonwealth 13.1 percent of professors were women. In eight of the 35 countries represented in the survey – Brunei Darussalam, Lesotho, Mauritius, Mozambique, Papua New Guinea, Sierra Leone, Swaziland and Zimbabwe – no women professors were reported. The majority of these countries were represented by a single institution only. At the top of the range were Guyana and Namibia with 50.0 percent women professors but in both cases this was from a single institution with a total of only 6 and 2 professors in Guyana and Namibia respectively.

Countries with between 20 and 25 percent women professors were Pakistan (23.5 percent) and Sri Lanka (21.5 percent). Quite a few countries were in the band of 10 to 20 percent: India (18.0 percent), Malaysia (16.9 percent), Canada (14.5 percent), Malawi (12.5 percent), Hong Kong (12.4 percent), Uganda (12.0 percent), New Zealand (11.7 percent), South Africa (11.6 percent), United Kingdom (11.2 percent) and Australia (10.9 percent).

Table 18: Professors by Country

Country	Women	as %	Men	as %	Total
Australia	286	10.9	2345	89.1	2631
Bangladesh	129	9.8	1193	90.2	1322
Botswana	3	8.1	34	91.9	37
Brunei Darussalam	0	0.0	8	100.0	8
Cameroon	1	3.4	28	96.6	29
Canada	1570	14.5	9271	85.5	10841
Cyprus	1	6.7	14	93.3	15
Fiji	1	4.8	20	95.2	21
Ghana	6	10.2	53	89.8	59
Guyana	3	50.0	3	50.0	6
Hong Kong	53	12.4	376	87.6	429
India	769	18.0	3504	82.0	4273
Jamaica	5	10.9	41	89.1	46
Kenya	5	4.1	117	95.6	122
Lesotho	0	0.0	9	100.0	9
Malawi	3	12.5	21	87.5	24

Malaysia	77	16.9	379	83.7	456
Malta	1	2.2	45	97.8	46
Mauritius	0	0.0	3	100.0	3
Mozambique	0	0.0	0	0.0	0
Namibia	1	50.0	1	50.0	2
New Zealand	55	11.7	416	88.3	471
Nigeria	90	7.3	1145	92.7	1235
Pakistan	78	23.0	261	77.0	339
Papua New Guinea	0	0.0	19	100.0	19
Sierra Leone	0	0.0	4	100.0	4
Singapore	11	6.6	156	93.4	167
South Africa	174	11.6	1330	88.4	1504
Sri Lanka	29	21.5	106	78.5	135
Swaziland	0	0.0	9	100.0	9
Tanzania	5	8.6	53	91.4	58
Uganda	6	12.0	44	88.0	50
United Kingdom	986	11.2	7856	88.8	8842
Zambia	1	4.5	21	95.5	22
Zimbabwe	0	0.0	7	100.0	7
Commonwealth	4349	13.1	28892	86.9	33241

As was the case in 1997, there was no clear difference between developed and developing Commonwealth countries. While it is true that all the countries with no women professors were developing countries, these were countries with small university populations and small numbers of staff. Countries with the highest number of women professors (excepting Guyana and Namibia) were from the Indian sub-continent – Pakistan, Sri Lanka and India. All the developed countries – Australia, Canada, New Zealand and the United Kingdom – fell in the group of 10 to 20 percent women professors. But there was also a significant number of developing countries in this group – Malaysia, Malawi, Hong Kong, Uganda and South Africa.

Compared with 1997, an overall increase of women professors from 9.9 percent to 13.1 percent was noted in the Commonwealth. The actual number reported too had increased significantly from 18357 professors reported in 1997 from 30 countries to 33241 reported from 35 countries in 2001. Part of this increase is probably due to a larger number of institutions submitting their data.

Significant improvement of the proportion of women professors is noted among the Asian countries. Outstanding increase is noted in Pakistan and Sri Lanka which in 1997 reported 10 women professors (8.5 percent) and 17 women professors (12.2 percent) but in this survey reported 78 women professors (23.0 percent) and 29 women professors (21.5 percent) respectively. This probably reflects a better representation of the universities in the sample. In 1997, Pakistan's universities were just rejoining ACU but in 2000, 19 universities were members and had submitted data on their staff. From Sri Lanka too fairly complete data came from 14 universities. India too marked an upward trend from 10.5 percent women professors in 1997 to 18.0 percent women professors in 2000. Other Asian countries that revealed an upward trend were Malaysia (from 9.6 percent to 16.9 percent), Hong Kong (from 7.3 percent to 12.4 percent), and Singapore (from 0.0 percent to 6.6 percent).

Universities in Africa continued to display a low proportion of women professors among their staff. Except for Uganda most of the African countries had less than 10 percent of women professors in their

universities. The situation in Lesotho, Tanzania and Zimbabwe had hardly changed since 1997, and in Zambia the percentage had dropped from 8.3 percent to 4.5 percent.

Less dramatic but still fairly significant improvements in the percentage of women in the professoriate were noted in the four developed Commonwealth countries between 1997 and 2000: Australia saw marginal improvement from 9.4 percent in 1997 to 10.9 percent; Canada improved from 11.8 percent to 14.5 percent, New Zealand improved from 9.7 percent to 11.7 percent and the United Kingdom from 8.6 percent to 11.2 percent.

The proportion of women professors in Commonwealth universities was certainly higher than women vice-chancellors but comparable to women deans or registrars. In terms of numbers there was a pool of women professors large enough to supply more deans and other management personnel than were found to be present within Commonwealth universities. This seems to support the view that women were more likely to work in top academic fields than move over into top management positions.

6.2 Associate Professors/Readers/Principal Lecturers/Senior Lecturers

Unfortunately, data for this survey grouped together all the senior positions below Professor unlike 1997/98 when Associate Professor/Reader/Principal Lecturer formed one group and Associate Professor/Senior Lecturer another group. It should also be borne in mind that the data only includes numbers that were reported in the ACU survey.

The distribution of these four categories of staff by country is shown in Table 19. No data was available for six countries.

Table 19: Associate Professors/Readers/Principal Lecturers/Senior Lecturers by Country

Country	Women	as %	Men	as %	Total
Australia	1942	27.3	5176	72.7	7118
Bangladesh	0	0.0	0	0.0	0
Botswana	33	23.9	105	76.1	138
Brunei Darussalam	14	17.3	67	82.7	81
Cameroon	3	6.0	47	94.0	50
Canada	0	0.0	0	0.0	0
Cyprus	0	0.0	0	0.0	0
Fiji	9	17.0	44	83.0	53
Ghana	50	13.6	317	86.4	367
Guyana	4	16.7	20	83.3	24
Hong Kong	10	15.2	56	84.8	66
India	1354	30.8	3043	69.2	4397
Jamaica	48	35.8	86	64.2	134
Kenya	60	12.0	441	88.0	501
Lesotho	8	17.4	38	82.6	46
Malawi	11	16.9	54	83.1	65
Malaysia	0	0.0	0	0.0	0
Malta	11	8.4	120	91.6	131

Mauritius	10	19.2	42	80.8	52
Mozambique	0	0.0	0	0.0	0
Namibia	8	100.0	0	0.0	8
New Zealand	465	26.4	1297	73.6	1762
Nigeria	397	17.2	1911	82.8	2308
Pakistan	0	0.0	0	0.0	0
Papua New Guinea	2	3.6	54	96.4	56
Sierra Leone	5	33.3	10	66.7	15
Singapore	34	19.5	140	80.5	174
South Africa	667	33.4	1332	66.6	1999
Sri Lanka	336	34.9	628	65.1	964
Swaziland	3	11.1	24	88.9	27
Tanzania	21	10.6	177	89.4	198
Uganda	30	20.4	117	79.6	147
United Kingdom	5228	27.6	13734	72.4	18962
Zambia	9	17.0	44	83.0	53
Zimbabwe	7	63.6	4	36.4	11
Commonwealth	10779	27.0	29128	73.0	39907

Overall in the Commonwealth there were 27.0 percent women working as associate professors, readers, principal lecturers and senior lecturers. While this was a much higher proportion than women professors, even at this second tier academic level men outnumbered women by almost four to one. A more detailed breakdown will probably reveal that the higher the position, the lower the proportion of women. We can conclude that women were still not waiting in large numbers in the wings to step up to more senior management or academic positions. They were still, as was discovered in 1997, working largely as lecturers or as part-time workers.

Both India and Sri Lanka reported more than 30 percent women in these positions. Among other developing countries (excluding Zimbabwe where only 11 cases were reported), in Jamaica 35.8 percent, in Sierra Leone 33.3 percent, and in South Africa 33.4 percent women were employed in these academic categories. Countries with less than 10 percent women at this level were Malta (8.4 percent) and Papua New Guinea (3.6 percent). Other countries with a low proportion (less than 15 percent) of women associate professors to senior lecturers were in Africa: Cameroon (6.0 percent), Ghana (13.6 percent), Kenya (12.0 percent), Swaziland (11.1 percent) and Tanzania (10.6 percent).

Among developed countries data was not available for Canada, but data from the other three suggests that in the developed Commonwealth women's participation was about 27 percent. In Australia 27.3 percent, in New Zealand 26.4 percent and in the United Kingdom 27.6 percent women were employed in these professional categories.

6.3 Heads and Directors

Appointment of women as heads of academic departments and directors of academic centres was somewhat more encouraging than appointment of deans. The overall proportion of women heads and directors was 17.9 percent. Every country reported at least one woman head of department. Namibia had the highest percentage of women heads (72.7 percent or 8 of its 11 heads were women). Table 20 below shows the distribution of heads/directors by country.

Table 20: Heads and Directors by Country

Country	Women	as %	Men	as %	Total
Australia	428	18.6	1876	81.4	2304
Bangladesh	15	6.4	219	93.6	234
Botswana	4	10.5	34	89.5	38
Brunei Darussalam	8	27.6	21	72.4	29
Cameroon	9	13.2	59	86.8	68
Canada	419	21.3	1549	78.7	1968
Cyprus	1	8.3	11	91.7	12
Fiji	10	23.3	33	76.7	43
Ghana	17	9.6	160	90.4	177
Guyana	5	21.7	18	78.3	23
Hong Kong	31	14.0	191	86.0	222
India	433	21.6	1570	78.4	2003
Jamaica	15	27.8	39	72.2	54
Kenya	38	14.7	220	85.3	258
Lesotho	5	18.5	22	81.5	27
Malawi	10	15.9	53	84.1	63
Malaysia	65	22.3	227	77.7	292
Malta	11	11.6	84	88.4	95
Mauritius	4	23.5	13	76.5	17
Mozambique	1	16.7	5	83.3	6
Namibia	8	72.7	3	27.3	11
New Zealand	58	15.8	309	84.2	367
Nigeria	94	11.3	735	88.7	829
Pakistan	53	22.0	188	78.0	241
Papua New Guinea	3	6.5	43	93.5	46
Sierra Leone	6	20.0	24	80.0	30
Singapore	20	13.9	124	86.1	144
South Africa	172	16.1	898	83.9	1070
Sri Lanka	74	25.3	219	74.7	293
Swaziland	11	35.5	20	64.5	31
Tanzania	18	21.2	67	78.8	85
Uganda	22	22.7	75	77.3	97
United Kingdom	609	16.1	3166	83.9	3775
Zambia	6	11.5	46	88.5	52
Zimbabwe	3	23.1	10	76.9	13
Commonwealth	2686	17.9	12331	82.1	15017

Excluding Namibia, 4 countries reported more than 25 percent women heads/directors: Swaziland (35.5 percent or 11 of 31), Jamaica (27.8 percent or 15 of 54), Brunei (27.6 percent or 8 of 29), and Sri Lanka (25.3 percent or 74 of 293). Another group of 11 countries recorded between 20 and 25 percent women heads/directors: Mauritius (23.5 percent or 4 of 17), Fiji (23.3 percent or 10 of 43), Zimbabwe (23.1 percent or 3 of 13), Uganda (22.7 percent or 22 of 97), Malaysia (22.3 percent or 65 of 292), Pakistan (22.0 percent or 53 of 241), Guyana (21.7 percent or 5 of 23), India (21.6 percent or 433 of 2003), Canada (21.3 percent or 419 of 1968), Tanzania (21.2 percent or 18 of 85) and Sierra Leone

(20.0 percent or 6 of 30). Thus 16 or nearly half the Commonwealth countries in the survey had more than 20 percent women in the positions of heads/directors.

The poorest involvement of women as heads/directors was in Ghana (9.6 percent or 17 of 177), Cyprus (8.3 percent or 1 of 12), Papua New Guinea (6.5 percent or 3 of 46) and Bangladesh (6.4 percent or 15 of 234).

Surprisingly, in three of the four developed Commonwealth countries the proportion of women heads/directors hovered just above 15 percent: Australia (18.6 percent or 428 of 2304), New Zealand (15.8 percent or 58 of 367) and the United Kingdom (16.1 percent or 609 of 3775). Canada alone in this group reported more than 20 percent (21.3 percent or 419 of 1968) women heads/directors.

All the countries with 20 percent or more women heads/directors, with the exception of Canada, were developing Commonwealth countries of Asia, Africa and the Caribbean. Many of these countries showed a very poor record of appointing women deans and registrars but at this academic level of management seemed to be more comfortable appointing women. A case in point was Brunei which had no women in the top management positions but appointed 8 (27.6 percent) women as heads/directors from its total of 29. The same can be said of some of the African countries. Zimbabwe had no women deans but 23.1 percent heads/directors. Tanzania had only 5.9 percent women deans but had 21.2 percent women heads/directors. Guyana had no women deans but 21.7 percent women heads/directors.

On the other hand, developed countries which had a much better record in promoting women to chief executive or dean positions had not expanded the group of women at the level of heads/directors. Perhaps too much of the advocacy was focused on the top positions and not sufficient attention was being paid to who occupied the positions at the academic management level.

Compared with 1997, there was some marked improvement in selected countries. Overall the percentage of women heads/directors had increased from 15.2 percent in 1997 to 17.9 percent in 2001.

Countries which showed considerable improvement in the appointment of women to this level were:

- Mauritius which increased from 6.3 percent to 23.5 percent, an increase of 17.2 percent;
- Zimbabwe which increased from 8.3 percent to 23.1 percent, an increase of 14.8 percent;
- Swaziland which increased from 21.8 percent to 35.5 percent, an increase of 13.7 percent;
- Tanzania which increased from 11.0 percent to 21.2 percent, an increase of 10.2 percent;
- Sierra Leone which increased from 10.5 percent to 20.0 percent, an increase of 9.5 percent;
- Brunei which increased from 18.8 percent to 27.6 percent, an increase of 8.8 percent; and
- Canada which increased from 15.9 percent to 21.3 percent, an increase of 5.4 percent.

Jamaica showed a remarkable decline in the number of women heads/directors from 66.7 percent in 1997 (6 of 9) to 27.8 percent (15 of 54) in 2000. The change is probably due to a larger number of institutions being included in the 2000 survey. Other countries which revealed a downward trend compared with 1997 were: Papua New Guinea (6.5 percent compared with 17.1 percent); Lesotho (18.5 percent compared with 25.7 percent); Uganda (22.7 percent compared with 26.1 percent) and Singapore (13.9 percent compared with 20.7 percent).

6.4 Women in Selected Academic Disciplines

The 1997 survey found that science, mathematics and technology disciplines were largely the domain of men. The 2000 survey tried to ascertain the proportion of women at above senior lecturer level in these departments compared to women at the same level in arts and humanities departments. Distribution of academic staff in the survey by discipline and gender is shown in Table 21. Distribution by country was not available.

Table 21: Gender Distribution by Academic Disciplines

Discipline	Women	as %	Men	as %	Total
Biology	727	17.0	3562	83.0	4289
Chemistry	653	13.5	4200	86.5	4853
Mathematics	510	11.2	4062	88.8	4572
Computer	200	11.2	1578	88.8	1778
Information	54	17.5	254	82.5	308
Engineering	461	4.6	9639	95.4	10100
English	868	34.2	1667	65.8	2535
History	723	22.1	2553	77.9	3276
Social Sciences	521	36.7	900	63.3	1421
Sociology	527	29.1	1286	70.9	1813
Commonwealth	5224	15.0	29701	85.0	34945

Table 21 clearly demonstrates that women were scarce in science, mathematics and technology disciplines. Across the Commonwealth, of academic staff in the survey, women constituted 17.0 percent of biology, 13.5 percent of chemistry, 11.2 percent of mathematics, 11.2 percent of computer studies, 17.5 percent of information science and only 4.6 percent of engineering positions. Women were better represented in the social sciences and the humanities. Women took up 34.2 percent of English, 22.1 percent of history, 36.7 percent of social science and 29.1 percent of sociology posts.

On the average, only 11 to 17 percent women were employed in mathematics, computer science and information science and of engineering staff only 4.6 percent were women. In contrast, in social science and humanities departments nearly 30 to 37 percent of staff were women.

7 CONCLUSIONS

This update to the survey *A Single Sex Profession?* confirms that, compared with 1997, by 2000 the situation pertaining to the status of women in senior management and academic positions in Commonwealth universities had improved only marginally. With data now limited to academic staff above the level of senior lecturer, the survey revealed that women were still severely under-represented at all upper levels of the academic and administrative hierarchies of Commonwealth universities. Overall, there were only 22.6 percent women employed at this level.

The findings of the survey are summarised in Table 22. Where possible, the comparable figures for 1997 are shown.

Table 22: Status of Women in Commonwealth Universities, 1997 and 2000

Status		Women	as %	Men	as %	Total
Executive Heads	2000	54	9.0	548	91.0	602
	1997	50	8.3	550	91.7	600
Heads of Admin	2000	79	14.9	452	85.1	531
	1997	96	18.8	415	81.2	511
Finance Officers	2000	45	12.0	329	88.0	374
	1997	34	10.1	303	89.9	337
Deans	2000	308	14.3	1852	85.7	2160
	1997	238	13.0	1589	87.0	1827
Chief Librarians	2000	126	37.2	213	62.8	339
	1997	108	36.5	188	63.5	296
SMT	2000	329	19.8	1335	80.2	1664
Personnel Officers	2000	101	32.6	209	67.4	310
	1997	99	35.4	181	64.6	280
Computing	2000	41	13.1	271	86.9	312
Development	2000	67	28.2	171	71.8	238
Staff Development	2000	118	42.5	160	57.5	278
Public Relations	2000	84	39.4	129	60.6	213
International Office	2000	82	32.9	167	67.1	249
Equity	2000	94	65.3	50	34.7	144
Quality Assurance	2000	56	32.2	118	67.8	174
Strategic Planning	2000	12	19.7	49	80.3	61
Professors	2000	4349	13.1	28892	86.9	33241
	1997	1814	9.9	16543	90.1	18357
Assoc Profs etc	2000	10779	27.0	29128	73.0	39907
Heads/Directors	2000	2686	17.9	12331	82.1	15017
	1997	1234	15.2	6889	84.8	8123
Sci & Tech Depts	2000	2605	10.1	23295	89.9	25900
Soc Sci Depts	2000	2639	29.2	6406	70.8	9045
Commonwealth	2000	28310	22.6	96902	77.4	125212*

* *Commonwealth Total does not reflect the sum of all the categories above, as it includes some categories of staff which are not reported here in this study. This sum, however, is the sum of all staff in the ACU database whose gender was known and as shown in Table 2. This Table merely summarises the findings reported for each of the categories of staff reported in detail in this study.*

On the whole, at these senior levels of employment, no discernible difference was evident between universities in developing and developed countries of the Commonwealth. All the developed countries had between 22 percent and 24 percent women working at senior lecturer and above level. Among countries employing the highest proportion of women at senior levels were a number of developing countries: Guyana (33.0 percent), Jamaica (39.6 percent), Sri Lanka (31.5 percent) and Swaziland (29.2 percent). Namibia (52.0 percent) and Zimbabwe (36.9 percent) reported a high proportion of women at this level but their findings are based on poor returns. A number of developing countries had around 20 percent women employed at this level in universities: Brunei Darussalam, Fiji, Hong Kong, India, Lesotho, Malaysia, Mauritius, Pakistan, Sierra Leone and South Africa. Among countries with the lowest percentage of women at senior levels were mostly developing countries: Cyprus, Kenya, Malta and Papua New Guinea. In many of the developing countries, such as Pakistan, these women were more likely to be in senior academic positions than in management positions.

Top management positions continue to be the domain of men. As chief executives, women were poorly represented. There were only 9.0 percent women vice-chancellors and presidents. At this level, the developed countries seemed to perform better. Looking at countries with large numbers of universities, Pakistan, Bangladesh and Malaysia had no woman chief executive, while Nigeria had only one woman vice-chancellor from 34 universities and in South Africa 3 of its 18 chief executives were women. Among the developed countries Australia had appointed 8 women vice-chancellors from its 43, Canada had appointed 16 women presidents of its 87 presidents, and the United Kingdom had 12 women vice-chancellors of its 135 vice-chancellors/rectors, but New Zealand had no woman vice-chancellor in its 10 universities.

Of the senior management team only 19.8 percent were women. Women heads of administration and women deans too remained a minority; only 14.9 percent heads of administration and 14.3 percent deans were women across Commonwealth universities in the survey. Nineteen countries reported only male heads of administration. In all the countries of the Asian sub-continent, this was seen primarily as a male occupation. The developed Commonwealth countries had made somewhat greater progress. Canada had appointed 34.3 percent women heads of administration, and others ranging from 12 percent to 23 percent women heads of administration. Ten countries had no women deans, but a number of developing countries had made some advances in this area. India, Sri Lanka, Malaysia and Hong Kong had appointed a small number of women deans. The developed Commonwealth countries had about 10 percent to 20 percent women deans; among these Canada had the highest proportion of women deans (19.0 percent) and New Zealand the lowest (10.2 percent).

Women were more visible in the positions of heads/directors of academic departments/centres, with overall nearly 18 percent women in these posts. A number of developing countries reported more than 25 percent women in these positions: Swaziland, Jamaica, Brunei Darussalam and Sri Lanka. Eleven developing countries recorded between 20 and 25 percent women heads of departments, including Pakistan and India. Nearly half the Commonwealth countries had more than 20 percent women heads of departments. Even countries with a poor record of placing women in administration had appointed some women to these posts.

Between 1997 and 2000 changes in the level at which women are employed are insignificant. Making comparisons with those whose gender was specified, in 1997 there were 50 women chief executives from a total of 600 (8.3 percent) while in 2000 there were 54 women chief executives from 602 (9.0 percent). In the case of heads of administration, the proportion had declined from 18.8 percent (96 of

511) to 14.9 percent (79 of 452). The proportion of women deans in 1997 was 13.0 percent (238 of 1827) compared with 14.3 percent in 2000 (308 of 2160). In 1997, 15.2 percent (1234 of 8123) heads of academic departments were women, and by 2000 this number had risen slightly to 17.9 percent (2686 of 15015). Countries which showed the greatest improvement in appointing women heads of departments were Mauritius, Zimbabwe, Swaziland, Tanzania, Sierra Leone, Brunei Darussalam and Canada.

Women have made the greatest advances in taking up some second level management positions, taking responsibility for libraries, personnel, public relations, equity, international affairs, quality assurance, and staff development. About 30 percent to 40 percent of these positions were occupied by women. Only in the case of equal opportunity positions did women officers outnumber men. Even at this level some posts were seen primarily as men's jobs – computing, finance, fundraising and strategic planning. In appointments into these jobs, a marked difference was noted between developed and developing countries of the Commonwealth. In most developing countries few women took up positions even as personnel officers etc. In some countries such as Bangladesh, Pakistan and even India their numbers were non-existent or very few.

As in 1997, women's performance in senior academic positions ranging from professors to associate professors, readers, principal lecturers to senior lecturers was better than that of women in senior administrative positions. Of all professors in the survey, 13.1 percent were women. Countries in the Indian sub-continent had the highest overall number of women professors (excepting Guyana and Namibia), ranging from 18.0 percent in India to 23.0 percent in Pakistan. Universities in Africa displayed a low proportion of professors with less than 10 percent women in the rank of professors. Asian countries generally showed the greatest improvement since 1997.

Women constituted 27.0 percent of all staff at the level of associate professors/ readers/principal lecturers and senior lecturers. Excluding Namibia, which had a large number of staff whose gender was not specified, the highest proportion of women at this level were in India (30.8 percent), Sri Lanka (34.9 percent) and South Africa (33.4 percent). The developed Commonwealth countries too had a fairly high percentage of women in these jobs, about 27 percent. With very few women, less than 10 percent, at this level were Papua New Guinea, Malta and Cameroon.

Science, mathematics and technology disciplines remained largely the domain of men, while women were more visible in the humanities and social science disciplines. Women's participation in departments of biology, chemistry, mathematics, computer science and information science ranged from 11 to 17 percent. But of engineering staff only 4.6 percent were women. On the other hand, in social science and humanities departments nearly 30 to 37 percent of staff were women.

Generally, women's status in African universities left much room for improvement. In the Indian sub-continent, women did quite well in obtaining academic positions but were rather poorly represented in administrative positions. They had not even moved to occupy the second-level positions within administrative hierarchies of their universities. The record of Bangladesh and Pakistan was especially poor in this respect. Even in the post of staff development, in India there were only 2 women among 29. In appointing women at this level of administrative posts, India did slightly better than Bangladesh and Pakistan but Sri Lanka was more open than the others in appointing women to all levels of university positions.

Among the developed countries, Canada and Australia were ahead in appointing women to key management positions. In these countries women had made significant inroads into second tier administrative positions. It would appear that the equal opportunity enactments in Australia, and the efforts of the Australian Vice-Chancellors' Committee and the National Colloquium of Senior Women Executives in Australian Higher Education to target and monitor results, have borne some fruit. In Canada too the equal opportunity officers keep a watchful eye on employment of women into different levels of the universities' workforce.

The poor representation of women in managerial and academic positions may reflect the unwillingness of top management to appoint women to these positions, or may be the outcome of unwillingness on the part of women to put themselves forward for such appointments. The study from India by Anna Smulders (1998), *Creating Space for Women: Gender linked factors in managing staff in higher education institutions* would suggest that the latter is often the case. She argues that following cultural norms within societies both men and women often concur that the role of women in management is secondary to their role in carrying out their biological and nurturing functions. She concludes that "gender relations are kept in place because the actors involved, both dominant and subordinate, subscribe to social and organizational reality". Similarly, Chliwniak (1997) concluded that in the USA "the clustering of women in the lower ranks, the wage gap, and the 'riskiness' of a feminist academic vocation are the result of conservative, traditional cultures and systems".

In 1994, in a UNESCO-Commonwealth Secretariat publication, Dines had concluded that "with hardly an exception the global picture is one of men outnumbering women at about five to one at middle management level and at about twenty or more to one at senior management level. This is not only a feature of education systems in developing countries... but also of higher education systems in North America and Europe. Women deans and professors are a minority group and women vice-chancellors and presidents are still a rarity". Against this statement we can only note small improvements. At middle management level men outnumber women at about three or four to one and at senior management level men outnumber women at about ten to one. This is still a feature of both developing and developed countries, although it is in the developed countries that women have made greater inroads into middle management. Women deans and professors are still a minority, showing only a slight overall improvement. Similarly, women deans and presidents continue to be a rarity but they are somewhat more visible than in 1994. More cases of presidents and vice-chancellors are reported from the high income countries of the Commonwealth.

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Appendix: List of Commonwealth universities which supplied data

Country	University
Australia	Australian Catholic University
Australia	Australian Maritime College
Australia	Australian National University
Australia	Bond University
Australia	Central Queensland University
Australia	Charles Sturt University
Australia	Curtin University of Technology
Australia	Deakin University
Australia	Edith Cowan University
Australia	Flinders University of South Australia
Australia	Griffith University
Australia	La Trobe University
Australia	Macquarie University
Australia	Monash University
Australia	Murdoch University
Australia	Northern Territory University
Australia	Queensland University of Technology
Australia	Royal Melbourne Institute of Technology
Australia	Southern Cross University
Australia	Swinburne University of Technology
Australia	University of Adelaide
Australia	University of Ballarat
Australia	University of Canberra
Australia	University of Melbourne
Australia	University of New England
Australia	University of New South Wales
Australia	University of Newcastle
Australia	University of Notre Dame Australia
Australia	University of Queensland
Australia	University of Southern Queensland
Australia	University of Sydney
Australia	University of Tasmania
Australia	University of Technology, Sydney
Australia	University of the Sunshine Coast
Australia	University of Western Australia
Australia	University of Western Sydney
Australia	University of Wollongong
Australia	Victoria University of Technology
Bangladesh	Bangladesh Agricultural University
Bangladesh	Bangladesh Open University
Bangladesh	Bangladesh University of Engineering and Technology
Bangladesh	International University of Business Agriculture and Technology
Bangladesh	Islamic University
Bangladesh	Jahangirnagar University
Bangladesh	Khulna University
Bangladesh	National University
Bangladesh	Shahjalal University of Science and Technology
Bangladesh	University of Chittagong
Bangladesh	University of Dhaka

Bangladesh	University of Rajshahi
Botswana	University of Botswana
Brunei Darussalam	University of Brunei Darussalam
Cameroon	University of Buea
Cameroon	University of Dschang
Cameroon	University of Ngaoundéré
Cameroon	University of Yaounde I
Cameroon	University of Yaounde II
Canada	Acadia University
Canada	Athabasca University
Canada	Brandon University
Canada	Brock University
Canada	Carleton University
Canada	Concordia University
Canada	Dalhousie University
Canada	Huron University College
Canada	McGill University
Canada	McMaster University
Canada	Memorial University of Newfoundland
Canada	Mount Allison University
Canada	Mount Saint Vincent University
Canada	Nipissing University
Canada	Queen's University at Kingston
Canada	Royal Roads University
Canada	Ryerson Polytechnic University
Canada	Saint Mary's University
Canada	Simon Fraser University
Canada	St Francis Xavier University
Canada	St Thomas University
Canada	Trent University
Canada	Université de Montréal
Canada	Université du Québec à Hull
Canada	Université Laval
Canada	University of Alberta
Canada	University of British Columbia
Canada	University of Guelph
Canada	University of Lethbridge
Canada	University of Manitoba
Canada	University of New Brunswick
Canada	University of Northern British Columbia
Canada	University of Ottawa
Canada	University of Toronto
Canada	University of Waterloo
Canada	University of Western Ontario
Canada	University of Windsor
Canada	University of Winnipeg
Canada	Wilfrid Laurier University
Cyprus	University of Cyprus
Fiji	University of the South Pacific
Ghana	Kwame Nkrumah University of Science and Technology, Kumasi
Ghana	University College of Education of Winneba
Ghana	University for Development Studies
Ghana	University of Cape Coast
Ghana	University of Ghana

Guyana	University of Guyana
Hong Kong	Chinese University of Hong Kong
Hong Kong	Hong Kong Polytechnic University
Hong Kong	Open University of Hong Kong
Hong Kong	University of Hong Kong
India	Alagappa University
India	Aligarh Muslim University
India	All India Institute of Medical Sciences
India	Amravati University
India	Andhra University
India	Anna University
India	Annamalai University
India	Arunachal University
India	Assam Agricultural University
India	Assam University
India	Avinashilingam Institute for Home Science and Higher Education for Women
India	Awadhesh Pratap Singh Vishwavidyalaya
India	Baba Farid University of Health Sciences
India	Babasaheb Bhimrao Ambedkar University
India	Banaras Hindu University
India	Banasthali Vidyapith
India	Bangalore University
India	Barkatullah Vishwavidyalaya
India	Berhampur University
India	Bharathiar University
India	Bharathidasan University
India	Birla Institute of Technology
India	Birla Institute of Technology and Science
India	Bundelkhand University
India	Central Institute of English and Foreign Languages
India	Central Institute of Higher Tibetan Studies
India	Chaudhary Charan Singh University
India	Chhatrapati Shahu Ji Maharaj University
India	Cochin University of Science and Technology
India	Dakshina Bharat Hindi Prachar Sabha
India	Devi Ahilya Vishwavidyalaya, Indore
India	Dibrugarh University
India	Doctor B. R. Ambedkar Open University
India	Doctor Babasaheb Ambedkar Marathwada University
India	Doctor Babasaheb Ambedkar Open University
India	Doctor Babasaheb Ambedkar Technological University
India	Doctor Bhim Rao Ambedkar University
India	Doctor Harisingh Gour Vishwavidyalaya, Sagar
India	Doctor Ram Manohar Lohia Awadh University
India	Dravidian University
India	Gandhigram Rural Institute
India	Gauhati University
India	Gujarat Ayurved University
India	Gujarat University
India	Gujarat Vidyapith
India	Gulbarga University
India	Guru Ghasidas University
India	Guru Gobind Singh Indraprastha University
India	Guru Jambheshwar University

India	Guru Nanak Dev University
India	Gurukula Kangri Vishwavidyalaya
India	Hemwati Nandan Bahuguna Garhwal University
India	Himachal Pradesh Krishi Vishvavidyalaya
India	Himachal Pradesh University
India	Indian Institute of Science
India	Indian Institute of Technology, Bombay
India	Indian Institute of Technology, Madras
India	Indian School of Mines
India	Indira Gandhi National Open University
India	Jai Narain Vyas University, Jodhpur
India	Jain Vishva Bharati Institute
India	Jamia Hamdard
India	Jamia Millia Islamia
India	Jawaharlal Nehru Technological University
India	Jawaharlal Nehru University
India	Jiwaji University
India	Kakatiya University
India	Karnatak University
India	Kota Open University
India	Kurukshetra University
India	Kuvempu University
India	Madhya Pradesh Bhoj University
India	Madurai-Kamaraj University
India	Magadh University
India	Maharaja Sayajirao University of Baroda
India	Maharashtra University of Health Sciences
India	Maharshi Dayanand Saraswati University
India	Maharshi Dayanand University
India	Mahatma Gandhi University
India	Makhanlal Chaturvedi National University of Journalism
India	Mangalore University
India	Manipal Academy of Higher Education
India	Manipur University
India	Manonmaniam Sundaranar University
India	Maulana Azad National Urdu University
India	Mohanlal Sukhadia University
India	Mother Teresa Women's University
India	N. T. R. University of Health Sciences
India	Nagarjuna University
India	Nagpur University
India	Nalanda Open University
India	National Dairy Research Institute
India	North Gujarat University
India	North Maharashtra University
India	North-Eastern Hill University
India	Osmania University
India	Panjab University
India	Pondicherry University
India	Postgraduate Institute of Medical Education and Research
India	Potti Sreeramulu Telugu University
India	Punjab Agricultural University
India	Punjabi University
India	Rabindra Bharati University

India	Rajendra Agricultural University
India	Rajiv Gandhi University of Health Sciences
India	Rashtriya Sanskrit Vidyapeetha
India	Rohilkhand University
India	Sambalpur University
India	Sampurnanand Sanskrit University
India	Sardar Patel University
India	Saurashtra University
India	School of Planning and Architecture
India	Shivaji University
India	Shreemati Nathibai Damodar Thackersey Women's University
India	Sree Chitra Tirunal Institute for Medical Sciences and Technology
India	Sri Krishnadevaraya University
India	Sri Padmavati Mahila Visvavidyalayam
India	Sri Ramachandra Medical College and Research Institute
India	Sri Venkateswara University
India	Swami Ramanand Teerth Marathwada University
India	Tamil Nadu Doctor Ambedkar Law University
India	Tamil Nadu Doctor M. G. R. Medical University
India	Tamil Nadu Veterinary and Animal Sciences University
India	Tamil University
India	Tata Institute of Social Sciences
India	Tezpur University
India	Thapar Institute of Engineering and Technology
India	Tilka Manjhi Bhagalpur University
India	Tripura University
India	University of Burdwan
India	University of Calicut
India	University of Delhi
India	University of Hyderabad
India	University of Jammu
India	University of Kalyani
India	University of Kashmir
India	University of Kerala
India	University of Lucknow
India	University of Madras
India	University of Mumbai
India	University of Mysore
India	University of Pune
India	Utkal University
India	Vikram University
India	Vinoba Bhave University
India	Visva-Bharati
India	Visveswaraiah Technological University
India	Yashwantrao Chavan Maharashtra Open University
Jamaica	University of Technology, Jamaica
Jamaica	University of the West Indies
Kenya	Catholic University of Eastern Africa
Kenya	Jomo Kenyatta University of Agriculture and Technology
Kenya	Kenyatta University
Kenya	Moi University
Kenya	University of Eastern Africa, Baraton
Kenya	University of Nairobi
Lesotho	National University of Lesotho

Malawi	Mzuzu University
Malawi	University of Malawi
Malaysia	International Islamic University, Malaysia
Malaysia	National University of Malaysia
Malaysia	Putra University, Malaysia
Malaysia	University Malaysia Sarawak
Malaysia	University of Malaya
Malaysia	University of Science, Malaysia
Malaysia	University of Technology Malaysia
Malaysia	Utara University, Malaysia
Malta	University of Malta
Mauritius	University of Mauritius
Mozambique	Eduardo Mondlane University
Namibia	University of Namibia
New Zealand	Auckland University of Technology
New Zealand	Lincoln University
New Zealand	Massey University
New Zealand	University of Auckland
New Zealand	University of Canterbury
New Zealand	University of Otago
New Zealand	University of Waikato
New Zealand	Victoria University of Wellington
Nigeria	Abia State University
Nigeria	Abubakar Tafawa Balewa University of Technology
Nigeria	Bayero University
Nigeria	Edo State University
Nigeria	Enugu State University of Science and Technology
Nigeria	Federal University of Technology, Akure
Nigeria	Federal University of Technology, Owerri
Nigeria	Federal University of Technology, Yola
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Nigeria	University of Ibadan
Nigeria	University of Ilorin
Nigeria	University of Jos
Nigeria	University of Lagos
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Pakistan	Lahore University of Management Sciences

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Papua New Guinea	University of Goroka
Papua New Guinea	University of Papua New Guinea
Sierra Leone	University of Sierra Leone
Singapore	Nanyang Technological University
Singapore	National University of Singapore
South Africa	Medical University of Southern Africa
South Africa	Potchefstroom University for Christian Higher Education
South Africa	Rand Afrikaans University
South Africa	Rhodes University
South Africa	University of Cape Town
South Africa	University of Durban-Westville
South Africa	University of Fort Hare
South Africa	University of Natal
South Africa	University of North-West
South Africa	University of Port Elizabeth
South Africa	University of Pretoria
South Africa	University of South Africa
South Africa	University of Stellenbosch
South Africa	University of the North
South Africa	University of the Orange Free State
South Africa	University of the Western Cape
South Africa	University of the Witwatersrand
South Africa	University of Venda
South Africa	University of Zululand
South Africa	Vista University
Sri Lanka	Buddhist and Pali University of Sri Lanka
Sri Lanka	Eastern University
Sri Lanka	General Sir John Kotelawala Defence Academy
Sri Lanka	Open University of Sri Lanka
Sri Lanka	Rajarata University of Sri Lanka
Sri Lanka	Sabaragamuwa University of Sri Lanka
Sri Lanka	South Eastern University of Sri Lanka
Sri Lanka	University of Colombo
Sri Lanka	University of Jaffna
Sri Lanka	University of Kelaniya
Sri Lanka	University of Moratuwa
Sri Lanka	University of Peradeniya
Sri Lanka	University of Ruhuna

Sri Lanka	University of Sri Jayewardenepura
Swaziland	University of Swaziland
Tanzania	Open University of Tanzania
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Uganda	Mbarara University of Science and Technology
Uganda	Uganda Martyrs University
United Kingdom	Aston University
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United Kingdom	Brunel University
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United Kingdom	University of Bath
United Kingdom	University of Birmingham
United Kingdom	University of Bradford
United Kingdom	University of Bristol
United Kingdom	University of Cambridge
United Kingdom	University of Central England in Birmingham

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United Kingdom	University of Nottingham
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United Kingdom	University of Reading
United Kingdom	University of Salford
United Kingdom	University of Sheffield
United Kingdom	University of Southampton
United Kingdom	University of St. Andrews
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United Kingdom	University of Westminster
Zambia	Copperbelt University
Zambia	University of Zambia

Zimbabwe	Africa University
Zimbabwe	Midlands State University
Zimbabwe	National University of Science and Technology, Bulawayo
Zimbabwe	University of Zimbabwe
Zimbabwe	Zimbabwe Open University



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