

**The Association
of Commonwealth
Universities**

**Whispers of
Change**

Female Staff Numbers in
Commonwealth Universities

by Jasbir K S Singh



Association of Commonwealth Universities

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of Commonwealth
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Preface

A singular advantage of the Association of Commonwealth Universities (ACU) is its capacity to collect, maintain and compare gender disaggregated statistical records of the senior academic and administrative staff in its nearly 500 member universities across every region of the Commonwealth¹.

There are very few sources of published, comparative data about the status of women in positions of management and leadership in the higher education sector in the Commonwealth but, since 1998, the ACU has endeavoured to fill this gap in the literature by analysing and reporting on this unique data collection every five years. It is not an exact science in that not all our member universities are able to provide the requested up-dates of their data; but these reports are nevertheless an invaluable indicator of trends and progress (or lack of progress) towards a more gender equitable sector.

For the production of this 2008 report, *Whispers of Change*, we are profoundly grateful to Dr Jasbir K S Singh, Consultant to the ACU's Gender Programme, for her tireless work in interrogating the data and producing so valuable an account of it; to my colleagues Andrew Aitken, for his detailed and careful sourcing of the data, and Helen Elmes, for her meticulous editing; and to the Carnegie Corporation of New York for so generously co-sponsoring this publication.

Dorothy Garland

Deputy Secretary General (External)

Association of Commonwealth Universities

¹ Some of the ACU's long-standing member universities are situated in countries which are either temporarily suspended from, or have left, the Commonwealth. The list of universities which provided the data (see pp 53-59) includes those countries.



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1 Introduction

This report is the third in the series published by the Association of Commonwealth Universities (ACU) assessing the participation of women in senior management, administrative and academic positions in Commonwealth universities. In 1998, the ACU's Commonwealth Higher Education Management Service (CHEMS) published the first report, "A Single Sex Profession? Female Staff Numbers in Commonwealth Universities," highlighting the under-representation of women in academic and administrative hierarchies of Commonwealth universities (Helen Lund, 1998). The study drew its data from the 1997/98 entries for the Commonwealth Universities Yearbook which listed all full-time permanent staff in Commonwealth universities.

The 1997/98 data demonstrated that women were severely under-represented in universities across Commonwealth countries, especially at senior management and academic leadership levels. The Commonwealth's average for all women academics in higher education was 24.0 percent, ranging from 9.5 percent in Ghana to 50.0 percent in Jamaica. The study found "no discernible difference to be seen between the developed countries of the Commonwealth and their counterparts in low-income countries" (Lund: 6). Women were poorly represented in the top echelons of university management, with women increasingly disadvantaged as they moved up the occupational ladder. Among those where gender was specified, only 8.3 percent (50 of 600) of executive heads were women and 12.2 percent (18 of 147) of deputy vice-chancellors, deputy presidents and vice rectors, but among chief librarians were 36.5 percent (188 of 296) women and of personnel officers 35.4 percent (99 of 280) were women. Participation of women also decreased along the academic ladder: there were 9.9 percent women professors, less than 20 percent readers/associate professors, just over 25 percent women at assistant professor/senior lecturer level and 33.8 percent at lecturer level. Women were also grossly under-represented in science and technology institutions as well as in disciplines such as mathematics and engineering. The data suggested that few women were in decision making positions and large numbers were not waiting to step up.

The ACU regarded the 1998 report as an important benchmark report to measure the progress and status of women in Commonwealth universities. The ACU commis-

ioned a follow-up report three years later, although the database for 2000/2001 was considerably different from the 1997/98 database as the ACU Yearbook was then reporting only on staff at senior lecturer level and above. This study, it was felt, would allow comparison at the higher management and leadership positions, an area of great concern to the ACU (appointments at lecturer level were in many countries beginning to level out), and may also develop new benchmark areas for future comparison.

The data for 2000/2001 was analysed and the findings published by the ACU in a report in 2002, "Still a Single Sex Profession? Female Staff Numbers in Commonwealth Universities" (Jasbir K S Singh, 2002).

The 2002 report confirmed that "compared with 1997, by 2000 the situation pertaining to the status of women in senior management and academic positions had improved only "marginally". Overall there were only 22.6 percent (28,310 of 125,212) women employed at the senior lecturer level and above. Senior management positions continued to be the domain of men with only 9.0 percent women chief executives, 19.8 percent women in senior management teams, 14.9 percent women heads of administration, and 14.3 percent women deans, but among chief librarians 37.2 percent were women. Women in the developed Commonwealth countries showed slightly better performance than their colleagues in the developing countries. Women were, however, beginning to be seen in greater numbers in academic positions as professors (13.1 percent), as heads of academic departments (17.9 percent), and as associate professors, readers, principal lecturers and senior lecturers (27.0 percent). The position of women in a number of administrative positions with special responsibilities was reported for the first time. These included personnel, computing, development/fundraising, public relations, international relations, equal opportunity/ equity, quality assurance/accreditation and strategic planning. Women held between 30 percent and 40 percent of these administrative positions, but even some of these jobs were seen primarily as men's jobs: computing, development and strategic planning, for instance, were mostly headed by men while others such as equal opportunity and public relations, were more open to women. These administrative jobs were reported mostly from the developed Commonwealth

countries, probably because few such positions existed in the developing countries and, where they did, the majority was held by men.

The 2000 report found that the developed Commonwealth countries (Australia, Canada, New Zealand and the United Kingdom) were moving somewhat faster than the developing countries in getting women into key decision making positions. Among the developing countries, India, Jamaica, Malaysia and South Africa were performing better than many others in appointing women to senior positions.

Since the changes noted between 1997 and 2000 were not very marked in addressing the problem of under-representation of women in management and leadership positions in Commonwealth universities, the ACU decided to wait at least five years before initiating another update. In 2007 the ACU commissioned the third survey of the status of women in universities of the Commonwealth with a view to measuring the status of women in 2006 (the year for which data was available) as well as reporting on progress and changes since the two previous studies based on the 1997 and 2000 data.

2 The Data

The data for this study were extracted from academic staff data provided by Commonwealth universities to the Association of Commonwealth Universities (ACU) for inclusion in the *Commonwealth Universities Yearbook, 2006/2007*. Data were presented of full-time staff only by institutions which were members of the ACU (see Appendix A). As in the case of the 2000 data, data were reported only for academic staff at the level of senior lecturer and above. The report, therefore, depicts the gender distribution in Commonwealth universities during 2006 of staff at the level of senior lecturer and above.

The report provides an overview of the status of women in 2006 in the different categories of academic staff, followed by an analysis of the status of women in the principal regions

of the Commonwealth: developed countries (Australia, Canada, New Zealand and the United Kingdom), South Asia (Bangladesh, India, Pakistan and Sri Lanka), South-East Asia (Brunei Darussalam, Hong Kong, Malaysia and Singapore), Africa (Botswana, Cameroon, Ghana, Kenya, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Nigeria, Sierra Leone, South Africa, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe), and other small states (Cyprus, Fiji, Guyana, Jamaica, Malta and Papua New Guinea). Where significant differences emerge, comparisons are made with the findings of 2000 and, where possible, with the findings of 1997.

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

Table 1: Total Sample by Country

Country	Women	as %	Men	as %	Unknown	as %	Total
Australia	4354	26.8	10879	65.6	1349	8.1	16582
Bangladesh	610	13.4	3442	75.4	512	11.2	4564
Botswana	50	19.0	202	76.8	11	4.2	263
Brunei Darussalam	45	25.9	122	70.1	7	4.0	174
Cameroon	39	10.7	295	80.8	31	8.5	365
Canada	4080	19.3	11640	55.2	5381	25.5	21101
Cyprus	30	18.4	131	80.4	2	1.2	163
Fiji	38	22.6	125	74.4	5	3.0	168
Ghana	126	13.3	777	82.1	44	4.6	947
Guyana	12	14.5	22	26.5	49	59.0	83
Hong Kong	213	17.7	986	82.0	3	0.3	1202
India	3623	17.1	12079	57.2	5426	25.7	21128
Jamaica	109	56.8	78	40.6	5	2.6	192
Kenya	175	13.8	932	73.6	160	12.6	1267
Lesotho	46	34.3	77	57.5	11	8.2	134
Malawi	42	16.7	204	81.0	6	2.4	252
Malaysia	1137	28.1	2367	58.4	549	13.5	4053
Malta	56	17.9	253	81.1	3	1.0	312
Mauritius	56	35.0	98	61.3	6	3.8	160
Mozambique	34	28.1	84	69.4	3	2.5	121
Namibia	48	34.0	91	64.5	2	1.4	141
New Zealand	1565	31.7	3128	63.4	240	4.9	4933
Nigeria	895	12.3	5075	69.8	1301	17.9	7271
Pakistan	570	16.5	2250	65.0	640	18.5	3460
Papua New Guinea	24	10.9	188	85.5	8	3.6	220
Sierra Leone	7	11.5	22	36.1	32	52.5	61

Country	Women	as %	Men	as %	Unknown	as %	Total
Singapore	379	16.7	1881	83.0	6	0.3	2266
South Africa	1485	19.7	3653	48.5	2391	31.8	7529
Sri Lanka	534	23.1	995	43.0	785	33.9	2314
Swaziland	40	33.6	79	66.4	0	0.0	119
Tanzania	54	8.5	404	63.6	177	27.9	635
Uganda	78	16.0	312	63.8	99	20.2	489
United Kingdom	10625	24.6	28978	67.2	3501	8.1	43104
Zambia	40	10.0	266	66.7	93	23.3	399
Zimbabwe	64	14.5	263	59.5	115	26.0	442
Commonwealth	31283	21.3	92378	63.0	22953	15.7	146614

Data were received for 146,614 academic staff above the level of senior lecturer. Of these 21.3 percent (31,283) were women, 63.0 percent (92,378) were men and 15.7 percent (22,953) were academic staff whose gender was not specified.

The number of cases in the study (146,614) are fewer than in 2000 (153,902), suggesting that returns were received from fewer universities than in 2000. In terms of the distribution among male, female and unclassified the total sample is not very different from the 2000 study which reported that of its 153,902 academic staff 28,310 (18.4 percent) were female, 96,902 (63.0 percent) were male and 28,690 (18.6 percent) were of unspecified gender.

As in the study published in 2002, it was decided to analyse and report only on data where gender was indicated, that is, 123,661 (84.3 percent) of the cases reported to the ACU. It is assumed that the gender distribution in the unknown cases would be somewhat similar to the distribution in the number of cases where gender was specified.

In nineteen of the countries the number of unspecified cases was less than 10 percent (Australia, Botswana, Brunei Darussalam, Cameroon, Cyprus, Fiji, Ghana, Hong Kong, Jamaica, Lesotho, Malawi, Mauritius, Mozambique, Namibia, New Zealand, Papua New Guinea, Singapore, Swaziland and United Kingdom). Eight countries reported more than 25 percent cases of unspecified gender (Canada, Guyana, India, Sierra Leone, South Africa, Sri Lanka, Tanzania and Zimbabwe). Of Guyana's 83 cases, gender was not known for 49 or 59.0 percent of cases. Similarly, of Sierra Leone's 61 cases, gender was unspecified for 32 or 52.5 percent of cases. In the case of these two countries, it is difficult to place much confidence in the male/female distribution. Despite a significant large number of cases where gender was unknown, in the case of countries with

large academic populations, for instance, India (25.7 percent), Canada (25.5 percent) and South Africa (31.8 percent), the male/female distribution can be accepted with confidence.

The report will focus on those countries where data were reliable: countries with few cases where gender was not known and countries with large numbers of academic staff where, despite the unspecified group, numbers were large enough to reveal a fairly accurate picture.

On the whole, the returns for 2006 were lower than in 2000 or in 1997. For instance in 2000 gender was known for 602 executive heads and in 1997 gender was known for 600 executive heads compared with 429 executive heads whose gender was recorded in 2006. The story was similar for many of the positions examined: fewer cases were reported in 2006 than in 2000 or in 1997. Many instances of unreliable or incomplete data from countries/institutions can be detected. For instance, in 2000, Zimbabwe reported 7 women of 11 (63.6 percent) associate professors/rectors/principal lecturers and senior lecturers but in 2006 reported 18 of 130 (13.8 percent) women at this level. Similarly, in 2000, Cyprus reported 4 of 21 (16.7 percent) women associate professors/rectors/principal lecturers/senior lecturers but in 2006 reported only 1 of 9 (11.9 percent) women in these positions.

Many of the small developing countries with only one university appear to make appointments according to availability of suitable staff that may be male in one year and female the following years or vice-versa. In these cases it was difficult to generalise on any clear trend.

It should be noted that in a survey such as this the findings are as good as the data that is available. The ACU relies on

data being submitted by the member universities. Some institutions are diligent in the manner in which they provide their data, indicating clearly the gender of the staff member listed, while others ignore this request or only report gender for some of their staff members. It is therefore possible that many readers may find that the situation in their institutions/countries is somewhat different from that reported in this study. However, on the whole, we are confident that the study portrays a fairly reliable picture of the situation pertaining to the status of women in Commonwealth universities.

Where comparisons are made with the 1997 data, the percentages are calculated for those whose gender is specified. Data comparing regions and three survey periods are shown in Appendix B, Tables B1 to B17.

3 Overall Gender Proportions

Tables 2 and B1 present the overall gender distribution among university staff above the senior lecturer level by country.

Table 2: Overall Gender Proportions by Country

Country	Women	as %	Men	as %	Total
Australia	4354	28.6	10879	71.4	15233
Bangladesh	610	15.0	3442	85.0	4052
Botswana	50	19.8	202	80.2	252
Brunei Darussalam	45	26.9	122	73.1	167
Cameroon	39	11.7	295	88.3	334
Canada	4080	26.0	11640	74.0	15720
Cyprus	30	18.6	131	81.4	161
Fiji	38	23.3	125	76.7	163
Ghana	126	14.0	777	86.0	903
Guyana	12	35.3	22	64.7	34
Hong Kong	213	17.8	986	82.2	1199
India	3623	23.1	12079	76.9	15702
Jamaica	109	58.3	78	41.7	187
Kenya	175	15.8	932	84.2	1107
Lesotho	46	37.4	77	62.6	123
Malawi	42	17.1	204	82.9	246
Malaysia	1137	32.4	2367	67.6	3504
Malta	56	18.1	253	81.9	309
Mauritius	56	36.4	98	63.6	154
Mozambique	34	28.8	84	71.2	118
Namibia	48	34.5	91	65.5	139
New Zealand	1565	33.3	3128	66.7	4693
Nigeria	895	15.0	5075	85.0	5970
Pakistan	570	20.2	2250	79.8	2820
Papua New Guinea	24	11.3	188	88.7	212
Sierra Leone	7	24.1	22	75.9	29
Singapore	379	16.8	1881	83.2	2260
South Africa	1485	28.9	3653	71.1	5138
Sri Lanka	534	34.9	995	65.1	1529
Swaziland	40	33.6	79	66.4	119
Tanzania	54	11.8	404	88.2	458
Uganda	78	20.0	312	80.0	390
United Kingdom	10625	26.8	28978	73.2	39603
Zambia	40	13.1	266	86.9	306
Zimbabwe	64	19.6	263	80.4	327
Commonwealth	31283	25.3	92378	74.7	12366

Table 2 shows that in 2006 among Commonwealth universities, in the category of senior lecturer and above, 31,283 (25.3 percent) were women and 92,378 (74.7 percent) were men. This marks a very small increase

from 2000 when 22.6 percent were women and 77.4 percent were men, that is, the proportion of women at this level has increased by 2.7 percent over a period of six years.

The percentage of women employed as full-time staff at senior lecturer and above level ranged from 58.3 percent in Jamaica, 37.4 percent in Lesotho, 36.4 percent in Mauritius, 35.3 percent in Guyana, 34.9 percent in Sri Lanka, 34.5 percent in Namibia, 33.6 percent in Swaziland, 33.3 percent in New Zealand and 32.4 percent in Malaysia to 15.0 percent in Bangladesh, 13.1 percent in Zambia, 11.8 percent in Tanzania 11.7 percent in the Cameroon and 11.3 percent in Papua New Guinea. Nine countries had between 20 and 30 percent women at this level: Australia (28.6 percent), Canada (26.0 percent), Fiji (23.3 percent), India (23.1 percent), Mozambique (28.8 percent), Pakistan (20.2 percent), South Africa (28.9 percent), Uganda (20.0 percent) and the United Kingdom (26.8 percent).

Developed countries had women at the senior level ranging between 26.0 percent (Canada) to 33.3 percent (New Zealand); women in Asian countries ranged from 15.0 percent (Bangladesh) to 34.9 percent (Sri Lanka); women in African countries ranged from 11.7 percent (Cameroon) to 37.4 percent (Lesotho); and women in the small states ranged from 11.3 percent (Papua New Guinea) to 58.3 percent (Jamaica). The women in the developed countries enjoyed a small advantage in working at senior lecturer and above levels. However, it must be noted that many of the smaller developing countries (Jamaica, Guyana, Swaziland, Mauritius and Lesotho) performed well in appointing women to the senior lecturer and above level.

Countries that showed more than 10 percent increase between 2000 and 2006 in the proportion of women above senior lecturer level were: Jamaica from 39.6 percent to 58.3 percent; Lesotho, from 21.1 percent to 37.4 percent; Mauritius, from 22.2 percent to 36.4 percent; Mozambique, from 17.1 percent to 28.8 percent; and New Zealand, from 22.7 percent to 33.3 percent. The largest percentage increase was reported by Jamaica.

A few countries showed a decline between 2000 and 2006 in women representatives at senior lecturer and above level. These were Hong Kong, from 19.2 percent to 17.8 percent; Namibia, from 52.0 percent to 34.5 percent; Pakistan, from 22.9 percent to 20.2 percent; Zambia, from 14.3 percent to 13.1 percent and Zimbabwe from 36.9 percent to 19.6 percent.

4 Gender Representation Among Top Management

This section will depict the presence of women in top management positions in Commonwealth universities. The proportion of women at this level will demonstrate the extent to which women are engaged in key decision making positions in universities across the Commonwealth. Changes which can be detected between 1997 and 2006 will indicate whether women are or are not playing an increasing role in top management positions, levels from which they can be expected to influence the participation and contribution of women at senior levels within their own institutions.

The 1997 and 2000 surveys showed very low numbers of women at these levels. In 1997, it was concluded that the situation was similar to 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 levels. Women deans ...are a minority group and women vice-chancellors and presidents are still a rarity” (Dines: 11). The 2000 study reported 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”, a feature common to both developed and developing countries.

The current study was undertaken to assess improvements that may have taken place vis-à-vis women in senior university positions since 1997 and 2000. Findings are presented for the following categories of senior management staff:

- Executive Heads (Vice-Chancellors, Presidents, Rectors etc.)
- Heads of Administration (Registrars/Secretaries)
- Senior Management Teams – SMTs (Deputy Vice-Chancellors, Deputy Presidents, Vice-Rectors, Pro-Vice-Chancellors, Pro-Rectors, Vice-Presidents, 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

Tables 3 and B2 show the distribution of executive heads by gender.

Table 3: Executive Heads by Country

Country	Women	as %	Men	as %	Total
Australia	9	24.3	28	75.7	37
Bangladesh	0	0.0	12	100.0	12
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	1	25.0	3	75.0	4
Canada	4	12.9	27	87.1	31
Cyprus	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	3	100.0	3
India	10	9.3	97	90.7	107
Jamaica	0	0.0	2	100.0	2
Kenya	0	0.0	7	100.0	7
Lesotho	0	0.0	1	100.0	1
Malawi	0	0.0	2	100.0	2
Malaysia	1	9.1	10	90.9	11
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	2	100.0	2
Mozambique					
Namibia	0	0.0	1	100.0	1
New Zealand	1	12.5	7	87.5	8
Nigeria	0	0.0	25	100.0	25
Pakistan	1	5.0	19	95.0	20
Papua New Guinea	0	0.0	3	100.0	3
Sierra Leone	0	0.0	2	100.0	2
Singapore	0	0.0	2	100.0	2
South Africa	0	0.0	14	100.0	14
Sri Lanka	1	7.7	12	92.3	13
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	5	100.0	5
Uganda	0	0.0	4	100.0	4
United Kingdom	13	13.8	81	86.2	94
Zambia	0	0.0	2	100.0	2
Zimbabwe	1	16.7	5	83.3	6
Commonwealth	42	9.8	387	90.2	429

Compared with 1997 and 2000, fewer institutions provided data on executive heads. In 1997, data was made available for 600 cases and 602 cases were reported in 2000, while in the current survey data was available for only 429 cases.

In 2006 there were 42 of 429 or 9.8 percent women executive heads across the Commonwealth, marking only a marginal improvement since 1997 (50 women of 600 executive heads or 8.3 percent) and 2000 (54 of 602 women executives or 9.0 percent). The situation has remained fairly stable over the years, with only around one in ten women vice-chancellors or presidents heading Commonwealth universities. Men still very much dominate the top management posts in these institutions.

There were slightly more women heads in developed countries than was the norm across the Commonwealth, with Australia appointing 9 of 37 (24.3 percent) women at this level, Canada appointing 4 of 31 (12.9 percent) and the United Kingdom appointing 13 of 94 (13.8 percent) women executives heads.

In the Asian sub-continent, India had 10 (9.3 percent) women executive heads from a total of 107, most of them heading women's universities; Bangladesh had no women at this level; Pakistan had one woman vice-chancellor, of the Fatima Jinnah Women University; while Sri Lanka had one woman vice-chancellor (7.7 percent) of its total 13 vice-chancellors.

Among the East-Asian countries, only Malaysia had appointed a woman vice-chancellor, while universities in Hong Kong and Singapore were headed by male vice-chancellors. Similarly, Guyana, Jamaica and Malta had made no female appointments to lead their universities.

Currently, in 2006, among African countries women executives were appointed to a university in the Cameroon (1 of 4, or 25.0 percent), and Zimbabwe (1 of 6, or 16.7 percent). The rest of the African countries had appointed male vice-chancellors to their universities: Botswana, Ghana, Kenya, Lesotho, Malawi, Mauritius, Namibia, Nigeria Sierra Leone, Swaziland, Tanzania, Uganda and Zambia.

By 2006 a few more countries had appointed women vice-chancellors than in 1997 (Table B2). In 1997, twenty-seven countries were listed with no woman executive head, in 2000 there were twenty-five countries with no woman

executive head while in 2006, twenty-three countries reported that there was no woman executive head in their universities. This was still a very poor state of affairs, where twenty-three countries out of thirty-five which had provided data for this study, reported that their universities were lead by male executive heads.

Only two countries reported an increase in women executive heads in 2006 compared with 2000 and 1997: Australia, where there were nine women vice-chancellors in 2006 compared with eight in 2000 and six in 1997, and the United Kingdom, where the number of women vice-chancellors and presidents had gone up from 10 in 1997 to 12 in 2000 to 13 in 2006. Four countries had, perhaps for the first time, appointed a woman vice-chancellor: Malaysia, New Zealand, Pakistan, and Zimbabwe.

In four countries, the number of executive heads decreased between the years 1997 and 2006: Canada, where the number of women executive heads increased from 14 in 1997 to 16 in 2000 but dropped dramatically to four in 2006; South Africa where there were no women executive heads in 2006 compared with three in 2000 and two in 1997; Swaziland and Nigeria, both of which countries had no women executive heads in 2006 compared with one each in 2000.

Two fast developing countries, Hong Kong and Singapore, surprisingly never appointed a woman to head any of their universities. It is equally disappointing that countries with a large number of universities appointed very few women executive heads. Among this category of universities are India (10 of 107 or 9.3 percent in 2006, 10 of 138 or 7.2 percent in 2000 and 15 of 140 or 10.7 percent in 1997, most of them heading women's universities), Nigeria (0.0 percent of 25 reported in 2006, 1 of 33 or 2.9 percent in 2000 and 0.0 percent of 32 in 1997) and Pakistan (1 of 19 or 5.0 percent in 2006 – the one heading the Fatima Jinnah Women University – 0.0 percent of 33 in 2000 and 0.0 percent of 31 in 1997). Bangladesh has still to appoint a woman vice-chancellor.

Thus, between 1997 and 2006, the graph is almost flat in most countries while showing a very small percentage (1.5 percent) increase in the number of women executive heads across the Commonwealth.

4.2 Heads of Administration

The distribution of women and men in the position of heads of administration, that is, as university registrars and secretaries is shown in Tables 4 and B3. In 2006, across the Commonwealth, 64 of the total 395 (16.2 percent) of heads of administration were women. This was slightly better than 2000 when 79 of 531 (14.9 percent) registrars and secretaries of Commonwealth universities were women but is lower than 1997 when 96 of the 511 (18.8 percent) heads whose gender was known were women. We can only conclude that on the whole the situation regarding women in the position of registrar or secretary had not changed much between 1997 and 2006.

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

Country	Women	as %	Men	as %	Total
Australia	8	26.7	22	73.3	30
Bangladesh	0	0.0	12	100.0	12
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	1	20.0	4	80.0	5
Canada	13	44.8	16	55.2	29
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	3	100.0	3
India	7	6.2	106	93.8	113
Jamaica	1	100.0	0	0.0	1
Kenya	0	0.0	6	100.0	6
Lesotho	0	0.0	1	100.0	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	2	100.0	0	0.0	2
Namibia	0	0.0	1	100.0	1
New Zealand	0	0.0	5	100.0	5
Nigeria	7	25.9	20	74.1	27
Pakistan	0	0.0	15	100.0	15
Papua New Guinea	0	0.0	2	100.0	2
Sierra Leone	1	50.0	1	50.0	2
Singapore	0	0.0	2	100.0	2
South Africa	2	16.7	10	83.3	12
Sri Lanka	1	8.3	11	91.7	12
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	4	100.0	4

Country	Women	as %	Men	as %	Total
Uganda	1	20.0	4	80.0	5
United Kingdom	19	23.8	61	76.2	80
Zambia	0	0.0	1	100.0	1
Zimbabwe	0	0.0	5	100.0	5
Commonwealth	64	16.2	331	83.8	395

Among the developed Commonwealth countries, Australia, Canada and the United Kingdom had women heads of administration above the average for the Commonwealth. In Australia, 8 of 30 (26.7 percent), in Canada 13 of 29 (44.8 percent) and in the United Kingdom 19 of 80 (23.8 percent) heads of administration were women. Among the five cases reported from New Zealand, there was no woman head of administration.

Australia and Canada showed some improvement in making appointments to this position between 1997 and 2006, despite a small dip in the proportion of appointments in 2000. Among Australian universities the numbers of women heads of administration fell from 25.0 percent (10 of 40) in 1997 to 20.0 percent (8 of 40) in 2000 and then rose to 26.7 percent (8 of 30) in 2006. Canada showed a similar pattern with 44.3 percent (31 of 70) in 1997, falling to 34.3 percent (24 of 70) in 2000 and making a marked increase, to 44.8 percent (13 of 29) in 2006. For the United Kingdom the 1997 study reported 23.9 percent (27 of 113) women heads of administration, the 2000 study reported 23.2 percent (26 of 112) and in 2006, 23.8 percent (19 of 80) women were registrars or secretaries, revealing a stable situation. New Zealand, on the other hand, had one woman head of administration in 1997, and again in 2000, but no woman in this position in 2006.

Very few women were appointed heads of administration in the South-Asian countries. In 2006 in India there were only 7 of 113 (6.2 percent) women in this position, in Pakistan and Bangladesh no women occupied this position while in Sri Lanka, 1 of 12 (8.3 percent) women were in this position. Changes since 1997 were hardly noticeable. Pakistan and Bangladesh had never appointed a woman to this position. In India there were 6 of 132 (4.5 percent) in 2000 and 7 of 127 (5.5 percent) women heads of administration in 1997. Sri Lanka had one woman head of administration in 2000 and one in 2006. Clearly, nothing much has changed in the South-Asian countries.

The story for South-East Asian countries was similar to that of South-Asia. In 2006, among six Malaysian universities, there was one woman head of administration, while in Hong Kong, Brunei and Singapore all heads of administration were men. Little had changed since 1997. Malaysia consistently reported one woman head of administration while in Hong Kong the number dropped from 2 of 3 in 1997 to no woman head of administration in 2000 and 2006. Similarly, in Singapore there were 2 of 2 women heads of administration in 1997, 1 of 2 in 2000 and none in 2006. Brunei appointed no woman head of administration in 1997, 2000 or 2006.

Ten African countries had no woman head of administration in 2006: Botswana, Ghana, Kenya, Lesotho, Malawi, Namibia, Swaziland, Tanzania, Zambia and Zimbabwe. The Cameroon reported 1 of 5 (20.0 percent), Mauritius 2 of 2 (100 percent), Nigeria 7 of 27 (25.9 percent), Sierra Leone 1 of 2 (50.0 percent), South Africa 2 of 12 (16.7 percent), and Uganda 1 of 5 (20.0 percent) women heads of administration.

Again, changes among African countries did not reveal any clear pattern between 1997 and 2006. Botswana, Ghana, and Malawi, for instance, never appointed a woman to this position. Kenya had one woman head of administration in 1997 and 2000 but none in 2006; Lesotho had one in 1997 but none in 2000 and 2006; Mauritius in each period had women in this position: 1 of 1 in 1997, 1 of 1 in 2000 and 2 of 2 in 2006; Namibia had one in 1997 but none in 2000 and 2006; Nigeria had 5 of 28 (17.9 percent) in 1997, 3 of 31 (9.7 percent) in 2000 and 7 of 27 (25.9 percent) in 2006, a fairly good increase between 2000 and 2006; South Africa showed 2 of 12 (16.7 percent) in 2006 but none for the two previous periods; Swaziland reported one for 2000 and none for 1997 and 2006; Uganda made its first appointment of a women in 2006; Zambia had one woman head of administration in 2000 but none in 1997 or 2006; and Zimbabwe reported 1 of 4 in 1997 and 2000 but none for 2006.

Among the other small states, Cyprus, Fiji, Guyana and Malta had no woman head of administration in 1997, 2000 or 2006; Jamaica reported 1 of 1 woman head of administration in 1997, 2 of 3 in 2000 and 1 of 1 in 2006; while Papua New Guinea had a woman in this position in 1997 and 2000 but none in 2006.

The overall situation was very poor. Only the developed countries – Australia, Canada and the United Kingdom –

showed a small degree of improvement since 1997; the Asian countries revealed very low representation of women at this level and many countries in Africa had no woman at this level now, while some countries had one or two women appointed to this post in the past. No clear trend was observable.

4.3 Senior Management Teams

The Senior Management Team includes all the members of the administrative team that support 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, university librarian and university secretary. The gender distribution of this group of senior managers in all Commonwealth universities in the survey is shown in Tables 5 and B4.

Table 5: Senior Management Teams by Country

Country	Women	as %	Men	as %	Total
Australia	72	32.1	152	67.9	224
Bangladesh	3	7.1	39	92.9	42
Botswana	1	50.0	1	50.0	2
Brunei Darussalam	0	0.0	2	100.0	2
Cameroon	2	10.5	17	89.5	19
Canada	65	33.2	131	66.8	196
Cyprus	1	50.0	1	50.0	2
Fiji	2	33.3	4	66.7	6
Ghana	3	13.6	19	86.4	22
Guyana	1	25.0	3	75.0	4
Hong Kong	1	4.8	20	95.2	21
India	21	9.2	208	90.8	229
Jamaica	6	40.0	9	60.0	15
Kenya	2	8.0	23	92.0	25
Lesotho	3	60.0	2	40.0	5
Malawi	0	0.0	8	100.0	8
Malaysia	5	13.2	33	86.8	38
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	2	50.0	2	50.0	4
New Zealand	16	28.1	41	71.9	57
Nigeria	15	18.1	68	81.9	83
Pakistan	3	4.9	58	95.1	61
Papua New Guinea	0	0.0	7	100.0	7
Sierra Leone	0	0.0	4	100.0	4
Singapore	4	25.0	12	75.0	16
South Africa	16	26.2	45	73.8	61

Country	Women	as %	Men	as %	Total
Sri Lanka	9	42.9	12	57.1	21
Swaziland	1	33.3	2	66.7	3
Tanzania	1	6.7	14	93.3	15
Uganda	2	9.5	19	90.5	21
United Kingdom	128	25.2	380	74.8	508
Zambia	0	0.0	7	100.0	7
Zimbabwe	4	28.6	10	71.4	14
Commonwealth	391	22.3	1360	77.7	1751

As seen in the Table above, in 2006 women comprised 22.3 percent (391 of 1,751) of the senior management teams in the Commonwealth. This shows a small improvement over 2000 when 19.8 percent (329 of 1,664)¹ and 1997 when 15.9 percent (71 of 447) were women in these teams.¹

Among the developed Commonwealth countries more than 25 percent women worked at this level. In Australia, 72 of 224 (32.1 percent) women, in Canada 65 of 196 (33.2 percent) women, in New Zealand 16 of 57 (28.1 percent) women, and in the United Kingdom 128 of 508 (25.2 percent) women peopled the senior management teams. Australia and Canada had achieved the target set by international development agencies of achieving 30.0 percent women in senior positions.

The story for South-Asian countries was not very promising with the exception of Sri Lanka which in 2006 had 42.9 percent (9 of 21) women in their universities' senior management teams. In Bangladesh (3 of 42, or 7.1 percent), India (21 of 229, or 9.2 percent) and in Pakistan (3 of 61, or 4.9 percent) the proportion of women within the senior management teams was pitifully low.

The situation for the South-East Asian countries was no better. The university in Brunei had no woman in the senior management team; Hong Kong had 1 of 21 (4.8 percent) women at this level; and Malaysia had 5 of 38 (13.2 percent) women in the SMTs. Singapore had a slightly better showing with 4 of 16 (25.0 percent) women in the SMTs. On the whole these countries were well below the target of 30 percent women at decision making levels.

African countries, similarly, showed very poor levels of women at the SMT level. Four African countries (Malawi, Mauritius, Sierra Leone and Zambia) had no women at the

SMT level. Kenya, Uganda and Tanzania had fewer than 10 percent of women in their SMTs. Of the countries with large academic populations, Cameroon had 2 of 19 (10.5 percent), Ghana had 3 of 22 (13.6 percent), Nigeria had 15 of 83 (18.1 percent), South Africa had 16 of 61 (26.2 percent) and Zimbabwe had 4 of 14 (28.6 percent) women within the SMTs. Among the African countries with just one or two universities, Botswana had one woman of its two, Namibia two of its four and Swaziland one of its three senior management positions held by women. However, Mozambique's only two senior managers were women.

Among the remaining countries Cyprus had one woman of two in the SMT, Fiji had two of six (33.3 percent), Guyana had one of four (25.0 percent), and Jamaica had six of fifteen (40.0 percent) women at this level. Both Malta and Papua New Guinea had no women in their SMTs.

Data in the 1997 study for this group of academic staff is not very compatible with the data for 2000 and 2006. Hence comparisons will be made only between 2000 and 2006.

Between 2000 and 2006 the developed countries took significant steps in appointing more women into their SMTs. Australian appointments improved from 20.0 percent (42 of 210) in 2000 to 32.1 percent (72 of 224) in 2006; Canadian appointments increased marginally from 32.1 percent (76 of 237) to 33.2 percent (65 of 196); in New Zealand the proportion of women in SMTs improved from 20.8 percent (5 of 24) to 28.1 percent (16 of 57); and in the United Kingdom women in SMTs increased from 18.6 percent (98 of 528) to 25.2 percent (128 of 508). Thus, across these countries more women had started moving into senior decision making levels.

Among South-Asian countries, with the exception of Sri Lanka, the situation between 2000 and 2006 pertaining to the role of women in SMTs generally deteriorated. In Bangladesh the proportion of women at this level decreased from 10.3 percent (3 of 29) to 7.1 percent (3 of 42), in India the proportion of women at this level fell from 12.0 percent (23 of 192) to 9.2 percent (21 of 229) and in Pakistan the proportion of women at this level fell from 13.2 percent (5 of 38) to 4.9 percent (3 of 61). On the other hand, in Sri Lanka, over the same period, the proportion of women in SMTs increased from 38.5 percent (10 of 26) to 42.9 percent (9 of 21).

1. Data for 1997 is calculated from Table R and Table S of the report by Helen Lund. Only those whose gender is known are entered into the calculation.

Between 2000 and 2006, South-East Asian countries also noted small declines in the number of women in SMTs. Brunei had 2 of 4 women in the SMT in 2000 but none in 2006; Hong Kong had 7.4 percent (2 of 27) women in 2000 but only 4.8 percent (1 of 21) in 2006; the percentage of women in Malaysia decreased from 15.6 percent (5 of 32) in 2000 to 13.2 percent (5 of 38) in 2006; and in Singapore from 26.7 percent (4 of 15) in 2000 to 25.0 percent (4 of 16) in 2006.

The African situation was equally discouraging. In 2002, as in 2006, Malawi and Mauritius had no women at this level. Declines in the number of women in SMTs were noted in Cameroon (from 17.6 percent to 10.5 percent), in Ghana (from 17.6 percent to 13.6 percent), and in Zambia (from 1 of 5 to 0 of 7). Increases in women at SMT level were recorded for Botswana (from 0 of 2 to 1 of 2 women), Namibia (from 0 of 5 to 2 of 4), Nigeria (from 9 of 87 or 10.3 percent, to 15 of 83 or 18.1 percent), South Africa (from 8 of 49, or 16.3 percent, to 16 of 61, or 26.2 percent), Uganda (from 0 of 13 to 2 of 21, or 9.5 percent), and Zimbabwe (from 1 of 4 to 4 of 14, or 28.6 percent).

Among the other countries, Cyprus had in 2006 appointed a woman to its SMT for the first time; Fiji consistently had 2 or 3 women among its 6 members of the SMT; Guyana had also appointed 1 or 2 women to this level; and Jamaica had a high level of women in the SMTs (11 of 19, or 57.9 percent, in 2000 and 6 of 15, or 40.0 percent, in 2006). Malta never appointed a woman to its SMT and in Papua New Guinea the number of women in this position dropped from 3 of 11 (27.3 percent) in 2000 to 0 of 7 in 2006.

In summary, it was only the universities in the developed Commonwealth countries that had made advances in appointing women to their senior management teams. Among the rest a few stood out as appointing women at this level – Sri Lanka, Jamaica, Namibia and South Africa. Most Asian countries were rather disappointing, while most African countries had very low representation of women in their SMTs and showed minimal changes over the period 2000 to 2006.

4.4 Finance Officers/Bursars

Across the Commonwealth in 2006 men almost completely dominated the position of finance officer or bursar. There were only 54 of 351 (15.4 percent) women finance officers in the Commonwealth, marking a very small increase from 1997 (34 of 337, or 10.1 percent) and 2000 (45 of 374, or

12.0 percent). In 2006, twenty countries reported the absence of a woman finance officer in their universities.

The gender distribution of finance officers/bursars is shown in Tables 6 and B5.

Table 6: Finance Officers/Bursars by Country

Country	Women	as %	Men	as %	Total
Australia	3	9.1	30	90.9	33
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	2	100.0	2
Canada	13	44.8	16	55.2	29
Cyprus	1	100.0	0	0.0	1
Fiji	0	0.0	1	100.0	1
Ghana	1	16.7	5	83.3	6
Guyana	0	0.0	1	100.0	1
Hong Kong	0	0.0	3	100.0	3
India	7	9.0	71	91.0	78
Jamaica	0	0.0	2	100.0	2
Kenya	1	14.3	6	85.7	7
Lesotho	0	0.0	1	100.0	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	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	1	12.5	7	87.5	8
Nigeria	3	15.0	17	85.0	20
Pakistan	0	0.0	14	100.0	14
Papua New Guinea	0	0.0	2	100.0	2
Sierra Leone	0	0.0	1	100.0	1
Singapore	2	66.7	1	33.3	3
South Africa	1	9.1	10	90.9	11
Sri Lanka	3	37.5	5	62.5	8
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	0	0.0	4	100.0	4
United Kingdom	15	18.1	68	81.9	83
Zambia	0	0.0	2	100.0	2
Zimbabwe	1	33.3	2	66.7	3
Commonwealth	54	15.4	297	84.6	351

The majority of women finance officers were in the developed Commonwealth countries. Of the 54 women finance officers in the Commonwealth in 2006, 32 were in the

developed countries: 3 in Australia, 13 in Canada, 1 in New Zealand and 15 in the United Kingdom. With 13 of 29 (44.8 percent) women finance officers, Canada had the highest proportion of women finance officers in this group of countries. The United Kingdom had 15 of 83 (18.1 percent) finance officers in its universities. New Zealand had only 1 of 8 (12.5 percent) women in this position while Australia reported 3 of 33 (9.1 percent) women finance officers.

In South-Asia and South-East Asia, on the whole, women were very poorly represented; there were no women finance officers in Bangladesh, Pakistan, Brunei, and Hong Kong. India had 7 of 78 (9.0 percent), and Malaysia 1 of 6 (16.7 percent) women finance officers. Sri Lanka, with 3 of 8 (37.5 percent) women finance officers, and Singapore, with two women of its three finance officers, did well in appointing women to this post.

Of the 23 African countries and others in the Pacific and Mediterranean regions, 16 countries reported no woman finance officer in their universities: Botswana, Cameroon, Fiji, Guyana, Jamaica, Lesotho, Malawi, Malta, Mauritius, Namibia, Papua New Guinea Sierra Leone, Swaziland, Tanzania, Uganda, and Zambia. Ghana had 1 of 6, Kenya 1 of 7, Nigeria 3 of 20, South Africa 1 of 11 and Zimbabwe 1 of 3 women finance officers. In Mozambique and Cyprus the single finance officer was a woman.

Only minor changes could be detected between 1997 and 2006. Among developed Commonwealth countries, Canada showed the greatest improvement, from 8 of 44 (18.2 percent) in 1997, to 9 of 45 (20.0 percent) in 2000 to 13 of 29 (44.8 percent) in 2006. The United Kingdom increased its numbers from 9 of 91 (9.9 percent) in 1997 to 14 of 99 (14.1 percent) in 2000 to 15 of 83 (18.1 percent) in 2006. New Zealand reported its first woman finance officer in 2006. However, in Australia the trend seems to have reversed, with numbers declining from 7 of 39 (17.9 percent) in 1997, to 5 of 41 (12.2 percent) in 2000, to 3 of 33 (9.1 percent) in 2006.

Among Asian countries, Bangladesh, Pakistan, Brunei and Hong Kong had never appointed a woman finance officer. In India the number of women finance officers increased merely from 3 of 57 in 1997 to 7 of 78 in 2006. Sri Lanka had consistently appointed 3 women to this position and Singapore had increased its number of women finance officers from 1 of 2 in 1997 to 2 of 3 in 2006. Malaysia

made its first appointment of a women finance officer in 2006.

African, Pacific and Mediterranean countries saw little improvement in the appointment of finance officers between 1997 and 2006. Fourteen countries – Botswana, Cameroon, Fiji, Guyana, Lesotho, Malawi, Malta, Mauritius, Namibia, Papua New Guinea, Sierra Leone, Swaziland, Uganda, and Zambia – had no woman finance officer during any of the three periods under study. Ghana had one woman finance officer in 1997, 2000 and 2006; Kenya made its first appointment during 2006; Nigeria had 1 of 17 in 1997, 3 of 16 in 2000 and 3 of 20 in 2006 women finance officers; and South Africa had no woman finance officer of its 11 finance officers in 1997, only one woman finance officer of its 12 in 2000 and 1 of its 11 in 2006. However, Mozambique's only finance officer in 2000 and 2006 was a woman.

On the whole, across the Commonwealth, and especially in the Asian and African regions, the post of finance officer was seen very much as a 'man's job'.

4.5 Deans

On the average, in 2006, 375 of 2,211 (17.0 percent) deans were women. This represents a small increase in the number of women deans across Commonwealth universities since 1997 when, of those whose gender was specified, 13.3 percent (245 of 1,816) were women and 2000 when 14.3 percent (308 of 2,160) deans were women. The gender distribution for deans in 2006 is shown in Tables 7 and B6.

Table 7: Deans by Country

Country	Women	as %	Men	as %	Total
Australia	48	23.5	156	76.5	204
Bangladesh	3	5.6	51	94.4	54
Botswana	2	33.3	4	66.7	6
Brunei Darussalam	2	25.0	6	75.0	8
Cameroon	0	0.0	21	100.0	21
Canada	38	17.2	183	82.8	221
Cyprus	0	0.0	6	100.0	6
Fiji	2	40.0	3	60.0	5
Ghana	4	13.8	25	86.2	29
Guyana	0	0.0	3	100.0	3
Hong Kong	2	9.1	20	90.9	22
India	94	19.7	383	80.3	477
Jamaica	3	60.0	2	40.0	5

Country	Women as %	Men as %	Total
Kenya	7 15.9	37 84.1	44
Lesotho	2 50.0	2 50.0	4
Malawi	3 18.8	13 81.2	16
Malaysia	16 16.8	79 83.2	95
Malta	0 0.0	10 100.0	10
Mauritius	2 40.0	3 60.0	5
Mozambique	1 9.1	10 90.9	11
Namibia	1 14.3	6 85.7	7
New Zealand	9 19.6	37 80.4	46
Nigeria	16 7.3	203 92.7	219
Pakistan	4 8.5	43 91.5	47
Papua New Guinea	1 11.1	8 88.9	9
Sierra Leone	0 0.0	2 100.0	2
Singapore	0 0.0	28 100.0	28
South Africa	18 22.0	64 78.0	82
Sri Lanka	4 8.9	41 91.1	45
Swaziland	3 37.5	5 62.5	8
Tanzania	3 11.5	23 88.5	26
Uganda	5 16.1	26 83.9	31
United Kingdom	80 20.7	307 79.3	387
Zambia	0 0.0	13 100.0	13
Zimbabwe	2 14.3	12 85.7	14
Commonwealth	375 17.0	1836 83.0	2211

In the developed Commonwealth countries, women deans ranged from 17.2 percent in Canada (38 of 221) to 23.5 percent in Australia (48 of 204). New Zealand had 19.6 percent (9 of 46) and the United Kingdom had 20.7 percent (80 of 387) women deans.

Among South-Asian countries, India had the highest proportion of women deans (94 of 478, or 19.7 percent). Bangladesh, Pakistan and Sri Lanka reported between 5.6 percent and 8.9 percent women deans, well below the norm for the Commonwealth.

Of the South-East Asian countries, Malaysia had 16.8 percent (16 of 95) and Brunei had appointed 25.0 percent (2 of 8) women to this position. In Hong Kong there were only 2 of 22 (9.1 percent) women deans while Singapore reported that there was no woman among its 28 deans.

In the African region a number of countries had women deans higher than the average for the Commonwealth: Botswana, with 2 of 6 (33.3 percent); Lesotho, with 2 of 4 (50 percent); Malawi, with 3 of 16 (18.8 percent); Mauritius, with 2 of 5 (40 percent); South Africa, with 18

of 82 (22.0 percent); and Swaziland, with 3 of 8 (37.5 percent) women deans. Among the remaining countries, Ghana (4 of 29), Kenya (7 of 44), Namibia (1 of 7), Tanzania (3 of 26), Uganda (5 of 31) and Zimbabwe (2 of 14) had between 10 and 20 percent women in this position. Nigeria had only 16 of 219 (7.3 percent) women deans while Cameroon, Sierra Leone and Zambia reported that no women were serving as deans in 2006.

Cyprus, Guyana and Malta also had no women deans in 2006 while in Fiji two of its five and in Papua New Guinea one of its nine deans were women. Jamaica reported that three of its five deans were women.

Some gradual progress was noted in the appointment of deans in the developed Commonwealth countries. In Australia the proportion of women deans had increased from 14.4 percent (31 of 215) in 1997 to 15.5 percent (38 of 245) in 2000 to 23.5 percent (48 of 204) in 2006. In New Zealand the increase was from 17.9 percent (7 of 39) in 1997 to 19.6 percent (9 of 46) in 2006 with a dip in 2000 (5 of 49, or 10.2 percent). The United Kingdom showed a steady increase from 10.3 percent (41 of 397) in 1997 to 13.6 percent (61 of 447) in 2000 and 20.7 percent (80 of 387) in 2006. Numbers in Canada stood steadily between 17.7 percent (45 of 254) in 1997, 19.0 percent (55 of 290) in 2000 and 17.2 percent (38 of 221) in 2006.

No improvement appeared in the South-Asian countries. The situation had in fact deteriorated in Pakistan and Sri Lanka. In India women deans were appointed between 17.7 percent (61 of 334) in 1997 and 19.7 percent (94 of 478) in 2006. In Pakistan the number of women deans declined from 14.8 percent (4 of 27) in 1997 to 14.6 (7 of 48) in 2000 to 8.5 percent (4 of 47) in 2006. Numbers in Sri Lanka too decreased from 18.2 percent (6 of 33) in 1997 to 18.0 percent (9 of 50) in 2000 to 8.9 percent (4 of 41) in 2006. In Bangladesh the proportion of women deans ranged from 4.2 percent to 5.6 percent between 1997 and 2006.

Among South-East Asian countries, Brunei, for the first time in 2006, appointed two women deans from a total of eight deans. Malaysia showed a gradual increase from 13.0 percent (6 of 46) in 1997 to 16.4 percent (12 of 73) in 2000 to 16.8 percent (16 of 95) in 2006. The number of women deans in Hong Kong went down from 4 of 34 in 1997 (11.8 percent) and 4 of 26 (15.4 percent) in 2000 to 2 of 22 (9.1 percent) in 2006.

A few countries in Africa showed an increase between 1997 and 2006 in the number of women appointed to the position of dean:

- Ghana had 2 of 28 (7.1 percent) women deans in 1997, 3 of 29 (10.3 percent) women deans in 2000 and 4 of 29 (13.8 percent) women deans in 2006;
- Mauritius had no woman dean in 1997, 1 of 5 women deans in 2000 and 2 of 5 women deans in 2006;
- Nigeria had 6 of 112 (5.4 percent) women deans in 1997, 10 of 155 (6.5 percent) women deans in 2000 and 16 of 219 (7.3 percent) in 2006;
- South Africa had 3 of 101 (3.0 percent) women deans in 1997, 3 of 93 (3.2 percent) women deans in 2000 and 18 of 82 (22.0 percent) women deans in 2006; and
- Zimbabwe had no women deans in 1997 and 2000 but had 2 of 14 (14.3 percent) women deans in 2006.

The majority of African countries revealed no real trend. For instance, Botswana had no women deans in 1997, 2 of 7 in 2000 and 2 of 6 on 2006; Cameroon had 2 of 10 women deans in 1997, 2 of 20 in 2000 and 0 of 21 in 2006; Kenya had 2 of 11 (18.2 percent) women deans in 1997, 3 of 41 (7.3 percent) women deans in 2000 and 7 of 44 (15.9 percent) women deans in 2006; and Tanzania had 3 of 12 (25.0 percent) women deans in 1997, 1 of 17 (5.9 percent) women deans in 2000 and 3 of 26 (11.5 percent) women deans in 2006. Some of the African countries had maintained a small number of women deans throughout this period: Malawi has had two or three women deans, while Namibia has had one or two women deans throughout this period.

Among the remaining countries, Jamaica showed the greatest progress, increasing its compliment of women deans from 1 of 6 in 2000 to 3 of 5 in 2006. Fiji had appointed women deans since 2000: 1 of 5 in 2000 and 2 of 5 in 2006. Papua New Guinea appointed a woman dean for the first time in 2006 while Cyprus and Malta had yet to appoint a woman dean in their universities.

In conclusion, very few Commonwealth countries had by 2006 appointed women deans in numbers that accord with the targets set for women in senior positions. Countries with over 30 percent women deans were Botswana, Fiji, Jamaica, Lesotho, Mauritius and Swaziland, all of which have small academic populations, and one has to be guarded in making any conclusions about the trends in these countries.

4.6 Chief Librarians

Women have played an important role in university management as chief librarians. In 2006, 125 of 301 (41.5 percent) of the chief librarians in the Commonwealth were women, the highest percentage of women at senior management level. This also marked a gradual increase in women chief librarians since 1997, from 36.4 percent (108 of 296) in 1997 to 37.2 percent (126 of 339) in 2000.

The gender distribution of chief librarians by country is shown in Tables 8 and B7.

Table 8: Chief Librarians by Country

Country	Women	as %	Men	as %	Total
Australia	13	52.0	12	48.0	25
Bangladesh	2	22.2	7	77.8	9
Botswana	1	100.0	0	0.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	1	33.3	2	66.7	3
Canada	13	50.0	13	50.0	26
Cyprus	0	0.0	1	100.0	1
Fiji	1	100.0	0	0.0	1
Ghana	2	33.3	4	66.7	6
Guyana	1	100.0	0	0.0	1
Hong Kong	1	33.3	2	66.7	3
India	14	24.1	44	75.9	58
Jamaica	2	100.0	0	0.00	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	3	50.0	3	50.0	6
Malta	0	0.0	1	100.0	1
Mauritius	1	50.0	1	50.0	2
Mozambique					
Namibia	1	100.0	0	0.0	1
New Zealand	4	80.0	1	20.0	5
Nigeria	4	18.2	18	81.8	22
Pakistan	3	27.3	8	72.7	11
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	5	71.4	2	28.6	7
Sri Lanka	4	50.0	4	50.0	8
Swaziland	1	100.0	0	0.0	1
Tanzania	3	100.0	0	0.0	3
Uganda	2	66.7	1	33.3	3
United Kingdom	34	46.6	39	53.4	73
Zambia	0	0.0	1	100.0	1
Zimbabwe	4	80.0	1	20.0	5
Commonwealth	125	41.5	176	58.5	301

Universities in developed Commonwealth countries did exceptionally well in appointing women as chief librarians with nearly 50 percent of women in this position. In New Zealand, in 2006, 4 of 5 or 80 percent chief librarians were women, while in Australia 13 of 25 (52 percent), in Canada 13 of 26 (50 percent) and in the United Kingdom 34 of 73 (46.6 percent) chief librarians were women.

The developed Commonwealth countries also demonstrated a steady increase in the number of women chief librarians. For instance, in Australia women chief librarians increased from 48.5 percent in 1997 (16 of 33) to 52.0 percent (13 of 25) in 2006; in New Zealand they increased from 50.0 percent (3 of 6) in 1997 and 2000 (2 of 4) to 80.0 percent (4 of 5) in 2006; and in the United Kingdom from 27.8 percent (22 of 79) in 1997 to 28.3 percent (28 of 92) in 2000 and 46.6 percent (34 of 73) in 2006.

In the large South-Asian countries – Bangladesh, India and Pakistan – in 2006, women occupied over 20.0 percent of the chief librarians' positions. Bangladesh had 2 of 9 (22.2 percent), India had 14 of 58 (24.1 percent) and Pakistan had 3 of 11 (27.3 percent) women chief librarians. The exception was Sri Lanka which had 50.0 percent (4 of 8) women chief librarians during the same period.

There is no significant change in the proportion of women chief librarians between 1997 and 2006 in Bangladesh, India and Sri Lanka. Over the three periods Bangladesh and India maintained between 22 to 25 percent women chief librarians while Sri Lanka had 50.0 percent to 60.0 percent of women chief librarians. In Pakistan the results of the study showed a small decline of women in this position from 42.9 percent (3 of 7) in 1997 to 38.5 percent (5 of 13) in 2000 and to 27.3 percent (3 of 11) in 2006.

In 2006 three of the South-East Asian countries had appointed women as chief librarians: Hong Kong had 1 of 3, Malaysia 3 of 6 and Singapore 1 of 2 women chief librarians. Brunei's only chief librarian was a male. However, both Hong Kong and Malaysia showed a decline in the appointment of women to this position. In 1997, 4 of the 6 chief librarians in Hong Kong were women, while in Malaysia 5 of 6 chief librarians in 1997 were women and 6 of 7 in 2000. Brunei never had a woman chief librarian. Probably, in these countries, this field is now becoming popular with men and they are competing with women for the top post in university libraries.

On the whole, in 2006, in the African region, women were well represented in the position of chief librarian. Five of the sixteen countries (Botswana, Lesotho, Namibia, Sierra Leone and Swaziland) reported that their only chief librarian was a woman while in Tanzania all 3 chief librarians were women. Among the remaining African countries, Cameroon had 1 of 3, Ghana 2 of 6, Kenya 2 of 7, Mauritius 1 of 2, Nigeria 4 of 22, South Africa 5 of 7, Uganda 2 of 3 and Zimbabwe 4 of 5 women chief librarians. Only two of the African countries (Malawi and Zambia), reported no woman in the position of chief librarian.

On the whole, the pattern for the appointment of women chief librarians in African countries was not very different over the three periods under review. In 1997 and 2000 most countries consistently had women chief librarians in numbers similar to those shown for 2006. Countries which showed a change were Mauritius which had no woman chief librarian in 1997 or 2000 but had 1 of 2 women chief librarians in 2006; South Africa which increased its women chief librarians from 1 of 11 in 1997 to 3 of 11 in 2000 and 5 of 7 in 2006; and Uganda which moved from no woman chief librarian in 1997 and 2000 to having 2 of 3 women chief librarians in 2006. Malawi and Zambia did not appoint a woman chief librarian in 1997, 2000 or 2006.

Among the Pacific, Mediterranean and West Indies universities, in 2006, women were well represented as chief librarians: in Fiji, Guyana, and Jamaica there were only women in the post of chief librarian; Cyprus, Malta and Papua New Guinea had no women at this level; Fiji, Guyana and Jamaica had in all three periods, appointed women as chief librarians, but, Cyprus and Malta had never had a woman in this post in any of the three periods, while Papua New Guinea had moved from having one woman chief librarian in 1997 and 2000 to no woman chief librarian in 2006.

Of all the senior management positions in Commonwealth universities, women had a strong showing as chief librarians. This was clearly a management field in which women had made their presence felt. However, in nearly all of the Asian and some of the African countries, men still outnumbered women as chief librarians.

5 Gender Representation Among Senior Administrators

This section portrays the status of women for a selected number of senior university staff with special administrative functions. These include those academic staff with responsibilities for personnel, computing services, development and/or fund raising, staff development and training, public relations, international offices, equal opportunity or equity offices, quality assurance and accreditation, and strategic planning. Some of these jobs are traditionally seen as women's forte while others have been the domain of men.

Changes over time are traced between 2000 and 2006, as comparable data for 1997 was not available. It should be noted that returns for this section were rather poor, due perhaps to the fact that in many developing countries, some of these positions did not exist. For some of the smaller countries, with one university, there may be only one of each of these posts, and it was difficult to say that a trend existed when a change was noted from male to female or vice-versa.

5.1 Personnel Officers

It is generally perceived that women are good communicators and suited to this job which requires them to interact with all levels of staff. However, the survey demonstrated that while women were well represented as personnel officers, they had yet to reach even 40 percent level of participation in these positions. In 2006 across the Commonwealth, 101 of 270 (37.4 percent) personnel officers were women. This marks a marginal improvement from 2000 when 101 of 310 (32.6 percent) women were reported to be personnel officers, a gain of merely 4.8 percent.

Tables 9 and B8 provide information on the gender distribution of personnel officers by country.

Table 9: Personnel Officers by Country

Country	Women	as %	Men	as %	Total
Australia	12	36.4	21	63.6	33
Bangladesh	0	0.0	5	100.0	5
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	0	0.0	4	100.0	4
Canada	13	48.1	14	51.9	27
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	2	66.7	1	33.3	3
India	2	8.7	21	91.3	23
Jamaica	5	83.3	1	16.7	6
Kenya	1	25.0	3	75.0	4
Lesotho	0	0.0	1	100.0	1
Malawi	0	0.0	2	100.0	2
Malaysia	1	20.0	4	80.0	5
Mauritius	1	100.0	0	0.0	1
Mozambique	0	0.0	1	100.0	1
Namibia	1	100.0	0	0.0	1
New Zealand	5	71.4	2	28.6	7
Nigeria	7	35.0	13	65.0	20
Pakistan	0	0.0	7	100.0	7
Papua New Guinea	1	33.3	2	66.7	3
Sierra Leone	0	0.0	1	100.0	1
Singapore	2	66.7	1	33.3	3
South Africa	4	50.0	4	50.0	8
Sri Lanka	3	37.5	5	62.5	8
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	100.0	2
Uganda	2	50.0	2	50.0	4
United Kingdom	35	44.3	44	55.7	79
Zambia	0	0.0	1	100.0	1
Zimbabwe	2	100.0	0	0.0	2
Commonwealth	101	37.4	169	62.6	270

In 2006, four countries (Fiji, Guyana, Mauritius and Namibia) reported that their single personnel officer was a woman while in Zimbabwe both positions were held by women. Among the countries with a high proportion of women personnel officers were Jamaica (5 of 6, or 83.3 percent), New Zealand (5 of 7, or 71.4 percent), Hong Kong (2 of 3, or 66.7 percent), Singapore (2 of 3, or 66.7 percent), South Africa (4 of 8, or 50.0 percent), Uganda (2

of 4, or 50.0 percent), Canada (13 of 27, or 48.1 percent), United Kingdom (35 of 79 or 44.3 percent), Sri Lanka (3 of 8, or 37.5 percent), Australia (12 of 33, or 36.4 percent) and Nigeria (7 of 20, or 35.0 percent). Thirteen countries had no women personnel officers: Bangladesh, Brunei, Cameroon, Cyprus, Ghana, Lesotho, Malawi, Mozambique, Pakistan, Sierra Leone, Swaziland, Tanzania and Zimbabwe.

The developed Commonwealth countries had all performed well in appointing women to this post, ranging from 36.4 percent (12 of 33) in Australia to 71.4 percent (5 of 7) in New Zealand. They had also shown some progress since 2000: Canada increased women personnel officers from 41.5 percent (17 of 41) in 2000 to 48.1 percent (13 of 27) in 2006; New Zealand from 40.0 percent (2 of 5) in 2000 to 71.4 percent (5 of 7) in 2006; and the United Kingdom from 38.9 percent (37 of 95) in 2000 to 44.3 percent (35 of 79) in 2006.

Among South-Asian countries only Sri Lanka had a fair share of women (37.5 percent) women personnel officers, while Bangladesh and Pakistan had only men and India a mere 8.7 percent (2 of 23) women personnel officers. Bangladesh, India and Pakistan also showed no progress had taken place between 2000 and 2006, while Sri Lanka chalked up an increase from 30.8 percent (4 of 13) in 2000 to 37.5 percent (3 of 8) in 2006.

South-East Asian countries, with the exception of Brunei, performed well in this respect with both Hong Kong and Singapore reporting two women among their three personnel officers. Malaysia had 1 of 5 and Brunei no women in this position. The pattern among these countries was not very different from 2000 when Brunei had no woman personnel officer, Hong Kong had 2 of 4, Malaysia 1 of 4, and Singapore 2 of 2 women personnel officers.

African countries, on the whole, had a very poor showing for appointment of women personnel officers. Nine African countries had no women personnel officers (Cameroon, Ghana, Lesotho, Malawi, Mozambique, Sierra Leone, Swaziland, Tanzania and Zambia); two had 50.0 percent (South Africa and Uganda); one had 35.0 percent (Nigeria) and one had 25.0 percent (Kenya) women personnel officers. The picture was very similar to 2000. A trend may be noted in Kenya, which had one woman of four personnel officers over both periods; Namibia, during both periods, appointed a woman to the single position; South Africa increased from 16.7 percent in 2000 to 50.0 percent in

2006; Uganda increased from 1 to 2 of 4 women personnel officers and Zimbabwe from 1 of 1 in 2000 to 2 of 2 women personnel officers in 2006.

Among the other small Commonwealth countries, in 2006, in Fiji and Guyana the single posts were held by women, while in Jamaica 83.3 percent (5 of 6) personnel officers were women. Guyana had a woman in its single position during both periods. Jamaica had reported 100 percent (5 of 5) women personnel officers in 2000 and 83.3 percent (5 of 6) in 2006.

On the whole, the survey revealed that it was largely the developed Commonwealth countries that managed to appoint 35 percent and above women as personnel officers. The record of the Asian countries, except for Sri Lanka, Hong Kong and Singapore was very poor. The majority of African countries had not appointed a woman to this position and many had only one or two such positions which made it difficult to observe a clear trend.

5.2 Computing Services

Computing services in Commonwealth universities continue to be men's domain. Tables 10 and B9 show that in nearly all the universities where such a post existed, it was invariably held by a male. In 2006, only 37 of 269 (13.8 percent) of heads of computing services were women, a figure not very different from 2000 (41 of 312, or 13.1 percent).

Table 10: Heads of Computing Services by Country

Country	Women	as %	Men	as %	Total
Australia	0	0.0	27	100.0	27
Bangladesh	1	20.0	4	80.0	5
Cameroon	0	0.0	2	100.0	2
Canada	8	36.4	14	63.6	22
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	3	100.0	3
India	5	9.8	46	90.2	51
Jamaica	0	0.0	4	100.0	4
Kenya	0	0.0	3	100.0	3
Malawi	0	0.0	1	100.0	1
Malaysia	0	0.0	4	100.0	4
Malta	0	0.0	1	100.0	1

Country	Women as %	Men	as %	Total	
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	1	12.5	7	87.5	8
Nigeria	1	6.3	15	93.8	16
Pakistan	0	0.0	7	100.0	7
Papua New Guinea	0	0.0	2	100.0	2
Singapore	1	33.3	2	66.7	3
South Africa	2	22.2	7	77.8	9
Sri Lanka	0	0.0	7	100.0	7
Tanzania	0	0.0	2	100.0	2
Uganda	1	50.0	1	50.0	2
United Kingdom	17	22.4	59	77.6	76
Zambia	0	0.0	2	100.0	2
Zimbabwe	0	0.0	2	100.0	2
Commonwealth	37	13.8	232	86.2	269

Canada and the United Kingdom were the two countries that had a reasonable number of women in this position: in Canada 8 of 22 (36.4 percent) and in the United Kingdom 17 of 76 (22.4 percent) women worked in this category. Other countries with a few women in this post were India (5 of 51), Singapore (1 of 3), Nigeria (1 of 16), and South Africa (2 of 9). All the remaining countries had no women in this position. Five countries (Brunei, Botswana, Lesotho, Sierra Leone and Swaziland) supplied no information on this category of staff, probably because no such position existed within the university.

The overall situation was not very different from 2000. Then too, it was the developed Commonwealth countries, Canada (7 of 37, or 18.9 percent) and the United Kingdom (20 of 97, or 20.6 percent) which had women heads of computing centres. Canada increased its proportion of women heads of computing centres from 18.9 percent in 2000 to 36.4 percent in 2006. Australia, surprisingly reported 5 of 36 women heads of computing in 2000 but none in 2006 in this post. New Zealand had one woman appointed as computing head in 2000 and in 2006. India maintained four or five women as heads of computing, while South Africa increased women heads of computing from 1 of 12 in 2000 to 2 of 9 in 2006. Bangladesh, Singapore, and Nigeria reported women as computing heads for the first time in 2006.

Across the Commonwealth, computing services were very much managed by men in universities. It was a 'man's job' in 2000 and remained a 'man's job' in 2006.

5.3 Development/Fundraising

Six countries provided no information in 2006 on staff responsible for development/ fundraising. Eleven countries reported only one position for fundraising/development. Among these, nine were headed by men (Cyprus, Ghana, Malta, Mauritius, Namibia, Papua New Guinea, Swaziland, Zambia and Zimbabwe) and two by women (Guyana and Sierra Leone).

Gender distribution for development/fundraising officers is shown in Tables 11 and B10.

Table 11: Development/Fundraising Officers by Country

Country	Women as %	Men	as %	Total	
Australia	16	76.2	5	23.8	21
Bangladesh	0	0.0	8	100.0	8
Cameroon	0	0.0	2	100.0	2
Canada	12	52.2	11	47.8	23
Cyprus	0	0.0	1	100.0	1
Ghana	0	0.0	1	100.0	1
Guyana	1	100.0	0	0.0	1
Hong Kong	2	66.7	1	33.3	3
India	2	4.8	40	95.2	42
Kenya	1	25.0	3	75.0	4
Malawi	0	0.0	2	100.0	2
Malaysia	1	20.0	4	80.0	5
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Namibia	0	0.0	1	100.0	1
New Zealand	2	33.3	4	66.7	6
Nigeria	2	28.6	5	71.4	7
Pakistan	1	7.7	12	92.3	13
Papua New Guinea	0	0.0	1	100.0	1
Sierra Leone	1	100.0	0	0.0	1
Singapore	1	50.0	1	50.0	2
South Africa	1	20.0	4	80.0	5
Sri Lanka	1	50.0	1	50.0	2
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	2	0.0	2
Uganda	0	0.0	2	100.0	2
United Kingdom	20	48.8	21	51.2	41
Zambia	0	0.0	1	100.0	1
Zimbabwe	0	0.0	1	100.0	1
Commonwealth	64	31.7	138	68.3	202

The average for the Commonwealth in 2006 was 31.7 percent (64 of 202) women as development/fundraising officers. This was boosted largely with the high proportion of women fund raisers or development officers reported in three of the developed Commonwealth countries: Australia (16 of 21, or 76.2 percent), Canada (12 of 23, or 52.2 percent), and the United Kingdom (20 of 41, or 48.8 percent) women with responsibility for fundraising or development. Of the 64 such positions reported in the survey, 48 (75.0 percent) of all such jobs were held by women from these three countries.

Marked differences between 2000 and 2006 were found among the developed Commonwealth countries that had all increased their share of women development/ fundraising officers. In Australia women officers increased from 36.0 percent (9 of 25) in 2000 to 76.2 percent (16 of 21) in 2006, an increase of 40.2 percent; in the United Kingdom numbers increased from 35.0 percent (21 of 60) to 48.8 percent (20 of 41) and in New Zealand they increased from 1 of 4 to 2 of 6, while in Canada the women officers occupied 51.3 percent (20 of 39) in 2000 and 52.2 percent (12 of 23) in 2006.

The South-Asian countries showed a very poor record in appointing women as development/fundraising officers. In 2006, Bangladesh had no women in this post, India had only 2 of 42 (4.8 percent), Pakistan had 1 of 13 (7.7 percent) in this post, while Sri Lanka did better by appointing one woman of its two officers. There was no marked change between 2000 and 2006 in South-Asian countries, where Bangladesh had no woman placed in this job during both periods, India had two women during both periods, Pakistan made its first appointment of a woman in 2006 and Sri Lanka had 2 of 4 in 2000 and one of two women development/fundraising officers in 2006.

The South-East Asian countries had placed some women in fundraising or development jobs in 2006. Hong Kong had two women of its three officers; Malaysia had one woman of its five officers and Singapore had one woman of its two development/fundraising officers. The pattern was similar to 2000. African countries of the Commonwealth performed very poorly in this respect in 2006. Cameroon (0 of 2), Ghana (0 of 1), Malawi (0 of 2), Mauritius (0 of 1), Namibia (0 of 1), Swaziland (0 of 1), Tanzania (0 of 2), Uganda (0 of 2), Zambia (0 of 1) and Zimbabwe (0 of 1) reported that men held these positions in their countries.

Only in Sierra Leone was the single position held by a woman. Among the countries with large university populations, Nigeria had 2 of 7 (28.6 percent) women and South Africa had 1 of 5 (20.0 percent) women development/finance officers.

Among the small states, in 2006, only Guyana had appointed a woman to its single post for development/fundraising. In Cyprus, Fiji, Malta and Papua New Guinea all the positions were held by men.

The situation among African and small states remained mostly unchanged between 2000 and 2006. During both periods, Cameroon, Cyprus, Ghana, Malawi, Malta, Mauritius, Papua New Guinea, Swaziland, Tanzania, Uganda and Zimbabwe had only men development/fundraising officers. Kenya had 2 of 4 in 2000 and 1 of 4 in 2006, Nigeria 2 of 4 in 2000 and 2 of 7 in 2006, South Africa 2 of 10 in 2000 and 1 of 5 such officers in 2006 and Guyana had its first woman officers for development in 2006, while Sierra Leone had a woman in this post both in 2000 and 2006.

To conclude, women were increasingly active since 2000 in development and fund raising in Australia, Canada and the United Kingdom, but played a very small part in most of the developing country universities.

5.4 Staff Development and Training

Among administrative positions in the universities, women are known to play a prominent role in staff development and training. Staff development and training are often seen to tap women's strengths, talents and expertise. Not surprisingly, therefore, women are frequently appointed to head these departments. Across the Commonwealth, in 2006, the survey found that 99 of 242 (40.9 percent) of staff development and training departments were headed by women. The situation was fairly similar to 2000 when 118 of 278 women (42.5 percent) women were heading these departments.

Gender distribution for staff development and training officers in 2006 is shown in Tables 12 and B11.

Table 12: Staff Development and Training Officers by Country

Country	Women	as %	Men	as %	Total
Australia	15	50.0	15	50.0	30
Bangladesh	1	20.0	4	80.0	5
Cameroon	0	0.0	2	100.0	2
Canada	13	68.4	6	31.6	19
Cyprus	0	0.0	1	100.0	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	1	33.3	3	66.7	3
India	1	3.2	30	96.8	31
Kenya	1	25.0	3	75.0	4
Malawi	0	0.0	2	100.0	2
Malaysia	2	33.3	4	66.7	6
Namibia	1	100.0	0	0.0	1
New Zealand	7	70.0	3	30.0	10
Nigeria	8	44.4	10	55.6	18
Pakistan	1	11.1	8	88.9	9
Papua New Guinea	0	0.0	2	100.0	2
Sierra Leone	0	0.0	1	100.0	1
Singapore	2	66.7	1	33.3	3
South Africa	2	40.0	3	60.0	5
Sri Lanka	1	20.0	4	80.0	5
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	38	56.7	29	43.3	67
Zambia	1	50.0	1	50.0	2
Zimbabwe	2	66.7	1	33.3	3
Commonwealth	99	40.9	143	59.1	242

The largest number of women staff development and training officers in 2006 were to be found in universities of the developed Commonwealth countries. Of the total 99 women reported in these positions, 63 (63.6 percent) were in the developed Commonwealth countries. In Australia there were 15 of 30 (50.0 percent), in Canada there were 13 of 19 (68.4 percent) women, in New Zealand there were 7 of 10 (70.0 percent) women, and in the United Kingdom there were 38 of 67 (56.7 percent) women staff development and training officers.

This situation was no different from 2000 when of the 118 women staff development and training officers in the Commonwealth, 90 (76.3 percent) were in the developed Commonwealth countries. The number of cases reported in

2006 were fewer than 2000 but, percentage-wise, Canada increased its share of women officers from 48.5 percent (16 of 33) to 68.4 percent (13 of 19), and New Zealand increased women's participation from 42.9 percent (3 of 7) in 2000 to 70.0 percent (7 of 10) in 2006, while Australia and the United Kingdom saw small declines in the percentage of women in these jobs.

South-Asian countries, on the whole, lagged in appointing women to this post. In 2006, in Bangladesh, only 1 of 5, in India only 1 of 31, in Pakistan only 1 of 9 and in Sri Lanka only 1 of 5 women were heads of staff development and training departments. South-East Asia performed slightly better in appointing women: Hong Kong had 1 of 3, Malaysia had 2 of 6 and Singapore had 2 of 3 women staff development and training officers.

In 2000, too, the South-Asian countries performed poorly on this aspect of women's participation while the South-East Asian countries performed somewhat better. Bangladesh reported only 1 of 5 both in 2000 and 2006; India 2 of 29 in 2000 and 1 of 31 in 2006, Pakistan 0 of 12 in 2000 and 1 of 9 in 2006 and Sri Lanka 1 of 7 in 2000 and 1 of 5 in 2006. During both periods Malaysia had two women while Singapore had one woman in 2000 and 2 of 3 women in 2006, and Hong Kong had 3 of 4 women in 2000 and 1 of 3 women in 2006 providing leadership in these areas.

In Africa, no clear picture emerges: in 2006 four countries (Botswana, Lesotho, Mauritius, and Mozambique) provided no information on this aspect of the survey; five countries (Cameroon, Malawi, Sierra Leone, Swaziland and Tanzania) had no women in this post; and of the other African countries, Ghana had 1 of 4, Kenya 1 of 4, Nigeria 8 of 18, South Africa 2 of 5, Uganda 1 of 4, Zambia 1 of 2 and Zimbabwe 2 of 3; while Namibia had appointed a woman to its single post for staff development and training.

The scenario in Africa was similar in 2000, five countries provided no information. Lesotho, Sierra Leone, Swaziland and Tanzania had no women in this post; and of the remaining countries Ghana had 1 of 4, Kenya 1 of 5, Malawi 1 of 2, Nigeria 5 of 12, South Africa 3 of 11, Uganda 1 of 4, Zambia 1 of 2 and Zimbabwe had a woman in the only such position.

In the remaining countries – Cyprus, Fiji, Guyana, Jamaica and Papua New Guinea – no women were reported in 2006

to be heading staff development and training offices. However, in Cyprus, Fiji, and Guyana, all of which had only one post each for staff development and training, in 2000, these positions were held by women. In 2000, Malta had a woman to head its staff development office but provided no information for 2006.

Except for small differences, both in 2000 and 2006, overall in the Commonwealth women occupied approximately 40 percent of the positions in staff development and training. However, the majority of these positions were held by women in the developed Commonwealth countries. In the other countries the pattern was similar during both periods. In countries with only one such position reported, it was difficult to see a trend. It seems that, depending on availability of qualified persons, sometimes a male was appointed and at other times a woman. No valid conclusions could be made about a pattern over time.

5.5 Public Relations

Public Relations was another aspect of university administration where women played quite a significant role, with 36.6 percent (96 of 262) women in these positions in 2006. This did not mark an improvement on the participation of women in public relations from 2000 when 84 of 213 (39.4 percent) public relations officers were women. Gender distribution of public relations officers in Commonwealth universities is shown in Tables 13 and B12.

Table 13: Public Relations Officers by Country

Country	Women	as %	Men	as %	Total
Australia	19	59.4	13	40.6	32
Bangladesh	0	0.0	8	100.0	8
Botswana	0	0.0	1	100.0	1
Brunei Darussalam	0	0.0	1	100.0	1
Cameroon	0	0.0	1	100.0	1
Canada	11	45.8	13	54.2	24
Cyprus	0	0.0	1	100.0	1
Fiji	1	100.0	0	0.0	1
Ghana	0	0.0	3	100.0	3
Hong Kong	1	50.0	1	50.0	2
India	4	9.8	37	90.2	41
Jamaica	2	50.0	2	50.0	4
Kenya	1	20.0	4	80.0	5
Malawi	1	50.0	1	50.0	2
Malaysia	3	50.0	3	50.0	6
Malta	1	100.0	0	0.0	1

Country	Women	as %	Men	as %	Total
Mauritius	1	100.0	0	0.0	1
Mozambique	1	100.0	0	0.0	1
New Zealand	5	71.4	2	28.6	7
Nigeria	3	15.8	16	84.2	19
Pakistan	1	11.1	8	88.9	9
Papua New Guinea	0	0.0	1	100.0	1
Sierra Leone	1	100.0	0	0.0	1
Singapore	3	100.0	0	0.0	3
South Africa	2	50.0	2	50.0	4
Sri Lanka	1	33.3	2	66.7	3
Swaziland	0	0.0	1	100.0	1
Tanzania	0	0.0	3	100.0	3
Uganda	1	33.3	2	66.7	3
United Kingdom	31	46.3	36	53.7	67
Zambia	0	0.0	2	100.0	2
Zimbabwe	2	50.0	2	50.0	4
Commonwealth	96	36.6	166	63.4	262

As in the case of most administrative positions, the largest number of women heading public relations offices was found in the developed Commonwealth countries. Of the 96 women public relations officers reported in the Commonwealth, 66 were in four Commonwealth countries: Australia (19 of 32, or 59.4 percent), Canada (11 of 24, or 45.8 percent), New Zealand (5 of 7, or 71.4 percent) and the United Kingdom (31 of 67, or 46.3 percent).

The situation in 2000 was not very different from 2006. In 2000, also, the majority of women public relations officers were in the developed Commonwealth countries (62 of 84). The largest increase was noted in New Zealand from 1 of 4 (25.0 percent) in 2000 to 5 of 7 (71.4 percent) in 2006. Australia, Canada and the United Kingdom had similar numbers of women as public relations officers during 2000 and 2006.

In the South-Asian countries, in 2006, women held very few public relations positions: 0 of 8 in Bangladesh, 4 of 41 in India, 1 of 9 in Pakistan and 1 of 3 in Sri Lanka. The situation was similar to that recorded in 2000 when only four women officers were reported in the three countries: India (2 of 20), Pakistan (1 of 8) and Sri Lanka (1 of 4). South-East Asian countries, on the whole, performed better in appointing women to this position. Hong Kong had 1 of 2, Malaysia 3 of 6 and Singapore 3 of 3 women public relations officers. Only Brunei had not appointed a woman public relations officer. This marks a better participation of

women as public relations officers in these countries than in 2000, when Hong Kong had 0 of 3, Malaysia 1 of 4 and Singapore 1 of 1 women in this post.

The appointment of women public relations officers in Africa remained a rarity in 2006, with only 13 women public relations officers from a total of 51 reported. Of the fifteen countries that provided data, six had only men public relations officers: Botswana, Cameroon, Ghana, Swaziland, Tanzania and Zambia. Among countries with only one such position held by a woman were Mauritius, Mozambique and Sierra Leone. Kenya had 1 of 5, Malawi 1 of 2, Nigeria 3 of 19, South Africa 2 of 4, Uganda 1 of 3 and Zimbabwe 2 of 4 women public relations officers. The situation was similar to 2000 when 11 of 33 public relations officers were women. Botswana, Ghana, Swaziland, Tanzania and Zambia had no women in this post in 2000 as in 2006. In Mauritius and Mozambique women held the only such position during both periods. Not much changed in Nigeria and South Africa between 2000 and 2006.

Among the small island countries, Jamaica had 2 of 4 women public relations officers while Malta and Fiji appointed women to the single post in their universities. Both Cyprus and Papua New Guinea appointed men as public relations officers. No significant change was noted between 2000 and 2006.

Changes since 2000 were negligible in the majority of countries. Women public relations officers in 2006 ranged from 45 percent to 71 percent in the universities of the developed Commonwealth countries. In the developing countries, few such positions were reported and the proportion of women in South Asia was on the average around 10 percent (6 of 61), in South-East Asia about 58 percent (7 of 12), and in Africa about 26 percent (13 of 51).

5.6 International Relations

As in the case of personnel officers, in 2006, a good number of women were employed as international relations officers across Commonwealth universities (76 of 217, or 35.0 percent). This marked a small increase from 32.9 percent (82 of 249) in the 2000 survey. Tables 14 and B13 show the gender distribution of international relations officers by country.

Table 14: International Relations Officers by Country

Country	Women	as %	Men	as %	Total
Australia	11	36.7	19	63.3	30
Bangladesh	0	0.0	3	100.0	3
Brunei Darussalam	1	100.0	0	0.0	1
Cameroon	0	0.0	3	100.0	3
Canada	7	30.4	16	69.6	23
Cyprus	0	0.0	1	100.0	1
Fiji					
Ghana	0	0.0	3	100.0	3
Guyana	0	0.0	1	100.0	1
Hong Kong	1	50.0	1	50.0	2
India	1	4.3	22	95.7	23
Jamaica	1	100.0	0	0.0	1
Lesotho	1	100.0	0	0.0	1
Malawi	0	0.0	1	100.0	1
Malaysia	4	66.7	2	33.3	6
Malta	0	0.0	1	100.0	1
Namibia	1	100.0	0	0.0	1
New Zealand	1	12.5	7	87.5	8
Nigeria	2	33.3	4	66.7	6
Pakistan	1	10.0	9	90.0	10
Papua New Guinea	0	0.0	1	100.0	1
Singapore	0	0.0	2	100.0	2
South Africa	4	57.1	3	42.9	7
Sri Lanka	2	100.0	0	0.0	2
Swaziland	0	0.0	1	100.0	1
Uganda	0	0.0	2	100.0	2
United Kingdom	38	51.4	36	48.6	74
Zambia	0	0.0	1	100.0	1
Zimbabwe	0	0.0	2	100.0	2
Commonwealth	76	35.0	141	65.0	217

Once again it was noted that the majority of women international officers were in the developed Commonwealth countries: in Australia 11 of 30 (36.7 percent), in Canada 7 of 23 (30.4 percent), in New Zealand 1 of 8 (12.5 percent), and in the United Kingdom 38 of 74 (51.4 percent). This means that 57 of the 76 (75.0 percent) women international officers in the Commonwealth resided in these four countries. This situation was not very different from 2000 when 63 of 82 (76.8 percent) women international officers were in Australia, Canada, New Zealand and the United Kingdom.

Among the Asian countries, the South-East Asian countries had a better record than South-Asian countries of appointing women international officers: Brunei's only internat-

ional officer was a woman, Hong Kong had 1 of 2 and Malaysia had appointed 4 of 6 women international officers; but Singapore had males heading its two international offices. In contrast, in South-Asian countries, except for Sri Lanka which reported 2 of 2 women international officers, very few women were appointed to this job (Bangladesh 0 of 3, India 1 of 23 and Pakistan 1 of 10). There was no significant change from 2000, except in the case of Malaysia where its women international officers increased from 3 in 2000 to 4 of 6 in 2006.

Among African and other small states, very few positions for international officers were reported both in 2006 and in 2000. Six of the countries supplied no information on this item in the survey; nine countries had only one post each for international officers, of which only three were held by women (Lesotho, Namibia and Jamaica) and six by men (Cyprus, Malawi, Malta, Papua New Guinea, Swaziland and Zambia). Of the remaining countries in this group, in Cameroon (3), Ghana (3), Uganda (2) and Zimbabwe (2) all positions were held by men but in Nigeria 2 of 6, and in South Africa 4 of 7, were women international officers. The situation in these countries was also comparable to 2000 when 13 countries reported one such post each, of which only four were held by women.

Overall, women in Australia, Canada and the United Kingdom constituted about 75 percent of the total international officers in the Commonwealth. In the developing Commonwealth countries, especially in South Asia, Africa and the small island countries (except Jamaica and South Africa) men were more likely than women to head the international offices.

5.7 Equal Opportunity/Equity

Women were seen to be leaders as equal opportunity/equity officers especially in the developed Commonwealth countries. Of the 121 equal opportunity officers reported in 2006, 79 (65.3 percent) were women. This was exactly the same situation in 2000 when 94 of 144(65.3 percent) women were equal opportunity officers in Commonwealth universities.

Gender distribution for equal opportunity/equity officers in Commonwealth universities for 2006 is shown in Tables 15 and B14.

Table 15: Equal Opportunity/Equity Officers by Country

Country	Women	as %	Men	as %	Total
Australia	23	76.7	7	23.3	30
Bangladesh	1	100.0	0	0.0	1
Canada	12	92.3	1	7.7	13
Ghana	0	0.0	2	100.0	2
India	0	0.0	8	100.0	8
New Zealand	5	71.4	2	28.6	7
Pakistan	1	50.0	1	50.0	2
South Africa	1	25.0	3	75.0	4
Sri Lanka	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	35	70.0	15	30.0	50
Zimbabwe	0.0	1	100.0	1	1
Commonwealth	79	65.3	42	34.7	121

Nearly all of the equal opportunity/equity officers were reported to be from the developed Commonwealth countries: 75 of the 79 (94.9 percent) cases came from these countries. In Australia 23 of 30 (76.7 percent), in Canada 12 of 13 (92.3 percent), in New Zealand 5 of 7(71.4 percent) and in the United Kingdom 35 of 50 (70.0 percent) equal opportunity officers were women.

The situation in these countries was similar to that reported in 2000 when 89 of the 94 (94.6 percent) cases of women equal opportunity officers were found to be from the same four countries. Thus changes between 2000 and 2006 were not noteworthy. The largest improvement was noted in Canada, from 70.6 percent (12 of 17) in 2000 to 92.3 percent (12 of 13) in 2006, though this may, in fact, be a reflection of the poorer returns in 2006 than a genuine increase.

From among the developing countries of the Commonwealth, the South Asian countries reported twelve equal opportunity officers but only three were women officers, one each in Bangladesh (1 of 1), Pakistan (1 of 2) and Sri Lanka (1 of 1). Again, this was a situation not different from 2000.

Among the rest of the Commonwealth countries only Ghana (2), South Africa (4), Tanzania (1), Uganda (1) and Zimbabwe (1) reported that such a post existed in their universities. Of these nine positions only one, in South Africa, was held by a woman.

Table 15 clearly demonstrates that the developed Commonwealth countries were sensitive to problems of diversity in their universities, and had established offices to address issues arising from this diversity in their populations. In the majority of cases women were seen to be suited to providing leadership in this area. In the developing countries very few equal opportunity/equity offices were reported, and there was no evidence that women were more likely than men to be appointed to this post. It would appear that this was an area that universities in developing Commonwealth countries needed to address, since they were plagued by issues of discrimination and equity along many dimensions.

5.8 Quality Assurance and Accreditation

Across Commonwealth universities in 2006, 35.6 percent (52 of 146) women were in charge of quality assurance and accreditation. The majority of these women (43 of 52) were from the developed Commonwealth countries with the United Kingdom contributing 32 women to this pool of quality assurance officers. As in the case of all the administrative leadership positions in the study, the scenario was very similar to 2000 when there were 32.2 percent (56 of 174) women quality assurance officers in the Commonwealth with 47 of 56 from the four developed countries.

Gender distribution of quality assurance officers is shown in Tables 16 and B15.

Table 16: Quality Assurance/Accreditation Officers by Country

Country	Women	as %	Men	as %	Total
Australia	6	26.1	17	73.9	23
Bangladesh	0	0.0	1	100.0	1
Cameroon	0	0.0	2	100.0	2
Canada	1	16.7	5	83.3	6
Cyprus	0	0.0	1	100.0	1
Ghana	0	0.0	1	100.0	1
Hong Kong	0	0.0	1	100.0	1
India	0	0.0	17	100.0	17
Jamaica	2	100.0	0	0.0	2
Kenya	0	0.0	2	100.0	2
Malawi	0	0.0	1	100.0	1
Malaysia	0	0.0	1	100.0	1
Malta	0	0.0	1	100.0	1
Mauritius	0	0.0	1	100.0	1
Namibia	0	0.0	1	100.0	1
New Zealand	4	80.0	1	20.0	5

Country	Women	as %	Men	as %	Total
Nigeria	3	37.5	5	62.5	8
Pakistan	0	0.0	3	100.0	3
Singapore	2	66.7	1	33.3	3
South Africa	0	0.0	2	100.0	2
Sri Lanka	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	32	54.2	27	45.8	59
Zimbabwe	1	100.0	0	0.0	1
Commonwealth	52	35.6	94	64.4	146

Among the Asian countries only Sri Lanka (1 of 1) and Singapore (2 of 3) had appointed women to this post. This was so in 2000 also, when Sri Lanka reported 1 of 2 and Singapore 2 of 2 women quality assurance officers.

Among the remaining Commonwealth countries only Nigeria (3 of 8) and Jamaica (2 of 2) reported appointments of women in this job. Nigeria had the same number of women quality assurance officers in 2000 as in 2006, while Jamaica had 1 of 2 such women officers in 2000.

Overall, there is no significant improvement in the participation rate of women as quality assurance and accreditation officers since 2000, with universities in the developed countries employing the largest number of women in this post while few African and Asian countries reported women in this position. Only a handful of quality assurance posts were reported from African and Asian countries, with the majority of these held by men during both periods.

5.9 Strategic Planning

In 2006, twenty-one countries (four more than in 2000) reported the presence of senior staff with strategic planning responsibilities. This responsibility was given largely to men, with only 26.8 percent (19 of 71) women across the Commonwealth holding this position. This marked a small improvement from 19.7 percent (12 of 61) women in this position during 2000.

Gender distribution of strategic planners is shown in Tables 17 and B16.

Table 17: Strategic Planners by Country

Country	Women as %		Men as %		Total
Australia	1	7.1	13	92.9	14
Cameroon	1	100.0	0	0.0	1
Canada	0	0.0	2	100.0	2
Ghana	0	0.0	2	100.0	2
Guyana	1	100.0	0	0.0	1
Hong Kong	0	0.0	1	100.0	1
India	0	0.0	2	100.0	2
Jamaica	1	100.0	0	0.0	1
Kenya	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	2	50.0	2	50.0	4
Nigeria	0	0.0	6	100.0	6
Pakistan	0	0.0	2	100.0	2
Papua New Guinea	0	0.0	1	100.0	1
Singapore	0	0.0	2	100.0	2
South Africa	0	0.0	1	100.0	1
Tanzania	0	0.0	1	100.0	1
Uganda	0	0.0	1	100.0	1
United Kingdom	12	42.9	16	57.1	28
Zambia	0	0.0	1	100.0	1
Commonwealth	19	26.8	52	73.2	71

Twelve of the nineteen positions held by women were in the United Kingdom. Among the other developed Commonwealth countries, Australia reported only 1 of 14, Canada none, and New Zealand 2 of 4 women strategic planners. The largest increase of women strategic planners was in the United Kingdom, from 6 of 24 in 2000 to 12 of 28 in 2006. Canada seems to have few persons with this designation: 2 in 2000 and 2006, and during both periods men held these jobs. In Australia, the position had increasingly been held by men; 3 of 10 were women in 2000 and only 1 of 14 in 2006. In New Zealand women strategic planning officers increased from 1 of 3 in 2000 to 2 of 4 in 2006.

Among the eight Asian countries, India reported 2, Pakistan 2, Hong Kong 1 and Singapore 2 strategic planning positions. That is, a total of seven positions was reported, with all seven positions being held by men. Of the twenty-three countries in Africa, Caribbean, Pacific and the Mediterranean, 13 strategic planning positions were reported. Of these, only four were held by women (Cameroon, Mozambique, Guyana and Jamaica).

While there has been a small improvement (from 19.7 percent in 2000 to 26.8 percent in 2006) in women's participation as strategic planners within universities, the task of strategic planning remained very much the domain of men. This was especially so in the developing Commonwealth countries, as demonstrated by Nigeria where all six strategic planning positions were held by men.

6 Gender Distribution Among Academic Staff

Earlier reports on gender distribution in Commonwealth universities found that, on the whole, women performed better in academic positions than in management positions. Many academic women pursued their professional careers but were often reluctant to put themselves forward for top management positions fearing the problems they may face in coping with the extra work load and the micro-politics that may be encountered in such a position. This section, therefore, looks at the relative number of men and women at the various academic levels in order to establish if more women in 2006 were in senior academic positions than in management positions. Comparisons with earlier findings are made to note any significant increase in women occupying these positions vis-à-vis men.

The following academic status groups are be studied:

- Professors
- Associate Professors/Readers/Principal Lecturers/Senior Lecturers
- Heads/Directors of Academic Departments/Centres/Institutes
- Staff at and above senior lecturer level in selected academic disciplines.

6.1 Professors

Overall in the Commonwealth in 2006, 6,394 of 41,896 (15.3 percent) of professors were women. There was a slow but steady increase of women professors in the Commonwealth between 1997 and 2006, from 1,814 of 18,357 (9.9 percent) in 1997 to 4,349 of 33,241 (13.1 percent) in 2000 to 6,394 of 41,896 (15.3 percent) in 2006.

The distribution of professors by gender and country is shown in Tables 18 and B17.

Table 18: Professors by Country

Country	Women as %	Men	as %	Total
Australia	571 15.5	3109	84.1	3680
Bangladesh	218 12.3	1558	87.7	1776
Botswana	5 12.8	34	87.2	39
Brunei Darussalam	0 0.0	3	100.0	3
Cameroon	1 2.3	43	97.7	44
Canada	1674 18.0	7619	82.0	9293
Cyprus	0 0.0	32	100.0	32

Country	Women as %	Men	as %	Total
Fiji	1 5.0	19	95.0	20
Ghana	6 5.7	100	94.3	106
Guyana	1 14.3	6	84.0	7
Hong Kong	79 12.7	544	87.3	623
India	1190 18.8	5150	81.2	6340
Jamaica	5 55.6	4	41.9	9
Kenya	9 6.7	126	93.3	135
Lesotho	1 1.6	62	98.4	63
Malawi	1 3.4	28	86.4	29
Malaysia	145 21.1	542	78.9	687
Malta	1 1.6	62	98.4	63
Mauritius	1 11.1	8	88.9	9
Mozambique	0 0.0	5	100.0	5
Namibia	3 10.7	25	89.3	28
New Zealand	114 14.1	697	85.9	811
Nigeria	144 8.2	1617	91.4	1761
Pakistan	116 19.7	472	80.3	588
Papua New Guinea	0 0.0	18	100.0	18
Sierra Leone	0 0.0	1	100.0	1
Singapore	21 6.0	330	94.0	351
South Africa	232 14.1	1419	85.9	1651
Sri Lanka	46 24.5	142	75.4	188
Swaziland	0 0.0	10	100.0	10
Tanzania	6 8.1	68	91.9	74
Uganda	4 8.2	45	91.8	49
United Kingdom	1796 13.4	11602	86.6	13398
Zambia	1 5.0	19	95.0	20
Zimbabwe	3 7.5	37	92.5	40
Commonwealth	6394 15.3	35502	84.7	41896

In 2006, the developed Commonwealth countries had women professors ranging between 13.4 percent (1,796 of 13,398) in the United Kingdom, 14.1 percent (114 of 811) in New Zealand, 15.5 percent (571 of 3,680) in Australia to 18.0 percent (1,674 of 9,293) in Canada. All four countries showed an improvement between 1997 and 2006: in Australia women professors increased from 166 of 1,758 (9.4 percent) in 1997 to 286 of 2,631 (10.9 percent) in 2000 to 271 of 3,680 (15.5 percent) in 2006; in Canada they increased from 719 of 6,076 (11.8 percent) in 1997 to 1,510 of 10,841 (14.5 percent) in 2000 to 1,674 of 9,293 (18.0 percent) in 2006; in New Zealand the increase in women professors was from 24 of 253 (9.5 percent) in 1997 to 55 of 471 (11.7 percent) in 2000 to 114 of 811

(14.1 percent) in 2006; and in the United Kingdom women professors increased from 333 of 3,875 (8.6 percent) in 1997 to 986 of 8,842 (11.2 percent) in 2000 to 1,796 of 13,398 (13.4 percent) in 2006.

South-Asian countries had also progressed in appointing women professors. In 2006 Bangladesh had 218 of 1,776 (12.3 percent) women professors, an increase from 84 of 806 (10.4 percent) in 1997 and 129 of 1,322 (9.8 percent) in 2000. India had 1,190 of 6,340 (18.8 percent) women professors in 2006, an increase from 274 of 2,615 (10.5 percent) in 1997 and 769 of 4,273 (18.0 percent) in 2000. In Pakistan women professors increased from 10 of 117 (8.5 percent) in 1997 to 78 of 339 (23.0 percent) in 2000 but decreased to 116 of 588 (19.7 percent) in 2006. Sri Lanka showed the largest increase in women professors in this region from 17 of 139 (12.2 percent) in 1997 to 29 of 135 (21.5 percent) in 2000 to 46 of 188 (24.5 percent) in 2006.

Among the South-East Asian countries, in 2006, Hong Kong had 79 of 623 (12.7 percent), Malaysia had 145 of 687 (21.1 percent) and Singapore had 21 of 351 (6.0 percent) women professors while Brunei reported no women professors. Malaysia had made the largest improvement in appointing women professors from 28 of 292 (9.6 percent) in 1997 to 77 of 379 (16.9 percent) in 2000 to 145 of 687 (21.1 percent) in 2006. In Hong Kong the increase was gradual from 27 of 370 (7.3 percent) in 1997 to 53 of 429 (12.4 percent) in 2000 to 79 of 623 (12.7 percent) in 2006. Singapore revealed a poor record in appointing women to this level with no women professors in 1997, 11 of 167 (6.6 percent) in 2000 and 21 of 351 (6.0 percent) in 2006. Data from Brunei showed no women professors for all three periods.

The proportion of women professors in African countries was very low, ranging, in 2006, from no women professors in Mozambique, Sierra Leone and Swaziland to 14.1 percent in South Africa. Only three other African countries had more than 10 percent women professors, Botswana with 5 of 39 (12.8 percent), Mauritius with 1 of 9 (11.1 percent) and Namibia with 3 of 28 (10.7 percent) women professors. The rest had less than 10 percent women professors: Cameroon 1 of 44 (2.3 percent), Ghana 6 of 106 (5.7 percent), Kenya 9 of 135 (6.7 percent), Lesotho 1 of 63 (1.6 percent), Malawi 1 of 29 (3.4 percent), Nigeria 144 of 1,761 (8.2 percent), Tanzania 6 of 74 (8.1 percent), Uganda 4 of 49 (8.2 percent), Zambia 1 of 20 (5.0 percent) and Zimbabwe 3 of 40 (7.5 percent). Changes between 1997 and 2006 in the African region were

minimal. Botswana saw increases in the number of women professors from 3 of 37 in 2000 to 5 of 39 in 2006, Ghana from 1 of 10 (10.0 percent) in 1997 to 6 of 59 (10.2 percent) in 2000 but to 6 of 106 (5.7 percent) in 2006, Kenya from none in 1997 (0 of 5) to 5 of 122 (4.1 percent) in 2000 and 9 of 135 (6.7 percent) in 2006, Nigeria from 40 of 802 (5.0 percent) in 1997 to 90 of 1,235 (7.3 percent) in 2000 and 144 of 1,761 (8.2 percent) in 2006, and Tanzania from 5 of 58 (8.6 percent) in 1997 and 2000 to 6 of 74 (8.1 percent) in 2006. Uganda's 2 of 12 (16.7 percent) in 1997 decreased to 6 of 50 (12.0 percent) in 2000 and 4 of 49 (8.2 percent) in 2006, while Zimbabwe saw changes from none (0 of 4) in 1997 and 2000 (0 of 7) to 3 of 40 in 2006 (7.5 percent). South Africa alone showed a steady increase from 8.0 percent (73 of 917) in 1997 to 11.6 percent (174 of 1,504) in 2000 to 14.1 percent (232 of 1,651) in 2006. Mauritius and Zimbabwe reported their first women professors in 2006.

Of the remaining countries only Jamaica was noteworthy with 5 of 9 (55.6 percent) women professors in 2006. Fiji, Guyana, and Malta reported only one woman among their professors. Cyprus had one woman professor in 1997 and 2000 but none in 2006, while Papua New Guinea had one woman professor in 1997 but none in 2000 and 2006.

Overall, universities in the Asian region and the developed Commonwealth countries demonstrated better performance than the rest of the Commonwealth in the appointment of women professors with an average, in 2006, of 8.8 percent women professors in South-Asian countries and 15.3 percent in the developed Commonwealth countries, but still fell a long way short of the targeted 30 percent women desired at this level. Singapore and Brunei fared very poorly in the appointment of women to this level. In nearly all African countries and the smaller countries in the Pacific and Mediterranean the proportion of women professors in the academy was generally below 10 percent.

6.2 Associate Professors/Readers/Principal Lecturers/Senior Lecturers

Overall in the Commonwealth in 2006 there were 18,554 of 63,714 (29.1 percent) women as associate professors, readers, principal lecturers and senior lecturers. The proportion of women at this level had almost reached 30 percent, which shows that, at least at this level, women were beginning to play a significant role in providing professional

academic leadership. This also marked quite an increase from 1997 when 23.3 percent (10,356 of 44,458), and from 2000 when 27.0 percent (10,779 of 39,907), women were at this level.¹

The distribution of associate professors/rectors/principal lecturers and senior lecturers is shown in Tables 19 and B18.

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

Country	Women	as %	Men	as %	Total
Australia	2616	31.4	5706	68.6	8322
Bangladesh	356	19.1	1508	80.9	1864
Botswana	34	18.5	150	81.5	184
Brunei Darussalam	16	17.8	74	82.2	90
Cameroon	23	9.5	218	90.5	241
Canada	1996	33.4	3976	66.6	5972
Cyprus	27	22.0	96	78.0	123
Fiji	11	15.5	60	84.5	71
Ghana	80	14.4	474	85.6	554
Guyana	1	11.1	8	88.9	9
Hong Kong	25	14.4	149	85.6	174
India	2185	28.2	5572	71.8	7757
Jamaica	31	56.4	24	43.6	55
Kenya	109	14.9	625	85.1	734
Lesotho	12	25.5	35	74.5	47
Malawi	25	17.4	119	82.6	144
Malaysia	538	31.2	1187	68.8	1725
Malta	37	17.7	172	82.3	209
Mauritius	37	33.0	75	67.0	112
Mozambique	25	31.2	55	66.8	80
Namibia	23	32.9	47	67.1	70
New Zealand	1230	35.3	2251	64.7	3481
Nigeria	552	16.4	2820	83.6	3372
Pakistan	403	22.1	1417	77.9	1820
Papua New Guinea	1	1.2	81	98.8	82
Singapore	311	16.5	1572	83.5	1883
South Africa	1002	36.1	1774	63.9	2776
Sri Lanka	409	37.6	679	62.4	1088
Swaziland	17	27.9	44	72.1	61
Tanzania	32	11.3	252	88.7	284
Uganda	35	11.7	163	82.3	198
United Kingdom	6331	31.7	13628	68.3	19959
Zambia	6	14.0	37	86.0	43
Zimbabwe	18	13.8	112	86.2	130
Commonwealth	18554	29.1	45160	70.9	63714

By 2006, all four developed Commonwealth countries had achieved more than 30 percent women in the post of associate professor, reader, principal lecturer or senior lecturer. The data show that in Australia 31.4 percent, in Canada 33.4 percent, in New Zealand 35.3 percent and in the United Kingdom 31.7 percent women occupied such positions. Data for Australia, Canada, New Zealand and the United Kingdom also reveal a gradual increase in the proportion of women in these positions between 1997 and 2006: Australia, from 22.4 percent in 1997 to 27.3 percent in 2000 to 31.4 percent in 2006; Canada, from 30.6 percent in 1997 to 33.4 percent in 2006 (no data was available for Canada for 2000); New Zealand from 18.7 percent in 1997 to 26.4 percent in 2000 to 35.3 percent in 2006; and the United Kingdom from 25.1 percent in 1997 to 27.6 percent in 2000 to 31.7 percent in 2006.

Among South-Asian countries, in 2006, the proportion of women associate professors, readers, principal lecturers and senior lecturers ranged from 19.1 percent in Bangladesh to 37.6 percent in Sri Lanka. Only Sri Lanka had achieved more than 30 percent women at this level (409 of 1,088, or 37.6 percent), up from 30.2 percent (257 of 850) in 1997 and 34.9 percent (336 of 964) in 2000. In India 28.2 percent (2,185 of 7,757) women worked in these positions, an increase from 18.6 percent (815 of 4,393) in 1997 and a small decline from 30.8 percent (1,354 of 4,397) in 2000. In Pakistan the numbers of women as associate professors, readers, principal lecturers and senior lecturers rose from 11.9 percent (61 of 514) in 1997 to 22.1 percent (403 of 1,820) in 2006 (no data was available for 2000).

Among South-East Asian countries only Malaysia stood out as having appointed, in 2006, 31.2 percent (538 of 1,725) women as associate professors, readers, principal lecturers and senior lecturers. Malaysia also showed a gradual increase from 1997 (181 of 872, or 20.8 percent) to 2006 (31.2 percent). Brunei demonstrated some progress with 17.8 percent (16 of 90) women in these posts in 2006, increased from 11.8 percent (6 of 51) in 1997 and 17.3 percent (14 of 81) in 2000. In Hong Kong there were only 25 of 174 or 14.4 percent women associate professors readers, principal lecturers and senior lecturers in 2006, which marked a small decline from 2000 (10 of 66, or 15.2 percent) and 1997 (415 of 2,063, or 20.1 percent). Singapore's record was not very encouraging with 16.5 percent (311 of 1,883)

¹ The figures for 1997 are calculated from Tables D and E of the report by Helen Lund.

in 2006, compared with 15.7 (81 of 517) in 1997 and 19.5 percent (34 of 174) associate professors, readers, principal lecturers and senior lecturers in 2000.

There was no general pattern among African countries. Four African countries had by 2006 achieved the appointment of more than 30 percent women associate professors, readers, principal lecturers and senior lecturers: Mauritius (37 of 112, or 33.0 percent), Mozambique (25 of 80, or 31.2 percent), Namibia (23 of 70, or 32.9 percent) and South Africa (1,002 of 2,776, or 36.1 percent). Two countries had achieved between 20 to 30 percent women at this level: Swaziland with 27.9 percent (17 of 61) and Lesotho with 25.5 percent (12 of 47). The remaining, except for Cameroon, had between 10 and 20 percent women associate professors etc.: Botswana (18.5 percent), Ghana (14.4 percent), Kenya (14.9 percent), Malawi (17.4 percent), Nigeria (16.4 percent), Tanzania (11.3 percent), Uganda (11.7 percent), Zambia (14.0 percent) and Zimbabwe (13.8 percent). The Cameroon had only 9.5 percent (23 of 241) women associate professors, readers, principal lecturers and senior lecturers.

Among the African countries, the most noteworthy improvements in appointing women associate professors, readers, principal lecturers and senior lecturers since 1997 was made by Mauritius and South Africa. In Mauritius the proportion of women at this level increased from 20.0 percent in 1997 (11 of 58) to 33.0 percent in 2006 (37 of 82), while in South Africa the women increased from 21.8 percent in 1997 (387 of 1,777) in 1997 to 33.4 percent in 2000 (667 of 1,999) in 2000 to 36.1 percent in 2006 (1,002 of 2,776). Other countries where notable number of women increased at this level were: Ghana from 7.2 percent (17 of 236) in 1997 to 13.6 percent (50 of 367) in 2000 to 14.4 percent (80 of 554) in 2006; Kenya from 10.7 percent (8 of 75) in 1997 to 12.0 percent (60 of 501) in 2000 to 14.9 percent (109 of 734) in 2006; Lesotho from 13.9 percent (10 of 72) in 1997 to 17.4 percent (8 of 46) in 2000 to 25.5 percent (12 of 47) in 2006; and Swaziland from 9.8 percent (4 of 41) in 1997 to 11.1 percent (3 of 27) in 2000 to 27.9 percent (17 of 61) in 2006.

In 2006, Jamaica had the highest proportion of women at the senior lecturer to associate professor level among all Commonwealth countries with 56.4 percent (31 of 55) women at this level, a proportion that had steadily remained high since 1997 (58.2 percent) and 2000 (35.8 percent).

Among other small island states, Cyprus had 22.0 percent (27 of 123), Fiji had 15.5 percent (11 of 71), Malta had 17.7 percent (37 of 209) and Papua New Guinea had only 1.2 percent (1 of 82) women in these positions. Some progress had been made over the 1997 to 2006 period: from 10.0 percent in Cyprus to 22.0 percent; and from 5.2 percent to 17.7 percent in Malta. In Papua New Guinea the numbers had declined from 6.9 percent (4 of 58) in 1997 to 1.2 percent (1 of 83) in 2006.

Across the Commonwealth, in 2006, considerable differences emerged in the extent to which women were appointed to the posts of associate professor, reader, principal lecturer and senior lecturer, ranging from 56.4 percent in Jamaica to 1.2 percent in Papua New Guinea. On the whole universities in developed Commonwealth countries had done well by appointing more than 30 percent women at this level, followed by the large South-Asian countries with appointments of over 20 percent. Malaysia stood out in the South-East Asian countries with over 30 percent women in these positions. A handful of countries in Africa had achieved similar levels of participation but the majority was still hovering around 20 percent women associate professors, readers, principal lecturers and senior lecturers.

Generally, most of the countries demonstrated some progress between 1997 and 2006, with the Commonwealth average increasing from 23.3 percent in 1997 to 29.1 percent in 2006.

6.3 Heads and Directors

Women were a little more likely to be appointed as heads of academic departments, centres and institutes than as deans of faculties. Across the Commonwealth, in 2006, 3,180 (21.4 percent) women were heads or directors of departments, academic centres and institutes. This represented 4.4 percent more women appointed to these posts than to deanships. This also represented an increase from 15.2 percent (1,234 of 8,123) in 1997 and 17.9 percent (2,686 of 15,017) in 2000. Thus, over the 1997 to 2006 period, 6.2 percent more women were appointed to these academic leadership positions.

The distribution of women heads of departments and directors of centres and institutes is shown in Tables 20 and B19.

Table 20: Heads and Directors by Country

Country	Women	as %	Men	as %	Total
Australia	493	24.8	1496	75.2	1989
Bangladesh	35	10.8	289	89.2	324
Botswana	4	11.1	32	88.9	36
Brunei Darussalam	10	33.3	20	66.7	30
Cameroon	8	10.5	68	89.5	76
Canada	373	24.3	1160	75.7	1533
Cyprus	2	10.0	18	90.0	20
Fiji	7	15.6	38	84.4	45
Ghana	28	12.6	195	87.4	223
Guyana	0	0.0	4	100.0	4
Hong Kong	26	11.5	201	88.5	227
India	585	23.4	1910	76.6	2495
Jamaica	13	65.0	7	35.0	20
Kenya	36	16.8	178	83.2	214
Lesotho	11	4.0	14	56.0	25
Malawi	16	19.0	68	81.0	84
Malaysia	95	28.5	238	71.5	333
Malta	15	13.4	97	86.6	112
Mauritius	8	28.6	20	71.4	28
Mozambique	0	0.0	6	100.0	6
Namibia	14	30.4	32	69.6	46
New Zealand	135	25.4	396	74.6	531
Nigeria	137	13.2	901	86.8	1038
Pakistan	61	20.9	231	79.1	292
Papua New Guinea	6	11.3	47	88.7	53
Sierra Leone	2	16.7	10	83.3	12
Singapore	19	9.6	178	90.4	197
South Africa	204	25.7	589	74.3	793
Sri Lanka	86	33.2	173	66.8	259
Swaziland	16	38.1	26	61.9	42
Tanzania	15	15.8	80	84.2	95
Uganda	19	15.3	105	84.7	124
United Kingdom	681	19.9	2741	80.1	3422
Zambia	5	8.1	51	91.1	56
Zimbabwe	15	15.3	83	84.7	98
Commonwealth	3180	21.4	11702	78.6	14882

In 2006, countries with the highest proportion of women heads and directors were Jamaica (13 of 20, or 65.0 percent), Lesotho (11 of 25, or 44.0 percent), Swaziland (16 of 42, or 38.1 percent), Sri Lanka (86 of 259, or 33.2 percent), Brunei (10 of 30, or 33.3 percent) and Namibia (14 of 46, or 30.4 percent). Eight countries had between 20 and 30 percent women heads and directors: Mauritius (28.6 percent), Malaysia (28.5 percent), South Africa (25.7 percent), New Zealand (25.4 percent), Australia (24.8

percent), Canada (24.3 percent), India (23.4 percent), and Pakistan (20.9 percent). Countries with 10 to 20 percent women heads were the United Kingdom (19.9 percent), Malawi (19.0 percent), Kenya (16.8 percent), Sierra Leone (16.7 percent), Tanzania (15.8 Percent), Fiji (15.6 percent), Uganda (15.3 percent), Zimbabwe (15.3 percent), Malta (13.4 percent), Nigeria (13.2 percent), Hong Kong (11.5 percent), Ghana (12.6 percent), Papua New Guinea (11.3 percent), Botswana (11.1 percent), Bangladesh (10.8 percent) and Cameroon (10.5 percent). Cyprus had 10.0 percent and Singapore had only 9.6 percent women appointed as heads and directors. Mozambique and Guyana reported no women heads.

On the whole, there was no marked difference in the pattern of appointments of heads and directors between the developed and developing countries. All the developed countries had 19 percent or more women in these positions. All these countries had shown a gradual increase in placing women into these positions between 1997 and 2006: Australia had increased its women heads and directors from 18.5 percent (166 of 895) in 1997 to 18.6 percent (428 of 2,304) in 2000 to 24.8 percent (493 of 1,989) in 2006, an increase of 6.3 percent over this period; Canada had increased from 15.9 percent (189 of 1,192) in 1997 to 21.3 percent (419 of 1,968) in 2000 to 24.3 percent (373 of 1,533), an increase of 8.4 percent; New Zealand had increased from 15.5 percent (36 of 232) in 1997 to 15.8 percent (58 of 367) in 2000 to 25.4 percent (135 of 531) in 2006, an increase of 9.9 percent; and the United Kingdom showed an increase from 13.7 percent in 1997 (251 of 1,834) in 1997 to 16.1 percent (609 of 3,775) in 2000 to 19.9 percent (681 of 3,422) in 2006, an increase of 6.2 percent.

All of the Asian countries, with the exception of Bangladesh (35 of 324, or 10.8 percent), Hong Kong (26 of 227, or 11.5 percent) and Singapore (19 of 197, or 9.6 percent) had more than 20 percent women heads and directors of institutes. All had increased the proportion of women heads and directors in their universities between 1997 and 2006, except for Pakistan, Hong Kong and Singapore. Bangladesh made a small improvement from 6.6 percent (9 of 136) in 1997 to 10.8 percent (35 of 324) in 2006, an improvement of 4.2 percent; India increased from 18.4 percent (199 of 1,083) in 1997 to 21.6 percent (433 of 2,003) in 2000 to 23.4 percent (585 of 2,495) in 2006, an improvement of 5.0 percent; Sri Lanka increased from 21.8 percent (44 of

202) in 1997 to 25.3 percent (74 of 293) in 2000 to 33.2 percent (86 of 259) in 2006, an increase of 11.4 percent; Brunei increased from 18.8 percent (3 of 16) in 1997, to 27.6 percent (8 of 29) in 2000 to 33.3 percent (10 of 30) in 2006, an increase of 14.5 percent and Malaysia increased from 18.0 percent (36 of 200) in 1997 to 22.3 percent (65 of 292) in 2000 to 28.5 percent (95 of 333) in 2006, an increase of 10.5 percent.

Women heads and directors of institutes in African countries ranged from 0.0 percent in Mozambique to 44.0 percent in Lesotho (11 of 25). Two countries, Namibia (30.4 percent) and Swaziland (38.1 percent) had more than 30 percent women heads and directors, while two countries, Mauritius (28.6 percent) and South Africa (25.7 percent), had more than 20 percent women heads and directors. Improvements since 1997 were noted in Ghana from 4.5 percent (5 of 110) in 1997 to 9.6 percent (17 of 177) in 2000 to 12.6 percent (28 of 223) in 2006, a gain of 8.1 percent; Kenya from 11.5 percent (3 of 26) in 1997 to 14.7 percent (38 of 258) in 2000 to 16.8 percent (36 of 214) in 2006, a gain of 5.3 percent; Lesotho from 25.7 percent (9 of 35) in 1997 to 44.0 percent (11 of 25) in 2006, a gain of 18.3 percent; Mauritius from 16.3 percent (1 of 16) in 1997 to 23.5 (4 of 17) percent in 2000 to 28.6 percent (8 of 28) in 2006, a gain of 12.3 percent; South Africa from 14.1 percent (93 of 660) in 1997 to 16.1 percent in 2000 (172 of 1,070) in 2000 to 25.7 percent (204 of 793) in 2006, a gain of 11.6 percent; and Swaziland from 18.5 percent (5 of 27) in 1997 to 35.5 percent (11 of 31) in 2000 to 38.1 percent (16 of 42) in 2006, a gain of 19.6 percent.

Among the island countries, Jamaica stood out with the largest number (13 of 20, or 65 percent) women heads and directors in 2006. Jamaica had always maintained a high proportion of women at this level: 66.7 percent (6 of 9) in 1997 and 27.8 percent (15 of 54) in 2000. Malta steadily increased its quota of women heads from 7.0 percent (6 of 86) in 1997 to 11.6 percent (11 of 95) in 2000 to 13.4 percent (15 of 112) in 2006, an increase of 6.4 percent. Fiji showed a decline from 23.3 percent (10 of 43) in 2000 to 15.6 percent (7 of 45) in 2006. Data for Guyana seemed incomplete, while Papua New Guinea showed no clear trend.

6.4 Gender Distribution in Selected Academic Disciplines

To assess the presence of women in different academic disciplines, data were analysed for the following disciplines:

biology, chemistry, computer science, engineering, mathematics, information studies, medicine, English, history, education and social sciences. Surveys of 1997 and 2000 showed that the science, mathematics, computer and engineering disciplines were largely the domain of men. The overall findings for 2006 are summarised in Table 21, while gender distribution by country for each of the disciplines follows in the subsequent tables. Comparisons with 1997 were not made as the database was different. Comparisons by country were also not possible for 2000 as gender distribution for different disciplines by country was not computed in 2000.

It has not been possible to capture all the staff in these disciplines due to differences in nomenclature used by the different institutions. For instance, if history has been listed under humanities and biology under sciences, the staff in these disciplines would not have been picked up in this survey. The data in Tables 21-31 below, therefore, should be regarded only as a representative sample of staff teaching these subjects within the Commonwealth countries surveyed. There is, however, no reason to suppose that this technical problem will have biased the data.

The average for the Commonwealth was influenced very much by the numbers of women in the three developed countries of Australia, Canada and the United Kingdom due to the large numbers of academic staff in these disciplines in the three countries. It should also be noted that the numbers of women in some disciplines were very few because the data only recorded women at the senior lecturer and above level.

Table 21: Gender Representation by Academic Disciplines

Country	Women as %	Men as %	Total
Biology	639 17.8	2960 82.2	3599
Chemistry	665 12.8	4543 87.2	5208
Computer	693 13.2	4549 86.8	5242
Engineering	841 6.7	11697 93.3	12538
Mathematics	586 11.8	4361 88.2	4947
Information	529 23.0	1767 77.0	2296
Medicine	1522 20.9	5753 79.1	7275
History	779 24.2	2445 75.8	3224
English	1047 37.0	1784 63.0	2831
Education	2747 41.3	3902 58.7	6649
Social Sciences	2358 37.0	4009 63.0	6367
Commonwealth	12406 20.6	47770 79.4	60176

Table 21 demonstrates that at the senior lecturer and above level women continued to be scarce, below 20 percent, in the academic fields of biology, chemistry, computer science, engineering and mathematics. Across the Commonwealth in 2006, women constituted 17.8 percent of staff in biology, 12.8 percent of staff in chemistry, 13.2 percent of staff in computer science, 6.7 percent of staff in engineering and 11.8 percent of staff in mathematics. In history, medicine and information studies women were slightly better represented: 24.2 percent of history, 23.0 percent of information studies and 20.9 percent of medical faculty staff were women. Women were much better represented in the social sciences and humanities with 41.3 percent women in education, 37.0 percent women in English, and 37.0 percent women in the social sciences. Women's representation was poorest in engineering and mathematics faculties and best in education and English departments and faculties.

Very minimal changes could be detected between 2000 and 2006. Participation in engineering improved from 4.6 percent in 2000 to 6.7 percent in 2006, in mathematics from 11.2 percent in 2000 to 11.8 percent in 2006, and in computer science from 11.2 percent in 2000 to 13.2 percent in 2006. In English and history small increases were noted, in English from 34.2 percent in 2000 to 37.0 percent in 2007, and in history from 22.1 percent in 2000 to 24.2 percent in 2006. Overall, the situation remained the same or had improved very slightly over the six year period.

6.4.1 Gender Representation in Biology

Table 22 depicts the gender distribution by country for academic staff within biology departments.

Table 22: Gender Representation in Biology by Country

Country	Women	as %	Men	as %	Total
Australia	62	18.3	276	81.7	338
Bangladesh	13	19.1	55	80.9	68
Botswana	2	28.6	5	71.4	7
Brunei Darussalam	2	40.0	3	60.0	5
Cameroon	3	16.7	15	83.3	18
Canada	136	17.5	640	82.5	776
Cyprus	1	25.0	3	75.0	4
Fiji	1	25.0	3	75.0	4
Ghana	0	0.0	17	100.0	17
Guyana	0	0.0	1	100.0	10
Hong Kong	0	0.0	22	100.0	22
India	27	21.8	97	78.2	124

Country	Women	as %	Men	as %	Total
Kenya	6	17.6	28	82.4	34
Malawi	1	11.1	8	88.9	9
Malaysia	40	41.7	56	58.3	96
Malta	1	20.0	4	80.0	5
Namibia	2	40.0	3	60.0	5
New Zealand	24	19.0	102	81.0	126
Nigeria	32	14.9	183	85.1	215
Pakistan	11	34.4	21	65.6	32
Papua New Guinea	0	0.0	3	100.0	3
Singapore	5	7.2	64	92.8	69
South Africa	27	29.0	66	71.0	93
Sri Lanka	15	53.6	13	46.4	28
Swaziland	3	50.0	3	50.0	6
Tanzania	2	13.3	13	86.7	15
Uganda	1	16.7	5	83.3	6
United Kingdom	220	15.1	1239	84.9	1459
Zambia	0	0.0	7	100.0	7
Zimbabwe	2	28.6	5	71.4	7
Commonwealth	639	17.8	2960	82.2	3599

Data was recorded from thirty countries. The majority of countries revealed that women's representation in biology departments was below 20 percent, close to the Commonwealth norm of 17.8 percent. In Australia 18.3 percent (62 of 338), in Canada 17.5 percent (136 of 776) and in the United Kingdom 15.1 (220 of 1,459) percent women worked in Biology related departments at the senior lecturer and above level. Five countries had no women working at his level in biology: Ghana, Guyana, Hong Kong, Papua New Guinea and Zambia. The highest number of women biologists were in Sri Lanka (53.6 percent or 15 of 28), Swaziland (50.0 percent or 3 of 6), Malaysia (41.7 percent or 40 of 96), Brunei Darussalam (40.0 percent or 2 of 5), and Pakistan (34.4 percent or 11 of 32). Countries with a representation of between 20 to 30 percent were Bangladesh, Botswana, Cyprus, Fiji, India, Malta, South Africa, and Zimbabwe. Singapore had only 7.2 percent (5 of 69) women in biology related disciplines.

6.4.2 Gender Representation in Chemistry

At the senior level fewer women worked in chemistry departments than in biology departments. Overall in the Commonwealth only 12.3 percent women were reported from thirty-three countries to be in chemistry related disciplines. Gender distribution for chemistry by country is shown in Table 23.

Table 23: Gender Representation in Chemistry by Country

Country	Women	as %	Men	as %	Total
Australia	52	12.0	382	88.0	434
Bangladesh	27	12.1	197	87.9	224
Botswana	0	0.0	13	100.0	13
Brunei Darussalam	0	0.0	7	100.0	7
Cameroon	1	3.8	25	96.2	26
Canada	72	10.2	636	89.8	708
Cyprus	1	11.1	8	88.9	9
Fiji	0	0.0	7	100.0	7
Ghana	0	0.0	37	100.0	37
Guyana	0	0.0	3	100.0	3
Hong Kong	2	5.3	36	94.7	38
India	172	14.2	1038	85.8	1210
Jamaica	2	16.7	10	83.3	12
Kenya	6	14.6	35	85.4	41
Lesotho	4	66.7	2	33.3	6
Malawi	3	37.5	5	62.5	8
Malaysia	52	26.1	147	73.9	199
Malta	0	0.0	8	100.0	8
Mauritius	7	53.8	6	46.2	13
Mozambique	1	14.3	6	85.7	7
Namibia	0	0.0	3	100.0	3
New Zealand	15	12.4	106	87.6	121
Nigeria	47	12.9	317	87.1	364
Pakistan	33	19.6	135	80.4	168
Papua New Guinea	0	0.0	2	100.0	2
Singapore	7	8.1	79	91.9	86
South Africa	38	18.8	164	81.2	202
Sri Lanka	43	53.1	38	46.9	81
Swaziland	1	14.3	6	85.7	7
Uganda	0	0.0	13	100.0	13
United Kingdom	79	7.0	1054	93.0	1133
Zambia	0	0.0	10	100.0	10
Zimbabwe	0	0.0	8	100.0	8
Commonwealth	665	12.3	4543	87.2	5208

On the whole, women's representation at a senior level in chemistry departments in most countries was very poor. Eleven countries (Botswana, Brunei Darussalam, Fiji, Ghana, Guyana, Malta, Namibia, Papua New Guinea, Uganda, Zambia and Zimbabwe) reported no women in chemistry departments at or above the senior lecturer level. Women were quite poorly represented in this discipline in the developed Commonwealth countries, with Australia showing 12.0 percent (52 of 434), Canada 10.2 percent (72 of 708), New Zealand 12.4 percent (15 of 121) and the United Kingdom 7.0 percent (79 of 1,133) women chemists in their institutions. Some of

the developing countries performed better in channeling women into chemistry. The highest proportion of women chemists was in Lesotho (66.7 percent, or 4 of 6). Other developing countries with good representation of women were Mauritius (53.8 percent, or 7 of 13), Sri Lanka (53.1 percent, or 43 of 81), Malawi (37.5 percent, or 3 of 8) and Malaysia (26.1 percent or 52 of 199).

6.4.3 Gender Representation in Computer Studies

Computer studies showed up as another area in which women were very poorly represented at the senior level. Across the Commonwealth, of those staff in computer studies, only 13.2 percent (693 of 5,242) were reported to be women. Data from thirty countries by gender is shown in Table 24.

Table 24: Gender Representation in Computer Studies by Country

Country	Women	as %	Men	as %	Total
Australia	47	11.5	361	88.5	408
Bangladesh	4	4.6	83	95.4	87
Botswana	0	0.0	8	100.0	8
Cameroon	0	0.0	10	100.0	10
Canada	96	10.2	841	89.8	937
Cyprus	0	0.0	18	100.0	18
Fiji	0	0.0	7	100.0	7
Ghana	0	0.0	16	100.0	16
Hong Kong	1	2.6	37	97.4	38
India	71	18.5	312	81.5	383
Jamaica	3	33.3	6	66.7	9
Kenya	3	21.4	11	78.6	14
Malawi	0	0.0	2	100.0	2
Malaysia	31	43.1	41	56.9	72
Malta	0	0.0	12	100.0	12
Mauritius	1	14.3	6	85.7	7
Namibia	0	0.0	3	100.0	3
New Zealand	28	14.4	166	85.6	194
Nigeria	13	16.0	68	84.0	81
Pakistan	10	6.8	138	93.2	148
Papua New Guinea	0	0.0	14	100.0	14
Singapore	14	6.3	209	93.7	223
South Africa	29	20.0	116	80.0	145
Sri Lanka	10	27.0	27	73.0	37
Swaziland	0	0.0	4	100.0	4
Tanzania	0	0.0	5	100.0	5
Uganda	1	33.3	2	66.7	3
United Kingdom	329	14.0	2024	86.0	2353
Zambia	0	0.0	1	100.0	1
Zimbabwe	2	66.7	1	33.3	3
Commonwealth	693	13.2	4549	86.8	5242

Twelve countries (Botswana, Cameroon, Cyprus, Fiji, Ghana, Malawi, Malta, Namibia, Papua New Guinea, Swaziland, Tanzania, and Zambia) reported that there were no women in their institutions in computer studies at the senior lecturer and above level. In the developed Commonwealth countries women in computer studies ranged from 10.2 percent (96 of 937) in Canada to 14.0 percent (329 of 2,353) in the United Kingdom. Among developing countries Malaysia had the highest proportion of women in computer studies (43.1 percent, or 31 of 72) followed by Jamaica (33.3 percent, or 3 of 9), Sri Lanka (27.0 percent, or 10 of 37) and South Africa (20.0 percent, or 29 of 145). Singapore emerged with a low proportion of women in this field (6.3 percent, or 14 of 223).

6.4.4 Gender Representation in Engineering

Engineering has always been a very male dominated discipline. The survey of 2006 revealed that the situation had not changed at all. Across the Commonwealth, only 6.7 percent (841 of 12,538) women were engaged in engineering studies at the senior level.

Gender representation by country is depicted in Table 25. Of the thirty-three countries that provided data, ten countries (Cyprus, Fiji, Guyana, Lesotho, Malta, Namibia, Papua New Guinea, Swaziland, Uganda, and Zimbabwe) reported no women in engineering at this level.

Table 25: Gender Representation in Engineering by Country

Country	Women	as %	Men	as %	Total
Australia	111	7.6	1346	92.4	1457
Bangladesh	16	5.4	283	94.6	299
Botswana	2	10.0	18	90.0	20
Cameroon	1	6.3	15	93.8	16
Canada	105	6.8	1446	93.2	1551
Cyprus	0	0.0	11	100.0	11
Fiji	0	0.0	6	100.0	6
Ghana	3	5.2	55	94.8	58
Guyana	0	0.0	1	100.0	1
Hong Kong	4	2.5	158	97.5	162
India	137	7.7	1637	92.3	1774
Jamaica	2	20.0	8	80.0	10
Kenya	1	1.2	83	98.8	84
Lesotho	0	0.0	8	100	8
Malawi	2	11.8	15	88.2	17
Malaysia	83	16.8	411	83.2	494

Country	Women	as %	Men	as %	Total
Malta	0	0.0	31	100.0	31
Mauritius	6	16.7	30	83.3	36
Mozambique	2	50.0	2	50.0	4
Namibia	0	0.0	2	100.0	2
New Zealand	14	6.3	210	93.8	224
Nigeria	10	2.0	492	98.0	502
Pakistan	32	4.4	693	95.6	725
Papua New Guinea	0	0.0	19	100.0	19
Singapore	35	4.1	821	95.9	856
South Africa	23	6.0	361	94.0	384
Sri Lanka	33	25.2	98	74.8	131
Swaziland	0	0.0	5	100.0	5
Tanzania	1	1.2	80	98.8	81
Uganda	0	0.0	20	100.0	20
United Kingdom	217	6.2	3266	93.8	3483
Zambia	1	2.1	47	97.9	48
Zimbabwe	0	0.0	19	100.0	19
Commonwealth	841	6.7	11697	93.3	12538

In the developed Commonwealth countries women engineers at a senior level ranged from 6.2 percent (217 of 3,483) in the United Kingdom to 6.3 percent (14 of 224) in New Zealand, 6.8 percent (105 of 1,551) in Canada and 7.6 percent (111 of 1,457) in Australia. Some of the developing countries had better representation of women in engineering. To be noted was 50.0 percent (2 of 2) in Mozambique, 25.2 percent (33 of 131) in Sri Lanka, 20.0 percent (2 of 10) in Jamaica and 16.8 percent (83 of 494) in Malaysia. It would appear that in these countries women were more inclined to venture into engineering and other scientific and technological fields as also evidenced from a high proportion of women in these countries in chemistry, biology and computer studies.

6.4.5 Gender Representation in Mathematics

In mathematics, as in computer studies, women's representation at senior level was low, only 11.8 percent (586 of 4,947) across the Commonwealth. Of the thirty-two countries from which data was available, eight countries (Botswana, Cameroon, Fiji, Mozambique, Papua New Guinea, Singapore, Swaziland and Uganda) reported the absence of women in mathematics departments at this level. Table 26 shows gender representation in mathematics by country.

Table 26: Gender Representation in Mathematics by Country

Country	Women	as %	Men	as %	Total
Australia	79	15.0	446	85.0	525
Bangladesh	18	14.3	108	85.7	126
Botswana	0	0.0	12	100.0	12
Brunei Darussalam	3	16.7	15	83.3	18
Cameroon	0	0.0	14	100.0	14
Canada	80	10.3	700	89.7	780
Cyprus	2	10.5	17	89.5	19
Fiji	0	0.0	7	100.0	7
Ghana	2	13.3	13	86.7	15
Hong Kong	1	4.3	22	95.7	23
India	124	18.4	549	81.6	673
Jamaica	8	61.5	5	38.5	13
Kenya	3	7.1	39	92.9	42
Lesotho	4	36.4	7	63.6	11
Malawi	3	25.0	9	75.0	12
Malaysia	16	21.6	58	78.4	74
Malta	5	35.7	9	64.3	14
Mauritius	2	25.0	6	75.0	8
Mozambique	0	0.0	10	100.0	10
Namibia	2	33.3	4	66.7	6
New Zealand	18	11.5	139	88.5	157
Nigeria	3	1.9	151	98.1	154
Pakistan	12	11.3	94	88.7	106
Papua New Guinea	0	0.0	14	100.0	14
Singapore	0	0.0	74	100.0	74
South Africa	26	12.6	180	87.4	206
Sri Lanka	8	16.7	40	83.3	48
Swaziland	0	0.0	3	100.0	3
Uganda	0	0.0	9	100.0	9
United Kingdom	165	9.4	1585	90.6	1750
Zambia	1	8.3	11	91.7	12
Zimbabwe	1	8.3	11	91.7	12
Commonwealth	586	11.8	4361	88.2	4947

Women's representation in mathematics within the developed Commonwealth countries was close to the norm in the Commonwealth: 15.0 percent (79 of 525) in Australia, 10.3 percent (80 of 780) in Canada, 11.5 percent (18 of 157) in New Zealand and 9.4 percent (165 of 1,750) in the United Kingdom. As was the case in other science-based disciplines, a number of the developing countries performed much better in placing women into mathematics departments. The highest proportion of women in mathematics was found in Jamaica (61.5 percent, or 8 of 13), followed by Lesotho (36.4 percent, or 4 of 11), Malta (35.7 percent, or 5 of 14), Namibia (33.3 percent, or 2 of 6), Mauritius (25.0 percent, or 2 of 8), and

Malaysia (21.6 percent, or 16 of 74). While numbers of staff generally in mathematics was small in the developing countries, proportion-wise in developing countries women appeared to have more openings to enter and to advance in this discipline.

6.4.6 Gender Representation in Information Studies

Data on information studies was retrieved from only twenty-four countries suggesting that as a discipline it was not listed in many Commonwealth countries or was taught under another nomenclature. On the whole women were better represented in this discipline than in the science based studies discussed earlier with 23.0 percent (529 of 2,296) women at senior levels. Of these twenty-four countries, five (Kenya, Malawi, Mauritius, Tanzania and Uganda) reported that no women were appointed to a position at or above senior lecturer level in information studies.

Table 27 depicts the gender representation of women in information studies by country.

Table 27: Gender Representation in Information Studies by Country

Country	Women	as %	Men	as %	Total
Australia	136	19.5	560	80.5	696
Bangladesh	8	8.1	91	91.9	99
Botswana	1	12.5	7	87.5	8
Canada	66	33.7	130	66.3	196
Ghana	2	22.2	7	77.8	9
Hong Kong	1	3.7	26	96.3	27
India	48	26.1	136	73.9	184
Jamaica	5	62.5	3	37.5	8
Kenya	0	0.0	16	100.0	16
Lesotho	3	30.0	7	70.0	10
Malawi	0	0.0	3	100.0	3
Malaysia	17	39.5	26	60.5	43
Malta	4	44.4	5	55.6	9
Mauritius	0	0.0	2	100.0	2
New Zealand	32	22.1	113	77.9	145
Nigeria	8	36.4	14	63.6	22
Pakistan	21	20.2	83	79.8	104
Papua New Guinea	1	100.0	0	0.0	1
Singapore	11	23.9	35	76.1	46
South Africa	50	33.8	98	66.2	148
Sri Lanka	3	14.3	18	85.7	21
Tanzania	0	0.0	2	100.0	2
Uganda	0	0.0	2	100.0	2
United Kingdom	112	22.6	383	77.4	495
Commonwealth	529	23.0	1767	77.0	2296

Among the developed Commonwealth countries were 19.5 percent women (136 of 696) in Australia, 33.7 percent women (66 of 196) in Canada, 22.1 percent women (32 of 145) in New Zealand and 22.6 percent women (112 of 495) in the United Kingdom. Papua New Guinea's only staff at this level was a woman. The highest proportion of women in information studies was in Jamaica where 5 of 8 (or 62.5 percent) staff were women. Other developing countries with a high proportion of women in this discipline were Malta (44.4 percent, or 4 of 9), Nigeria (36.4 percent, or 8 of 22), Malaysia (39.5 percent, or 17 of 43), and South Africa (33.8 percent, or 50 of 148). Developing countries with 20 to 30 percent women in information studies were Ghana, India, Lesotho, Pakistan, and Singapore. Bangladesh and Hong Kong had less than 10 percent in this category of staff. Again, while numbers were few in the developing countries, women were seen to be making better progress in entering this field than in some of the developed countries with a larger pool of staff in information studies.

6.4.7 Gender Representation in Medicine

Among the science-based disciplines, women are generally believed to be more attracted to medical studies than to other science-based studies such as chemistry or engineering. This was demonstrated in the survey which revealed that, of academic staff at or above the senior lecturer level, women constituted 20.9 percent (1,522 of 7,275) in medical faculties. Data from twenty-five countries by gender is shown in Table 28.

Table 28: Gender Representation in Medicine by Country

Country	Women	as %	Men	as %	Total
Australia	303	20.3	1190	79.7	1493
Bangladesh	0	0.0	13	100.0	13
Canada	355	19.0	1513	81.0	1868
Ghana	20	19.0	85	81.0	105
Hong Kong	14	21.9	50	78.1	64
India	97	21.7	349	78.3	446
Jamaica	6	21.4	22	78.6	28
Kenya	26	17.4	123	82.6	149
Malawi	4	50.0	4	50.0	8
Malaysia	56	26.5	155	73.5	211
Malta	2	9.1	20	90.9	22
Mauritius	5	100.0	0	0.0	5
New Zealand	85	25.4	250	74.5	335
Nigeria	55	17.7	256	82.3	311

Country	Women	as %	Men	as %	Total
Pakistan	21	13.5	135	86.5	156
Papua New Guinea	2	9.5	19	90.5	21
Sierra Leone	0	0.0	2	100.0	2
Singapore	10	18.5	44	81.5	54
South Africa	52	22.1	183	77.9	235
Sri Lanka	39	55.7	31	44.3	70
Tanzania	2	18.2	9	81.8	11
Uganda	0	0.0	20	100.0	20
United Kingdom	364	22.6	1248	77.4	1612
Zambia	3	17.6	14	82.4	17
Zimbabwe	1	5.3	18	94.7	19
Commonwealth	1522	20.9	5753	79.1	7275

Except for three countries (Bangladesh, Sierra Leone, and Uganda) all countries had women in senior positions in the medical faculties or departments of their universities. Women's representation in medicine among the developed Commonwealth countries ranged from 19.0 percent (20 of 105) in Canada to 20.3 percent (303 of 1,493) in Australia to 22.6 percent (364 of 1,612) in the United Kingdom to 25.4 percent (85 of 335) in New Zealand. Among the developing countries, Mauritius reported that all its five academic staff at this level in medicine were women. Sri Lanka had a high proportion (55.7 percent, or 39 of 70) of women in medicine as did Malawi with 50.0 percent (4 of 8) women staff at this level in medicine. A number of developing countries had between 20 to 30 percent women at this level in medicine: Malaysia (26.5 percent, or 56 of 211), South Africa (22.1 percent, or 52 of 235), Hong Kong (21.9 percent, or 14 of 64), India (21.7 percent, or 97 of 446) and Jamaica (21.4 percent, or 6 of 28). Seven countries had between 10 and 20 percent women in medicine at senior levels: Ghana, Kenya, Nigeria, Pakistan, Singapore, Tanzania, and Zambia. Countries with less than 10 percent women in medicine were Malta, Papua New Guinea and Zimbabwe.

6.4.8 Gender Representation in History

History was one of the disciplines selected in the survey to assess how women were performing in the humanities as it was generally believed that women tended to concentrate in these disciplines more than in the sciences. The results of the survey, with data from thirty countries, are shown in Table 29.

Table 29: Gender Representation in History by Country

Country	Women	as %	Men	as %	Total
Australia	86	33.2	173	66.8	259
Bangladesh	22	17.9	101	82.1	123
Botswana	1	14.3	6	85.7	7
Cameroon	0	0.0	10	100.0	10
Canada	176	26.0	501	74.0	677
Cyprus	4	36.4	7	63.6	11
Fiji	1	20.0	4	80.0	5
Ghana	4	44.4	5	55.6	9
Hong Kong	2	18.2	9	81.8	11
India	135	29.0	331	71.0	466
Jamaica	1	10.0	9	90.0	10
Kenya	4	14.3	24	85.7	28
Lesotho	1	16.7	5	83.3	6
Malawi	0	0.0	4	100.0	4
Malaysia	9	28.1	23	71.9	32
Malta	0	0.0	11	100.0	11
Mauritius	0	0.0	5	100.0	5
Namibia	3	60.0	2	40.0	5
New Zealand	38	32.5	79	67.5	117
Nigeria	5	3.9	124	96.1	129
Pakistan	16	43.2	21	56.8	37
Papua New Guinea	0	0.0	2	100.0	2
Singapore	2	7.7	24	92.3	26
South Africa	28	28.6	70	71.4	98
Sri Lanka	10	30.3	23	69.7	33
Tanzania	0	0.0	10	100.0	10
Uganda	0	0.0	7	100.0	7
United Kingdom	231	21.4	848	78.6	1079
Zambia	0	0.0	3	100.0	3
Zimbabwe	0	0.0	4	100.0	4
Commonwealth	779	24.2	2445	75.8	3224

The proportion of women in senior positions in history (24.2 percent) was higher than the proportion of women in the science subjects, except for information studies. However, women's representation at this level in history fell well below the expected 30 to 40 percent. Among the developed Commonwealth countries Australia (33.2 percent, or 86 of 259) and New Zealand (32.5 percent, or 38 of 117) reported more than 30 percent women in history departments while Canada had 26.0 percent (176 of 677) and the United Kingdom had 21.4 percent (231 of 1,079) women in history departments. Among developing countries, nine countries (Cameroon, Malawi, Malta, Mauritius, Papua New Guinea, Tanzania, Uganda, Zambia and Zimbabwe) indicated that there were no women at a senior level

in their history departments. The highest proportion of women in history in the developing countries was found in Namibia with 60.0 percent women (3 of 5). Other developing countries with a high proportion of women historians were Ghana (44.4 percent, or 4 of 9), Pakistan (43.2 percent, or 16 of 37), Cyprus (36.4 percent, or 4 of 11), and Sri Lanka (30.3 percent, or 10 of 33). Countries with 20 to 30 percent women in history were Fiji, India, Malaysia and South Africa. With 10 to 20 percent women in history departments were six countries: Bangladesh, Botswana, Hong Kong, Jamaica, Kenya and Lesotho. Countries with less than 10 percent women historians in senior positions were Nigeria (3.9 percent, or 5 of 129) and Singapore (7.7 percent, or 2 of 26).

6.4.9 Gender Representation in English

English is another subject in which women are supposed to perform better than in the science subjects. Data analysed from 28 countries supported this view, with 37.0 percent (1,047 of 2,831) women engaged in the teaching of English across the Commonwealth, a very much higher proportion than in any of the science subjects.

Gender representation in English departments is shown in Table 30.

Table 30: Gender Representation in English by Country

Country	Women	as %	Men	as %	Total
Australia	70	42.9	93	57.1	163
Bangladesh	24	30.0	56	70.0	80
Botswana	2	14.3	12	85.7	14
Brunei Darussalam	2	22.2	7	77.8	9
Cameroon	3	75.0	1	25.0	4
Canada	244	37.4	408	62.6	652
Cyprus	3	50.0	3	50.0	6
Ghana	6	25.0	18	75.0	24
Hong Kong	7	30.4	16	69.6	23
India	208	40.9	301	59.1	509
Jamaica	2	33.3	4	66.7	6
Kenya	5	50.0	5	50.0	10
Lesotho	1	20.0	4	80.0	5
Malawi	1	12.5	7	87.5	8
Malaysia	14	60.9	9	39.1	23
Malta	3	42.9	4	57.1	7
Mauritius	2	50.0	2	50.0	4
Namibia	1	33.3	2	66.7	3
New Zealand	19	30.6	43	69.4	62

Country	Women as %	Men as %	Total
Nigeria	30 19.6	123 80.4	153
Pakistan	30 48.4	32 51.6	62
Papua New Guinea	0 0.0	3 100.0	3
Singapore	13 34.2	25 65.8	38
South Africa	32 35.6	58 64.4	90
Sri Lanka	21 91.3	2 8.7	23
Swaziland	2 40.0	3 60.0	5
United Kingdom	302 36.0	537 64.0	839
Zimbabwe	0 0.0	6 100.0	6
Commonwealth	1047 37.0	1784 63.0	2831

In nearly all the countries surveyed women were well represented in the teaching of English. Among the four developed Commonwealth countries Australia had the highest proportion of women in English departments (42.9 percent, or 70 of 163) while New Zealand had the lowest proportion of women in English departments (30.6 percent, or 19 of 62). Canada had 37.4 percent (244 of 652) and the United Kingdom had 36.0 percent (302 of 839) women in English, very close to the average for the Commonwealth.

In the rest of the Commonwealth, a number of developing countries performed better than the developed Commonwealth countries in appointing women to senior positions in their English departments. Sri Lanka emerged with the highest proportion of women in English (91.3 percent, or 21 of 23), followed by Cameroon (75.0 percent, or 3 of 4), Malaysia (60.9 percent, or 14 of 23), Cyprus (50.0 percent or 3 of 6), Kenya (50.0 percent, or 5 of 10), Pakistan (48.4 percent, or 30 of 62), Malta (42.9 percent, or 3 of 7), India (40.9 percent, or 208 of 509) and Swaziland (40.0 percent, or 2 of 5). A number of countries had between 30 percent and 40 percent women among the staff of English departments: Bangladesh, Hong Kong, Jamaica, Namibia, Singapore, and South Africa. Six countries had between 10 percent and 30 percent women in English: Botswana, Brunei Darussalam, Ghana, Lesotho, Malawi and Nigeria. Only two countries, Papua New Guinea and Zimbabwe, reported that they had no women working at a senior level in the English departments of their universities.

6.4.10 Gender Representation in Education

The survey revealed that women had the highest representation among academic staff at a senior level in the field of education (41.3 percent, or 2,747 of 6,649). Gender representation in education from thirty-three countries is shown in Table 31.

Table 31: gender Representation in Education by Country

Country	Women as %	Men as %	Total
Australia	393 48.4	419 51.6	812
Bangladesh	18 30.0	42 70.0	60
Botswana	14 27.5	37 72.5	51
Brunei Darussalam	14 32.6	29 67.4	43
Cameroon	1 14.3	6 85.7	7
Canada	425 45.0	519 55.0	944
Cyprus	2 18.2	9 81.8	11
Fiji	5 45.5	6 54.5	11
Ghana	6 7.1	79 92.9	85
Hong Kong	11 20.4	43 79.6	54
India	238 35.8	426 64.2	664
Jamaica	19 65.5	10 34.5	29
Kenya	10 10.9	82 89.1	92
Lesotho	2 100.0	0 0.0	2
Malawi	1 9.1	10 90.9	11
Malaysia	61 42.4	83 57.6	144
Malta	11 34.4	21 65.6	32
Mozambique	0 0.0	1 100.0	1
Namibia	7 50.0	7 50.0	14
New Zealand	223 60.6	145 39.4	368
Nigeria	149 24.7	455 75.3	604
Pakistan	45 40.9	65 59.1	110
Papua New Guinea	3 30.0	7 70.0	10
Sierra Leone	1 25.0	3 75.0	4
Singapore	51 37.2	86 62.8	137
South Africa	79 43.2	104 56.8	183
Sri Lanka	17 34.7	32 65.3	49
Swaziland	6 35.3	11 64.7	17
Tanzania	5 17.2	24 82.8	29
Uganda	6 18.8	26 81.3	32
United Kingdom	915 46.3	1060 53.7	1975
Zambia	8 22.9	27 77.1	35
Zimbabwe	1 3.4	28 96.6	29
Commonwealth	2747 41.3	3902 58.7	6649

Among the developed countries more than 45 percent of senior academic staff in education were women: in Australia 48.4 percent (393 of 812), in Canada 45.0 percent (425 of 944), in New Zealand 60.6 percent (223 of 368), and in the United Kingdom 46.3 percent (915 of 1,975). Developing countries with more than 40 percent women in education were Lesotho (100 percent, or 2 of 2), Jamaica (65.5 percent, or 19 of 29), Namibia (50.0 percent, or 7 of 14), Fiji (45.5 percent, or 5 of 11), South Africa (43.2 percent, or 79 of 183), Malaysia (42.4 percent, or 61 of 144) and Pakistan (40.9 percent, or 45 of 110). Eight countries had women in

education ranging from 30 percent to 40 percent: Bangladesh, Brunei Darussalam, India, Malta, Papua New Guinea, Singapore, Sri Lanka and Swaziland. With women's representation between 10 percent and 30 percent were ten countries: Botswana, Cameroon, Cyprus, Hong Kong, Kenya, Nigeria, Sierra Leone, Tanzania, Uganda and Zimbabwe. Three countries (Ghana, Malawi and Zimbabwe) had less than 10 percent women in education, while in Mozambique the only staff at the senior level in education was a male.

6.4.11 Gender Representation in the Social Sciences

The social sciences represent another academic area in which women were fairly well represented. Across the Commonwealth women accounted for 37.0 percent (2,358 of 6,367) of the staff in this field. Gender representation in the social sciences for thirty-four countries is shown in Table 32.

Table 32: Gender Representation in the Social Sciences by Country

Country	Women	as %	Men	as %	Total
Australia	304	37.3	510	62.7	814
Bangladesh	36	29.5	86	70.5	122
Botswana	6	27.3	16	72.7	22
Brunei Darussalam	2	28.6	5	71.4	7
Cameroon	0	0.0	12	100.0	12
Canada	315	36.2	556	63.8	871
Cyprus	0	0.0	9	100.0	9
Fiji	0	0.0	2	100.0	2
Ghana	8	23.5	26	76.5	34
Guyana	1	25.0	3	75.0	4
Hong Kong	12	27.9	31	72.1	43
India	146	31.9	311	68.1	457
Jamaica	1	9.1	10	90.9	11
Kenya	3	12.5	21	87.5	24
Lesotho	3	60.0	2	40.0	5
Malawi	0	0.0	3	100.0	3
Malaysia	33	39.3	51	60.7	84
Malta	1	12.5	7	87.5	8
Mauritius	7	87.5	1	12.5	8
Mozambique	1	33.3	2	66.7	3
Namibia	5	62.5	3	37.5	8
New Zealand	84	44.0	107	56.0	191
Nigeria	43	20.7	165	79.3	208
Pakistan	26	46.4	30	53.6	56
Papua New Guinea	0	0.0	8	100.0	8
Singapore	27	31.8	58	68.2	85

Country	Women	as %	Men	as %	Total
South Africa	70	45.8	83	54.2	153
Sri Lanka	21	23.3	69	76.7	90
Swaziland	2	100.0	0	0.0	2
Tanzania	0	0.0	11	100.0	11
Uganda	2	22.2	7	77.8	9
United Kingdom	1194	40.1	1781	59.9	2975
Zambia	4	18.2	18	81.8	22
Zimbabwe	1	16.7	5	83.3	6
Commonwealth	2358	37.0	4009	63.0	6367

Among the developed Commonwealth countries, in New Zealand and in the United Kingdom more than 40.0 percent senior staff in social sciences were women: 44.0 percent (84 of 191) in New Zealand and 40.1 percent (1,194 of 2,975) in the United Kingdom. Australia and Canada reported above 30 percent women social scientists: 37.3 percent (304 of 814) in Australia and 36.2 percent (315 of 871) in Canada. Among developing countries, the following countries reported more than 40 percent women in social sciences at the senior level: Swaziland (100 percent, or 2 of 2), Mauritius (87.5 percent, or 7 of 8), Namibia (62.5 percent, or 5 of 8), Lesotho (60.0 percent, or 3 of 5), and Pakistan (46.4 percent, or 26 of 56). Four other countries had between 30 and 40 percent women in this discipline: India, Malaysia, Mozambique, and Singapore. With 10 to 30 percent women social scientists were thirteen countries: Bangladesh, Botswana, Brunei Darussalam, Ghana, Guyana, Hong Kong, Kenya, Malta, Nigeria, Sri Lanka, Uganda, Zambia and Zimbabwe. Surprisingly, Jamaica, which had high women's representation in most academic fields, had only 9.1 percent (1 of 11) women in the social sciences. Six countries reported that all the social science staff at the senior level were men: Cameroon, Cyprus, Fiji, Malawi, Papua New Guinea and Tanzania.

7 Conclusions

This update to the two earlier surveys on female numbers in Commonwealth universities demonstrates that the situation pertaining to the status of women in senior leadership and management positions in Commonwealth universities had improved marginally during the period between 1997 and 2006. In 2006, as in 2000, with data limited to academic staff above the level of senior lecturer, the survey revealed that women were still quite severely under-represented at all upper levels of the academic and administrative hierarchies of Commonwealth universities,

while women had made some inroads into middle level administrative positions. Overall, there were only 25.3 percent women (31,283 of 123,661) employed at the senior lecturer and above level, compared with 22.6 percent (28,310 of 125,212) in 2000, an overall increase of only 2.7 percent.

The findings of the survey are summarised in Table 33. The comparable figures for 2000, and where possible for 1997, are shown.

Table 33: Status of Women in Commonwealth Universities, 1997, 2000 and 2006

Status		Women	as %	Men	as %	Total
Executive Heads	2006	42	9.8	387	90.2	429
	2000	54	9.0	548	91.0	602
	1997	50	8.3	550	91.7	600
Heads of Admin	2006	64	16.2	331	83.8	395
	2000	79	14.9	452	85.1	531
	1997	96	18.6	415	81.2	511
SMTs	2006	391	22.3	1,360	77.7	1751
	2000	329	19.8	1,335	80.2	1,664
	1997	72	15.9	380	84.1	452
Finance Officers	2006	54	15.4	297	84.6	351
	2000	45	12.0	329	88.0	374
	1997	34	10.1	303	89.9	337
Deans	2006	375	17.0	1,836	83.0	2,211
	2000	308	14.3	1,852	85.7	2,160
	1997	238	13.0	1,589	87.0	1,827
Chief Librarians	2006	125	41.5	176	58.5	301
	2000	126	37.2	213	62.8	339
	1997	108	36.4	188	63.5	296
Personnel Officers	2006	101	37.4	169	62.6	270
	2000	101	32.6	209	67.4	310
	1997	99	35.4	181	64.6	280
Computing	2006	37	13.8	232	86.2	269
	2000	41	13.1	271	86.9	312

Status		Women	as %	Men	as %	Total
Development	2006	64	31.7	138	68.3	202
	2000	67	28.2	171	71.8	238
Staff Development	2006	99	40.9	143	59.1	242
	2000	118	42.5	160	57.5	278
Public Relations	2006	96	36.6	166	63.4	262
	2000	84	39.4	129	60.6	213
International Off	2006	76	35.0	141	65.0	217
	2000	82	32.9	167	67.1	249
Equity	2006	79	65.3	42	34.7	121
	2000	94	65.3	50	34.7	144
Quality Assurance	2006	52	35.6	94	64.4	146
	2000	56	32.2	118	67.8	174
Strategic Planning	2006	19	26.8	52	73.2	71
	2000	12	19.7	49	80.3	61
Professors	2006	6,394	15.3	35,502	84.7	41,896
	2000	4,349	13.1	28,892	86.9	33,241
	1997	1,814	9.9	16,543	90.1	18,357
Assoc. Profs etc.	2006	18,554	29.1	45,160	70.9	63,714
	2000	10,779	27.0	29,128	73.0	39,907
	1997	10,356	23.3	34,102	76.7	44,458
Heads & Directors	2006	3,180	21.4	11,702	78.6	14,882
	2000	2,686	17.9	12,331	82.1	15,017
	1997	1,234	15.2	6,889	84.8	8,123
S & T Depts.	2000	2,605	10.1	23,295	89.9	25,900
	2006	5,475	13.3	35,630	86.7	41,105
Soc Sc Depts.	2000	2,639	29.2	6,406	70.8	9,045
	2006	6,931	36.3	19,071	63.7	19,071
Commonwealth*	2006	31,283	25.3	92,378	74.7	123,661
	2000	28,310	22.6	96,902	77.4	125,212

***Commonwealth Total** does not reflect the sum of all the categories above, as it includes some categories of staff that 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.

The percentage of women employed as full-time staff at senior lecturer and above level ranged from 58.3 percent to 32.4 percent in nine countries (Jamaica, Lesotho, Mauritius, Guyana, Sri Lanka, Namibia, Swaziland, New Zealand and Malaysia). Ten countries had between 20 and 30 percent women at this level: Australia, Canada, Fiji, India, Mozambique, Pakistan, Sierra Leone, South Africa, Uganda and the United Kingdom. At the lower end were Bangladesh (15.0 percent), Zambia (13.1 percent), Tanzania (11.8 percent), the Cameroon (11.7 percent, and Papua New Guinea (11.3 percent).

Countries that showed more than 10 percent increase between 2000 and 2006 in the proportion of women above senior lecturer level were Jamaica, Lesotho, Mauritius, Mozambique, and New Zealand. Brunei Darussalam, Cyprus, Malaysia, Malta and South Africa increased the proportion of women at senior level by 5 to 10 percent during the same period. The largest percentage increase was reported by Jamaica (18.7 percent) and Lesotho (16.3 percent).

A few countries showed a decline in women representatives at senior lecturer and above level. These were Hong Kong, Namibia, Pakistan, Zambia, and Zimbabwe.

The survey revealed minimal improvement in the position of women in the upper echelons of university management. Men continued to dominate the top executive positions in universities of the Commonwealth. In 2006, across the Commonwealth 9.8 percent (42 of 429) women were executive heads, marking a very small improvement from 9 percent (54 of 602) in 2000 and 8.3 percent (50 of 600) in 1997. Developed Commonwealth countries performed better than the rest of the Commonwealth with women executives ranging from 24.3 percent in Australia to 12.5 percent in New Zealand. In Australia the number of executive heads increased from 6 in 1997 to 8 in 2000 to 9 in 2006; in the United Kingdom the numbers increased from 10 in 1997 to 12 in 2000 to 13 in 2006. In Asia, India had 10, Malaysia, Pakistan and Sri Lanka one each executive head and Bangladesh had no woman executive head. In Africa, only Cameroon and Zimbabwe had appointed a woman to head one of their universities. This demonstrated a poor state of affairs with twenty-three of thirty-five countries reporting that all their universities were led by men.

Head of administration remained largely a male domain with only 16.2 percent women in this position in 2006.

Among countries with large higher education systems, Canada had the highest percentage of women (44.8 percent) heads of administration followed by Australia (26.7 percent), Nigeria (25.9 percent) and the United Kingdom (23.8 percent). In Mauritius the only two and in Jamaica the only one head of administration were women. Among Asian and African countries, with the exception of South Africa and Uganda, less than 10 percent women held this position with no clear trend and little change in the situation since 1997. Twenty-one countries had no woman head of administration. The overall situation was quite poor with Australia, Canada and the United Kingdom showing a very small degree of improvement since 1997.

Better representation of women was seen in the senior management teams. In 2006 women constituted 22.3 percent (391 of 1,751) of the senior management teams in the Commonwealth. This showed an improvement over 2000 when 19.8 percent (329 of 1,664) and 1997 when 15.9 percent (72 of 452), women were included in these teams. Among the developed Commonwealth countries, the senior management teams comprised more than 25 percent women: Australia, 32.1 percent; Canada, 33.2 percent; New Zealand, 28.1 percent; and the United Kingdom, 25.2 percent. Among developing countries Mozambique's two senior managers were women and Lesotho's two of three senior managers were women while Namibia, Sri Lanka and Jamaica stood out with more than 40 percent women at this senior level. Among countries with 20 to 35 percent women in SMTs were, Fiji, Guyana, Singapore, South Africa, Swaziland and Zimbabwe, while Cameroon, Ghana and Nigeria had between 10 and 20 percent women in SMTs. Bangladesh, Hong Kong, Kenya, Tanzania, Uganda, India and Pakistan had less than 10 percent women senior managers. Brunei, Malawi, Mauritius, Sierra Leone and Zambia had no women in these positions.

Between 2000 and 2006 the developed countries took significant steps in appointing more women into their SMTs, and across these countries more women moved into senior decision-making levels. However, among Asian countries, with the exception of Sri Lanka, the situation between 2000 and 2006 pertaining to the role of women in SMTs appears to have deteriorated. In Sri Lanka the proportion of women in SMTs increased from 38.5 percent to 42.9 percent, but in Bangladesh, Brunei Darussalam, India, Malaysia, Pakistan and Singapore the proportion of women at this level decreased. The African situation was equally discouraging.

Small increases in women at SMT level were recorded for Botswana, Namibia, Nigeria, South Africa, Uganda, and Zimbabwe. Small declines in women in SMTs were noted in Cameroon, Ghana and Zambia. Among the other countries, Fiji had 3 of 6 in 2000, and 2 of 6 in 2006, women among its SMT and Jamaica had 11 of 19 (57.9 percent) in 2000 and 6 of 15 (40.0 percent) women in the SMT in 2006.

Overall, the universities in the developed Commonwealth countries as well as Sri Lanka and Jamaica made some advances in appointing women to their senior management teams, while the performance of Asian and African countries generally was rather disappointing, showing minimal changes over the period 2000 to 2006.

Across the Commonwealth and especially in the Asian and African regions, the post of finance officer or bursar was seen very much as a 'man's job'. In 2006, 15.4 percent women held this position in Commonwealth universities, up from 10.1 percent in 1997 and 12.0 percent in 2000. The majority of women finance officers, 32 of the total 54 women finance officers, were in the developed Commonwealth countries. In Asia only India, Malaysia, Singapore and Sri Lanka had ever appointed women as finance officers. Of the 23 African countries and other small states surveyed, 16 had no woman finance officer. Malta, Mozambique and Singapore had a good record of appointing women to this position. Changes between 1997 and 2006 were not noteworthy.

Overall, in 2006 there were 17.0 percent women deans in Commonwealth countries, an improvement of 4.0 percent since 1997. The developed Commonwealth countries had on the whole appointed more women deans than universities in the Asian and African regions, ranging from 23.5 percent in Australia to 17.2 percent in Canada. Some improvement was noted in these countries since 1997 such as in the United Kingdom, where women's representation increased from 10.3 percent in 1997 to 20.7 percent in 2006. Among Asian countries, Brunei Darussalam had the highest proportion (25.5 percent) women deans followed by India (19.7 percent). The situation in Asian countries had not improved significantly but, in fact, had slightly deteriorated since 1997 in Hong Kong, Pakistan, Singapore and Sri Lanka. In Africa, South Africa had 22.0 percent women deans. Among countries with small higher education systems, Botswana, Jamaica, Lesotho, Mauritius and Swaziland had

between 30 and 60 percent women deans. Jamaica experienced the largest increase from 1 of 6 in 2000 to 3 of 5 in 2007. Malta had no woman dean during all three periods. The majority of African countries revealed no clear trend.

Women chief librarians enjoyed the highest representation at the senior management level. In 2006, 41.5 percent of chief librarians in the Commonwealth were women, an increase from 36.4 percent in 1997. In the developed Commonwealth countries nearly 50 percent chief librarians in their universities were women with a marked increase since 1997. Among Asian countries women were well represented as chief librarians in Hong Kong, Malaysia and Singapore, but showed a small decline in numbers from 1997. Sri Lanka had more than 50 percent women chief librarians but in Bangladesh and India there were only between 22 and 25 percent women chief librarians. Women were also well represented as chief librarians in Africa and the small states. Women dominated this field in Fiji, Guyana and Jamaica. This clearly was a field in which women made their presence felt, yet, in 12 of 34 countries which supplied data on this category of staff men outnumbered women.

Women have continued to make advances in taking up many administrative positions within universities, taking charge of personnel offices, public relations, equity or equal opportunity, international offices, quality assurance or accreditation, staff development and strategic planning. The survey revealed that in 2006 as in 2000, women enjoyed the highest (65.3) representation as heads of equal opportunity or equity offices/units. This was followed by leadership in staff development and training where 40.9 percent women were heading all staff development training units/centres, a slight decline from 42.5 percent in 2000. Women were generally in charge of between 37 percent to 31 percent of personnel, public relations, quality assurance, international, and development offices. Women played a much smaller role in strategic planning (26.8 percent) and computing (13.8 percent), both areas regarded very much as men's domain.

Since 2000, more women had entered the fields of personnel (32.6 percent in 2000 compared with 37.4 percent in 2006), quality assurance (32.2 percent in 2000 compared with 35.6 percent in 2006), international affairs (32.9 percent in 2000 compared with 35.0 percent in 2006), and development or fund raising (28.2 percent in 2000 compared with 31.1 percent in 2006). While strategic planning

was still very much in the hands of men, women had made inroads into this area of male dominance with an increase of 7.1 percent from 19.7 in 2000 to 26.8 percent in 2006. Computing, however, remained very much the domain of men with only 13.1 percent women in 2000 and 13.8 percent in 2006.

The majority of these positions were reported from the developed Commonwealth countries, as in many of the developing countries these positions may not exist. It was the developed Commonwealth countries where between 30 and 40 percent women were appointed to these administrative positions, and where progress over the years could be tracked. For instance of the 270 personnel officers reported, 146 were from the four developed countries; of the 217 international officers in the study, 135 were from the four countries; and of the 121 equity officers, 100 were from Australia, Canada, New Zealand and the United Kingdom. With very few officers reported from the developing countries, it was difficult to detect any clear trend.

In 2006, 15.3 percent women were professors in Commonwealth universities, a slow and steady increase from 9.9 percent in 1997. Jamaica reported the highest (55.6 percent or 5 of 9) percentage of women professors in its university. Overall, developed Commonwealth countries and countries in the Asian region demonstrated better performance with an average of 18.8 percent professors in Asian countries and 15.3 percent professors in the developed Commonwealth countries. In the developed Commonwealth countries professors ranged from 13.4 percent in the United Kingdom to 18.0 percent in Canada, and all showed an increase in the appointment of women since 1997. Among South-Asian countries women's representation ranged from 12.3 percent in Bangladesh to 18.8 percent in India, 19.7 percent in Pakistan to 24.5 percent in Sri Lanka, all four countries showing considerable increase in women professors since 1997. Among South-East Asian countries Singapore had a poor record with only 6 percent women professors while Brunei Darussalam had no women professors but Malaysia had 21.1 percent women professors, the largest increase in this region since 1997 (from 9.6 percent in 1997). All South-East Asian countries showed an improvement except Brunei Darussalam which had no woman professors during all three periods. The presence of women professors in Africa was very low ranging from 0.0 percent (Mozambique, Sierra Leone and Swaziland) to 14.1 percent (South Africa) with minimal changes since 1997.

Overall in the Commonwealth in 2006, there were 29.1 percent women associate professors, readers, principal lecturers and senior lecturers, a small increase from 23.3 percent in 1997 and 27.0 percent in 2000. The data showed that at this level women were beginning to play an important role in their universities. However, marked differences emerged in the extent to which women were appointed to the posts of associate professors, readers, principal lecturers and senior lecturers, ranging from 56.4 percent in Jamaica to 1.2 percent in Papua New Guinea. All four developed Commonwealth countries had achieved more than 30 percent women in these positions with quite significant improvements since 1997. In Asian countries women at this level ranged from 37.6 percent in Sri Lanka and 31.2 percent in Malaysia to 14.4 percent in Hong Kong. All countries in Asia showed an increase in the appointment of staff at this level except Bangladesh and Hong Kong. Among African countries, South Africa (36.1 percent) and Mauritius (33.3 percent) had the highest representation of women in the category of associate professors, readers, principal lecturers and senior lecturers. Significant increases were noted in Cameroon, Ghana, Kenya, Lesotho, Mauritius, South Africa and Swaziland. Most small states (except Jamaica) had less than 20 percent women in these positions with Cyprus and Malta showing an increase between 1997 and 2006.

More women were appointed as heads and directors of academic departments and institutes than as deans of faculties. There were 21.4 percent women heads and directors in 2006, an increase of 6.2 percent since 1997. On the whole there was no marked difference in these appointments between developed and developing countries. Jamaica, again had the highest percentage of women heads and directors (65.0 percent), followed by Lesotho with 44.0 percent women heads and directors and four countries (Brunei, Namibia, Sri Lanka and Swaziland) with more than 30 percent, eight countries (Australia, Canada, India, Malaysia, Mauritius, New Zealand, Pakistan and South Africa) with between 20 and 30 percent and sixteen countries (Bangladesh, Botswana, Cameroon, Fiji, Ghana, Hong Kong, Kenya, Malawi, Malta, Nigeria, Papua New Guinea, Sierra Leone, Tanzania, Uganda, United Kingdom and Zimbabwe) with 10 to 20 percent women heads and directors. Cyprus had only 10.0 percent, Singapore 9.6 percent and Zambia only 8.1 percent women heads and directors. Guyana and Mozambique reported no women heads and directors for 2006.

All the developed countries had more than 20 percent women heads and directors and showed a gradual increase since 1997. All the Asian countries too, with the exception of Bangladesh, Hong Kong and Singapore, had more than 20 percent women in these positions. With the exception of Hong Kong, Pakistan and Singapore all revealed quite significant increases in these appointments since 1997. Among other countries, improvements since 1997 were noted in Ghana, Kenya, Lesotho, Malawi, Nigeria, Sierra Leone, Mauritius, South Africa, Swaziland, Tanzania and Zimbabwe. Other countries showed no clear trend or a decline in making these appointments.

Women's participation in all academic disciplines had improved since 2000 but women were still underrepresented in all the disciplines. Women had taken a few steps forward in moving into the scientific and technological fields, but there was still much room for improvement. Even in the humanities and the social sciences, in the majority of departments women constituted less than 40 percent of the academic staff.

In 2006, only 13.3 percent women held positions at the senior lecturer and above level in the biology, chemistry, computer, engineering, mathematics, information and medicine disciplines. This marked a small increase from 10.1 percent in 2000. The highest percentage of women in these fields were in information (23.0 percent) and in medicine (20.9 percent), both disciplines more popular with women than engineering which had only 6.7 percent and the other scientific disciplines, which ranged from 11.8 percent (mathematics) to 17.8 percent (biology). The situation had improved a little since 2000, when women's representation in the scientific and technological disciplines ranged from 4.6 percent in engineering to 17.0 percent in biology.

In the humanities and the social sciences, in 2006, 36.3 percent women held positions at or above the senior lecturer level, an improvement from 2000, when 29.2 percent women held positions at this level in these departments. Women continued to be present in large numbers in education with 41.3 percent women. In the other social science disciplines, history, English, and social sciences women's participation ranged from 24.2 percent to 37.0 percent, compared with 22.1 percent to 36.7 percent in 2000.

The study has demonstrated that the developed Commonwealth countries made the greatest progress in appointing women to senior management positions, especially at the middle management level. In most cases changes were noted in Australia and Canada followed by the United Kingdom and New Zealand. Greater awareness of gender disparities accompanied by the availability of formal channels for expressing the concerns of women probably contributed to this situation. In Australia, for instance, the National Colloquium for Senior Women Executives had successfully made strong representation to the Australian Vice-Chancellors Committee (AVCC), resulting in the AVCC's Action Plan for a first five year period followed by a second five year period, setting out specific objectives and targets for women's participation in higher education management. In addition the Australian Government had put in place equal opportunity enactments which ensured that universities regularly monitored and reported on the status of women. Nearly all individual universities had developed their own 'women in leadership' programmes, which provided women with management skills training and opportunities for advancement. In all these countries, there were women's networks and equal opportunity/equity offices which were sensitive to the needs of women and raised the awareness of the need to appoint women into decision-making positions.

The majority of developing countries have a long way to go to redress the male/female imbalances in the management of academic institutions. Overall, four countries emerged as performing better than others in promoting women to top level positions: Jamaica, Sri Lanka, Malaysia and South Africa. The presence of a large proportion of women in Malaysia in scientific, technological, information and communication fields was especially impressive. The situation in Hong Kong and Singapore pertaining to women in top management and academic leadership was disappointing. Papua New Guinea performed poorly in appointing women to nearly all categories of staff.

Asian countries performed better in appointing women to academic leadership positions as professors and heads of academic departments than in appointing women to senior management positions or even middle level management positions. In this respect, Bangladesh, Pakistan and Singapore performed very poorly. There seemed to be the perception that management and administrative jobs were

too demanding for women and were best handled by men. A group of all male deans at the University of Peradeniya in Sri Lanka very strongly expressed to the author the view that management jobs were not suitable for women and that few women wished to undertake them and confront the numerous student and other problems faced by the university.

In African countries, too, the situation was regrettable, with little improvement noted over the period 1997 to 2006. Even in the middle level administrative positions women played a very small role. Some of the small African states, Mauritius and Mozambique for instance, had a better record of appointing women to senior level positions.

Women in Asian and African countries probably lacked the extensive networking opportunities and exposure to the issues affecting their academic lives. The survey revealed an almost complete absence in these countries of equal opportunity/equity offices which might be able to promote women's interests as well as keep track of women's performance at the different levels. Neither were there well established women's networks or leadership programmes which could train and empower women to play a more prominent role in the management of their universities. Unable to break through the existing conservative traditional cultures and systems, women were generally reluctant to put themselves forward for appointments into management positions. In a study from India, Anna Smulders (1998) suggests that women concur with the predom-

inantly male view that these were truly men's jobs while women's skills and talents were best suited to teaching and perhaps research, allowing them time to attend to their family, caring and nurturing roles.

How does the situation in 2006 measure up to the 1994 conclusion by Dines 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.... Women deans and professors are a minority and women vice-chancellors and presidents are still a rarity"? The 2000 survey noted small improvements over 1994, with men outnumbering women at about three or four to one at middle management level and at almost ten to one at senior management level. The situation prevailed for both developed and developing countries, while noting that it was in the developed countries that women had made the greatest advances in making inroads into middle management. In 2006, while some improvements were noted in women's representation in middle management, on the whole, men still outnumbered women at about three to one, and at very senior management level (executive heads and presidents) men still outnumbered women at about ten to one. However, much improvement was noted at the senior management team level where men now outnumbered women only at about five to one, and at the associate professor, reader and senior lecturer level where men outnumbered women at about three to one.

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Appendix A:

List of Commonwealth universities which supplied data

Australia

University of Adelaide
Australian Catholic University
Australian Maritime College
University of Ballarat
Bond University
University of Canberra
Central Queensland University
Charles Darwin University
Charles Sturt University
Curtin University of Technology
Deakin University
Edith Cowan University
Flinders University of South Australia
Griffith University
James Cook University
La Trobe University
Macquarie University
University of Melbourne
Monash University
Murdoch University
University of New England
University of Newcastle
University of Queensland
Queensland University of Technology
RMIT University
University of South Australia
Southern Cross University
University of Southern Queensland
University of the Sunshine Coast
Swinburne University of Technology
University of Sydney
University of Tasmania
Victoria University
University of Western Australia
University of Western Sydney
University of Wollongong

Bangladesh

Bangabandhu Sheikh Mujibur Rahman Agricultural University
Bangladesh Agricultural University
Bangladesh University of Engineering and Technology
Bangladesh Open University
University of Chittagong
University of Dhaka
International University of Business Agriculture and Technology
Islamic University
Jahangirnagar University
Khulna University
National University
University of Rajshahi
Shahjalal University of Science and Technology

Botswana

University of Botswana

Brunei Darussalam

University of Brunei Darussalam

Cameroon

University of Buea
University of Dschang
University of Ngaoundéré
University of Yaounde I
University of Yaounde II

Canada

University of Alberta
Athabasca University
Brandon University
Brock University
University of Calgary
Carleton University
Concordia University
Dalhousie University
University of Lethbridge
McMaster University
University of Manitoba
Memorial University of Newfoundland
Université de Montréal
Mount Allison University
University of New Brunswick
Nipissing University
University of Northern British Columbia
University of Ottawa
Queen's University at Kingston
Royal Roads University
Ryerson University
Saint Mary's University
University of Saskatchewan
Simon Fraser University
University of Toronto
Trent University
University of Victoria
University of Waterloo
University of Western Ontario
Wilfrid Laurier University
University of Winnipeg

Cyprus

University of Cyprus

Fiji

University of the South Pacific

Ghana

University of Cape Coast
University for Development Studies
University of Education, Winneba
University of Ghana
Kwame Nkrumah University of Science and Technology,
Kumasi
University of Mines and Technology

Guyana

University of Guyana

Hong Kong

Chinese University of Hong Kong
University of Hong Kong
Open University of Hong Kong

India

Acharya N. G. Ranga Agricultural University
Acharya Nagarjuna University
Alagappa University
Aligarh Muslim University
Andhra University
Anna University
Annamalai University
Assam University
Avinashilingam University for Women
Awadhesh Pratap Singh University
Baba Farid University of Health Sciences
Babasaheb Bhimrao Ambedkar University
Banaras Hindu University
Banasthali Vidyapith
Bangalore University
Barkatullah Vishwavidyalaya
Berhampur University
Bharathiar University
Bharathidasan University
Bharati Vidyapeeth
Birla Institute of Technology
Birla Institute of Technology and Science
Bundelkhand University
University of Calicut
Central Institute of English and Foreign Languages
Central Institute of Higher Tibetan Studies
Chaudhary Charan Singh University
Chaudhary Sarwan Kumar Himachal Pradesh Krishi
Vishwavidyalaya
Chhatrapati Shahu Ji Maharaj University
Cochin University of Science and Technology
Dakshina Bharat Hindi Prachar Sabha
University of Delhi
Devi Ahilya Vishwavidyalaya, Indore
Dharmasinh Desai University
Dibrugarh University
Doctor B. R. Ambedkar Open University
Doctor Babasaheb Ambedkar Marathwada University
Doctor Babasaheb Ambedkar Open University

Doctor Babasaheb Ambedkar Technological University
Doctor Bhim Rao Ambedkar University
Doctor Harisingh Gour Vishwavidyalaya, Sagar
Doctor N. T. R. University of Health Sciences
Dravidian University
Gandhigram Rural University
Gauhati University
Gujarat University
Gujarat Vidyapith
Gulbarga University
Guru Ghasidas University
Guru Gobind Singh Indraprastha University
Guru Jambheshwar University of Science and Technology
Guru Nanak Dev University
Gurukula Kangri Vishwavidyalaya
Hemchandracharya North Gujarat University
Himachal Pradesh University
University of Hyderabad
Indian Institute of Information Technology
Indian Institute of Science
Indian Institute of Technology, Bombay
Indian School of Mines
Indira Gandhi Institute of Development Research
Indira Gandhi National Open University
Jai Narain Vyas University, Jodhpur
Jain Vishva Bharati Institute
Jamia Hamdard
Jamia Millia Islamia
University of Jammu
Jawaharlal Nehru University
Jawaharlal Nehru Technological University
Jiwaji University
Kakatiya University
University of Kalyani
Kannur University
Karnatak University, Dharwad
Karnataka State Open University
University of Kashmir
University of Kerala
Kurukshetra University
Kuvempu University
Lakshmibai National Institute of Physical Education
University of Lucknow
Madhya Pradesh Bhoj (Open) University
University of Madras
Madurai Kamaraj University
Maharashtra University of Health Sciences
Maharshi Dayanand University

Maharshi Dayanand Saraswati University
Mahatma Gandhi University
Mahatma Jyotiba Phule Rohilkhand University
Makhanlal Chaturvedi National University of Journalism and Communication
Mangalore University
Manipal University
Manipur University
Manonmaniam Sundaranar University
Maulana Azad National Urdu University
Mohanlal Sukhadia University
Mother Teresa Women's University
University of Mumbai
University of Mysore
NALSAR University of Law
National Institute of Pharmaceutical Education and Research
Netaji Subhas Open University
North Maharashtra University
North-Eastern Hill University
Osmania University
Panjab University
Patna University
Pondicherry University
Postgraduate Institute of Medical Education and Research
Potti Sreeramulu Telugu University
Punjabi University
Rabindra Bharati University
University of Rajasthan
Rajiv Gandhi University
Rajiv Gandhi University of Health Sciences, Karnataka
Rashtrasant Tukadoji Maharaj Nagpur University
Rashtriya Sanskrit Vidyapeetha
Sambalpur University
Sant Gadge Baba Amravati University
Sardar Patel University
Saurashtra University
School of Planning and Architecture
Shivaji University
Shreemati Nathibai Damodar Thackersey Women's University
Shri Mata Vaishno Devi University
Sikkim-Manipal University of Health, Medical and Technological Sciences
Sree Chitra Tirunal Institute for Medical Sciences and Technology
Sri Krishnadevaraya University
Sri Padmavati Mahila Viswavidyalayam

India continued

Sri Ramachandra University
Sri Venkateswara University
Sri Venkateswara Institute of Medical Sciences
Swami Ramanand Teerth Marathwada University
Tamil University
Tamil Nadu Doctor Ambedkar Law University
Tamil Nadu Doctor M. G. R. Medical University
Tamil Nadu Veterinary and Animal Sciences University
Tata Institute of Social Sciences
Tezpur University
Thapar Institute of Engineering and Technology
Tilka Manjhi Bhagalpur University
Tripura University
U. P. Rajarshi Tandon Open University
Utkal University
Utkal University of Culture
Vinayaka Missions University
Vinoba Bhave University
Visva-Bharati
Visvesvaraya Technological University
Yashwantrao Chavan Maharashtra Open University

Jamaica

University of Technology, Jamaica
University of the West Indies

Kenya

Catholic University of Eastern Africa
University of Eastern Africa, Baraton
Egerton University
Jomo Kenyatta University of Agriculture and Technology
Maseno University
Moi University
University of Nairobi

Lesotho

National University of Lesotho

Malawi

University of Malawi
Mzuzu University

Malaysia

International Islamic University, Malaysia
University of Malaya
University Malaysia Sabah
University Malaysia Sarawak
National University of Malaysia
Putra University, Malaysia
University of Science, Malaysia
Sultan Idris University of Education
University of Technology Malaysia
University of Technology MARA
Utara University, Malaysia

Malta

University of Malta

Mauritius

University of Mauritius
University of Technology, Mauritius

Mozambique

Eduardo Mondlane University

Namibia

University of Namibia

New Zealand

University of Auckland
Auckland University of Technology
University of Canterbury
Lincoln University
Massey University
University of Otago
Victoria University of Wellington
University of Waikato

Nigeria

Abia State University
Abubakar Tafawa Balewa University
University of Ado-Ekiti
University of Agriculture, Abeokuta
University of Agriculture, Makurdi
Ahmadu Bello University
Ambrose Alli University
Bayero University
University of Benin
Benue State University
University of Calabar

Ebonyi State University
Federal University of Technology, Akure
Federal University of Technology, Minna
Federal University of Technology, Yola
University of Ibadan
University of Jos
University of Lagos
Lagos State University
University of Maiduguri
Michael Okpara University of Agriculture, Umudike
University of Nigeria
Nnamdi Azikiwe University
Obafemi Awolowo University
Olabisi Onabanjo University
University of Port Harcourt
Rivers State University of Science and Technology
Usmanu Danfodiyo University
University of Uyo

Pakistan

Aga Khan University
Al-Khair University (AJK)
University of Arid Agriculture, Rawalpindi
University of Azad Jammu and Kashmir
University of Engineering and Technology, Lahore
Fatima Jinnah Women University
Foundation University
Ghulam Ishaq Khan Institute of Engineering Sciences and Technology
Islamia University, Bahawalpur
University of Karachi
Lahore University of Management Sciences
Mehran University of Engineering and Technology
N. E. D. University of Engineering and Technology
National University of Sciences and Technology
North-West Frontier Province University of Engineering and Technology
University of the Punjab, Lahore
Quaid-e-Awam University of Engineering Science and Technology
Riphah International University
Shaheed Zulfikar Ali Bhutto Institute of Science and Technology
University of Sindh
Sir Syed University of Engineering and Technology

Papua New Guinea

University of Goroka
University of Papua New Guinea
Papua New Guinea University of Technology

Sierra Leone

Njala University
University of Sierra Leone

Singapore

Nanyang Technological University
National University of Singapore

South Africa

University of Cape Town
University of Fort Hare
University of the Free State
University of Johannesburg
University of KwaZulu-Natal
University of Limpopo
Nelson Mandela Metropolitan University
North-West University
University of Pretoria
Rhodes University
University of South Africa
University of Stellenbosch
University of Venda
University of the Western Cape
University of the Witwatersrand, Johannesburg

Sri Lanka

Buddhasravaka Bhiksu University
Buddhist and Pali University of Sri Lanka
University of Colombo, Sri Lanka
Eastern University, Sri Lanka
University of Jaffna, Sri Lanka
University of Kelaniya, Sri Lanka
General Sir John Kotelawala Defence Academy
University of Moratuwa, Sri Lanka
Open University of Sri Lanka
University of Peradeniya, Sri Lanka
Rajarata University of Sri Lanka
University of Ruhuna, Sri Lanka
Sabaragamuwa University of Sri Lanka
South Eastern University of Sri Lanka
University of Sri Jayewardenepura, Sri Lanka
Wayamba University of Sri Lanka

Swaziland

University of Swaziland

Tanzania

University of Dar es Salaam

Mzumbe University

Open University of Tanzania

Sokoine University of Agriculture

Zanzibar University

Uganda

Islamic University in Uganda

Makerere University

Mbarara University of Science and Technology

Uganda Christian University

Uganda Martyrs University

United Kingdom

University of Aberdeen

University of Abertay Dundee

University of the Arts London

Aston University

University of Bath

Queen's University Belfast

University of Birmingham

Bournemouth University

University of Bradford

University of Bristol

Brunel University

University of Cambridge

Cardiff University

University of Central England in Birmingham

Coventry University

Cranfield University

De Montfort University

University of Dundee

Durham University

University of East Anglia

University of East London

University of Edinburgh

University of Exeter

University of Glamorgan

University of Glasgow

Glasgow Caledonian University

University of Greenwich

Heriot-Watt University

University of Hertfordshire

University of Huddersfield

University of Hull

University of Keele

University of Kent

Kingston University

University of Lancaster

University of Leeds

Leeds Metropolitan University

University of Leicester

University of Lincoln

University of Liverpool

Liverpool John Moores University

University of London

Goldsmiths, University of London

Imperial College London

Institute of Education

King's College London

London Business School

London School of Economics and Political Science

Queen Mary, University of London

School of Oriental and African Studies

University College London

London Metropolitan University

London South Bank University

Loughborough University

University of Manchester

Manchester Metropolitan University

Middlesex University

Napier University

University of Newcastle upon Tyne

University of Northumbria at Newcastle

University of Nottingham

Nottingham Trent University

Open University

University of Oxford

Oxford Brookes University

University of Plymouth

University of Portsmouth

Queen Margaret University

University of Reading

Robert Gordon University

Roehampton University

University of St Andrews

University of Salford

University of Sheffield

Sheffield Hallam University

University of Southampton

Staffordshire University

University of Stirling

University of Strathclyde
University of Sunderland
University of Surrey
Thames Valley University
University of Ulster
University of Wales
University of Wales, Aberystwyth
University of Wales, Bangor
University of Wales Swansea
University of Wales Institute, Cardiff
University of Warwick
University of the West of England, Bristol
University of Westminster
University of Wolverhampton
University of Worcester

Zambia

Copperbelt University
University of Zambia

Zimbabwe

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

Appendix B: Gender Distributions by Region and Country, 1997, 2000 and 2006

Table B1: Overall Gender Proportions by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	3787/15868	23.9	4354/15233	28.6
Canada	5618/24814	22.6	4080/15720	26.0
New Zealand	702/3099	22.7	1565/4693	33.3
United Kingdom	9701/40397	24.0	10625/39603	26.8
South Asia				
Bangladesh	427/3273	13.0	610/4052	15.0
India	3067/13222	23.2	3623/15702	23.1
Pakistan	467/2038	22.9	570/2820	20.2
Sri Lanka	496/1574	31.5	534/1529	34.9
East Asia				
Brunei	29/141	20.6	45/167	26.9
Hong Kong	245/1279	19.2	213/1199	17.8
Malaysia	528/2131	24.8	1137/3504	32.4
Singapore	367/2133	17.2	379/2260	16.8
Africa				
Botswana	44/245	18.0	50/252	19.8
Cameroon	30/217	13.8	39/334	11.7
Ghana	96/779	12.3	126/903	14.0
Kenya	146/1177	12.4	175/1107	15.8
Lesotho	20/95	21.1	46/123	37.4
Malawi	29/206	14.1	42/246	17.1
Mauritius	22/99	22.2	56/154	36.4
Mozambique	7/41	17.1	34/118	28.8
Namibia	26/50	52.0	48/139	34.5
Nigeria	703/4660	15.1	895/5970	15.0
Sierra Leone	15/68	22.1	7/29	24.1
South Africa	1287/5389	23.9	1485/5138	28.9
Swaziland	28/96	29.2	40/119	33.6
Tanzania	61/429	14.2	54/458	11.8
Uganda	62/349	17.8	78/390	20.0
Zambia	25/175	14.3	40/306	13.1
Zimbabwe	24/65	36.9	64/327	19.6
Others				
Cyprus	7/76	9.2	30/161	18.6
Fiji	33/142	23.2	38/163	23.3
Guyana	29/88	33.0	12/34	35.3
Jamaica	126/318	39.6	109/187	58.3
Malta	34/275	12.4	56/309	18.1
Papua New Guinea	22/204	10.2	24/212	11.3
Commonwealth	28310/125212	22.6	31283/123661	25.3

Table B2: Executive Heads by Region and Country 1997, 2000 and 2006

Country	1997*		2000		2006	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	6/42	14.3	8/43	18.6	9/37	24.3
Canada	14/85	16.4	16/87	18.4	4/31	12.9
New Zealand	0/7	0.0	0/10	0.0	1/8	12.5
United Kingdom	10/145	6.9	12/135	8.9	13/94	13.8
South Asia						
Bangladesh	0/15	0.0	0/15	0.0	0/12	0.0
India	15/140	10.7	10/138	7.2	10/107	9.3
Pakistan	0/31	0.0	0/33	0.0	1/20	5.0
Sri Lanka	0/11	0.0	1/11	9.1	1/13	7.7
East Asia						
Brunei	0/1	0.0	0/1	0.0	0/1	0.0
Hong Kong	0/8	0.0	0/4	0.0	0/3	0.0
Malaysia	0/9	0.0	0/9	0.0	1/10	9.1
Singapore	0/2	0.0	0/2	0.0	0/2	0.0
Africa						
Botswana	1/1	100.0	1/1	100.0	0/1	0.0
Cameroon	1/7	14.3	1/7	14.3	1/4	25.0
Ghana	0/5	0.0	0/7	0.0	0/5	0.0
Kenya	0/7	0.0	0/9	0.0	0/7	0.0
Lesotho	0/1	0.0	0/1	0.0	0/1	0.0
Malawi	0/1	0.0	0/2	0.0	0/2	0.0
Mauritius	0/1	0.0	0/1	0.0	0/2	0.0
Mozambique	0/2	0.0	0/1	0.0	n.a	
Namibia	0/1	0.0	0/1	0.0	0/1	0.0
Nigeria	0/32	0.0	1/34	2.9	0/25	0.0
Sierra Leone	0/3	0.0	0/3	0/0	0/2	0.0
South Africa	2/18	11.1	3/18	16.7	0/14	0.0
Swaziland	1/1	100.0	1/1	100.0	0/1	0.0
Tanzania	0/3	0.0	0/3	0.0	0/5	0.0
Uganda	0/5	0.0	0/6	0.0	0/4	0.0
Zambia	0/2	0.0	0/2	0.0	0/2	0.0
Zimbabwe	0/3	0.0	0/3	0.0	0/5	0.0
Others						
Cyprus	N.A.	0/1	0.0	0/1	0.0	
Fiji	N.A.	0/2	0.0	n.a		
Guyana	0/1	0.0	0/1	0.0	0/1	0.0
Jamaica	0/1	0.0	0/4	0.0	0/2	0.0
Malta	0/1	0.0	0/1	0.0	0/1	0.0
Papua New Guinea	0/4	0.0	0/5	0.0	0/3	0.0
Commonwealth	50/600	8.3	54/602	9.0	42/429	9.8

Table B3: Heads of Administration by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2006	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	10/40	25.0	8/40	20.0	8/30	26.7
Canada	31/70	44.3	24/70	34.3	13/29	44.8
New Zealand	1/6	16.7	1/8	12.5	0/5	0.0
United Kingdom	27/113	23.9	26/112	23.2	19/80	23.8
South Asia						
Bangladesh	0/13	0.0	0/13	0.0	0/12	0.0
India	7/127	5.5	6/132	4.5	7/113	6.2
Pakistan	0/24	0.0	0/29	0.0	0/15	0.0
Sri Lanka	0/11	0.0	1/11	9.1	1/12	8.3
East Asia						
Brunei	0/1	0.0	0/1	0.0	0/1	0.0
Hong Kong	2/3	66.7	0/5	0.0	0/3	0/0
Malaysia	1/6	16.7	1/6	16.7	1/6	16.7
Singapore	2/2	100.0	1/2	50.0	0/2	0.0
Africa						
Botswana	NA		0/1	0.0	0/1	0.0
Cameroon	1/6	16.7	0/6	0.0	1/5	20.0
Ghana	0/5	0.0	0/5	0.0	0/5	0.0
Kenya	1/5	20.0	1/9	11.1	0/6	0.0
Lesotho	1/1	100.0	1/1	100.0	0/1	0.0
Malawi	0/1	0.0	0/2	0.0	0/2	0.0
Mauritius	1/1	100.0	1/1	100.0	2/2	100.0
Mozambique	0/2	0.0	0/2	0.0	N/A	
Namibia	1/1	100.0	0/1	0.0	0/1	0.0
Nigeria	5/28	17.9	3/31	9.7	7/27	25.9
Sierra Leone	0/3	0.0	0/3	0.0	1/2	50.0
South Africa	0/16	0.0	0/13	0.0	2/12	16.7
Swaziland	n.a		0/1	0.0	0/1	0.0
Tanzania	0/2	0.0	0/3	0.0	0/4	0.0
Uganda	0/4	0.0	0/5	0.0	1/5	20.0
Zambia	0/2	0.0	1/2	50.0	0/1	0.0
Zimbabwe	1/4	25.0	1/4	25.0	0/5	0.0
Others						
Cyprus	NA		0/1	0.0	0/1	0.0
Fiji	NA		0/1	0.0	0/1	0.0
Guyana	0/1	0.0	0/1	0.0	0/1	0.0
Jamaica	1/1	100.0	2/3	66.7	1/1	100.0
Malta	0/1	0.0	0/1	0.0	0/1	0.0
Papua New Guinea	1/4	25.0	1/5	20.0	0/2	0.2
Commonwealth	96/511	18.8	79/531	14.9	64/395	16.2

Table B4: Senior Management Teams by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2007	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	23/126	18.3	42/210	20.0	72/224	32.1
Canada	19/74	25.7	76/237	32.1	65/196	33.2
New Zealand	1/12	8.3	5/24	20.8	16/57	28.1
United Kingdom	21/131	16.0	98/528	18.6	128/508	25.2
South Asia						
Bangladesh	0/4	0.0	3/29	10.3	3/42	7.1
India	3/21	14.3	23/192	12.0	21/229	9.2
Pakistan	0/2	0.0	5/38	13.2	3/61	4.9
Sri Lanka	NA		10/26	38.5	9/21	42.9
East Asia						
Brunei	NA		2/4	50.0	0/2	0.0
Hong Kong	0/5	0.0	2/27	7.4	1/21	4.8
Malaysia	0/8	0.0	5/32	15.6	5/38	13.2
Singapore	0/1	0.0	4/15	26.7	4/16	25.0
Africa						
Botswana	0/2	0.0	0/2	0.0	1/2	50.0
Cameroon	0/1	0.0	3/17	17.6	2/19	10.5
Ghana	0/4	0.0	3/17	17.6	3/22	13.6
Kenya	0/6	0.0	2/30	6.7	2/25	8.0
Lesotho	1/1	100.0	2/5	40.0	3/5	60.0
Malawi	NA		0/6	0.0	0/8	0.0
Mauritius	0/2	0.0	0/4	0.0	0/4	0.0
Mozambique	NA		2/2	100.0	2/2	100.0
Namibia	0/2	0.0	0/5	0.0	2/4	50.0
Nigeria	0/11	0.0	9/87	10.3	15/83	18.1
Sierra Leone	0/1	0.0	1/4	25.0	0/4	0.0
South Africa	2/14	13.3	8/49	16.3	16/61	26.2
Swaziland	0/1	0.0	1/3	33.3	1/3	33.3
Tanzania	0/1	0.0	2/4	50.0	1/15	6.7
Uganda	0/2	0.0	0/13	0.0	2/21	9.5
Zambia	0/2	0.0	1/5	20.0	0/7	0.0
Zimbabwe	0/2	0.0	1/4	25.0	4/14	28.6
Others						
Cyprus	0/1	0.0	0/1	0.0	1/2	50.0
Fiji	0/1	0.0	3/6	50.0	2/6	33.3
Guyana	0/1	0.0	2/4	50.0	1/4	25.0
Jamaica	NA		11/19	57.9	6/15	40.0
Malta	0/2	0.0	0/4	0.0	0/4	0.0
Papua New Guinea	1/5	20.0	3/11	27.3	0/7	0.0
Commonwealth	71/447	15.9	329/1664	19.8	391/1751	22.3

Table B5: Finance Officers/Bursars by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2007	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	7/39	17.9	5/41	12.2	3/33	9.1
Canada	8/44	18.2	9/45	20.0	13/29	44.8
New Zealand	0/6	0.0	0/6	0.0	1/8	12.5
United Kingdom	9/91	9.9	14/99	14.1	15/83	18.1
South Asia						
Bangladesh	0/10	0.0	0/11	0.0	0/11	0.0
India	3/57	5.3	2/67	2.9	7/78	9.0
Pakistan	0/9	0.0	0/15	0.0	0/14	0.0
Sri Lanka	3/9	33.3	3/10	30.0	3/8	37.5
East Asia						
Brunei	0/1	0.0	0/1	0.0	0/1	0.0
Hong Kong	0/6	0.0	0/4	0.0	0/3	0.0
Malaysia	0/5	0.0	0/4	0.0	1/6	16.7
Singapore	1/2	50.0	3/3	100.0	2/3	66.7
Africa						
Botswana	n.a		0/1	0.0	0/1	0.0
Cameroon	0/2	0.0	0/3	0.0	0/2	0.0
Ghana	1/5	20.0	1/4	25.0	1/6	16.7
Kenya	0/2	0.0	0/8	0.0	1/7	14.3
Lesotho	0/1	0.0	0/1	0.0	0/1	0.0
Malawi	NA		0/1	0.0	0/2	0.0
Mauritius	0/1	0.0	0/1	0.0	0/1	0.0
Mozambique	NA		1/1	100.0	1/1	100.0
Namibia	NA		0/1	0.0	0/1	0.0
Nigeria	1/17	5.9	3/16	18.8	3/20	15.0
Sierra Leone	0/1	0.0	0/1	0.0	0/1	0.0
South Africa	0/11	0.0	1/12	9.1	1/11	9.1
Swaziland	0/1	0.0	0/1	0.0	0/1	0.0
Tanzania	1/3	33.3	0/2	0.0	0/2	0.0
Uganda	0/3	0.0	0/3	0.0	0/4	0.0
Zambia	0/2	0.0	0/1	0.0	0/2	0.0
Zimbabwe	0/1	0.0	0/1	0.0	1/3	33.3
Others						
Cyprus	NA		1/1	100.0	1/1	100.0
Fiji	NA		0/1	0.0	0/1	0.0
Guyana	0/1	0.0	0/1	0.0	0/1	0.0
Jamaica	NA		1/4	25.0	0/2	0.0
Malta	0/1	0.0	0/1	0.0	0/1	0.0
Papua New Guinea	0/2	0.0	1/2	50.0	0/2	0.0
Commonwealth	34/337	10.1	45/374	12.0	54/351	15.4

Table B6: Deans by Region and Country, 1997, 2000, and 2006

Country	1997		2000		2007	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	31/215	14.4	38/245	15.5	48/204	23.5
Canada	45/254	17.7	55/200	19.0	38/221	17.2
New Zealand	7/39	17.9	5/49	10.2	9/46	19.6
United Kingdom	49/397	10.3	61/447	13.6	80/387	20.7
South Asia						
Bangladesh	2/43	4.7	2/48	4.2	4/54	5.6
India	61/344	17.7	78/376	20.7	94/478	19.7
Pakistan	4/27	14.8	7/48	14.6	4/47	8.5
Sri Lanka	6/33	18.2	9/50	18.0	4/41	8.9
East Asia						
Brunei	0/5	0.0	0/5	0.0	2/8	25.0
Hong Kong	4/34	11.8	4/26	15.4	2/22	9.1
Malaysia	6/46	13.0	12/73	16.4	16/95	16.8
Singapore	1/18	5.6	1/18	5.6	0/28	0.0
Africa						
Botswana	0	0.0	2/7	28.6	2/6	33.3
Cameroon	2/10	20.0	2/20	10.0	0/21	0.0
Ghana	2/28	7.1	3/29	10.3	4/29	13.8
Kenya	2/11	18.2	3/41	7.3	7/44	15.9
Lesotho	2/8	25.0	0/3	0.0	2/4	50.0
Malawi	3/9	33.3	2/14	14.3	3/16	18.8
Mauritius	0/5	0.0	1/5	20.0	2/5	40.0
Mozambique	NA		0/10	0.0	1/11	9.1
Namibia	2/2	100.0	1/7	14.3	1/7	14.3
Nigeria	6/112	5.4	10/155	6.5	16/219	7.3
Sierra Leone	1/9	11.9	0/3	0.0	0/2	0.0
South Africa	3/101	3.0	3/93	3.2	18/82	22.0
Swaziland	2/6	33.3	2/8	25.0	3/8	37.5
Tanzania	3/12	25.0	1/17	5.9	3/26	11.5
Uganda	0/4	0.0	4/21	19.0	5/31	16.1
Zambia	0/14	0.0	0/14	0.0	0/13	0.0
Zimbabwe	0/5	0.0	0/2	0.0	2/14	14.3
Others						
Cyprus	NA		0/4	0.0	0/6	0.0
Fiji	NA		1/5	20.0	2/5	40.0
Guyana	1/7	14.3	0/6	0.0	0/3	0.0
Jamaica	NA		1/6	16.7	3/5	60.0
Malta	0/10	0.0	0/10	0.0	0/10	0.0
Papua New Guinea	0/8	0.0	0/5	0.0	1/9	11.9
Commonwealth	245/1816	13.3	308/2160	14.3	375/2211	17.0

Table B7: Chief Librarians by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2007	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	16/33	48.5	16/33	48.5	13/25	52.0
Canada	19/39	48.7	23/42	54.8	13/26	50.0
New Zealand	3/6	40.0	2/4	50.0	4/5	80.0
United Kingdom	22/79	27.8	28/92	28.3	34/73	46.6
South Asia						
Bangladesh	2/8	25.0	2/9	22.2	2/9	22.2
India	10/45	22.2	13/56	23.2	14/58	24.1
Pakistan	3/7	42.9	5/13	38.5	3/11	27.3
Sri Lanka	4/8	50.0	6/10	60.0	4/8	50.0
East Asia						
Brunei	0/1	0.0	1/1	100.0	0/1	0.0
Hong Kong	4/6	66.7	1/3	33.3	1/3	33.3
Malaysia	5/6	83.3	6/7	85.7	3/6	50.0
Singapore	1/2	50.0	0/1	0.0	1/2	50.0
Africa						
Botswana	1/1	100.0	1/1	100.0	1/1	100.0
Cameroon	1/2	50.0	2/3	66.7	1/3	33.3
Ghana	1/5	20.0	1/5	20.0	2/6	33.3
Kenya	2/3	66.7	2/7	28.6	2/7	28.6
Lesotho	1/1	100.0	1/1	100.0	1/1	100.0
Malawi	0/1	0.0	0/1	0.0	0/1	0.0
Mauritius	0/1	0.0	0/1	0.0	1/2	50.0
Namibia	NA		0/1	0.0	1/1	100.0
Nigeria	3/15	20.0	5/18	27.8	4/22	18.2
Sierra Leone	1/1	100.0	1/1	100.0	1/1	100.0
South Africa	1/11	9.1	3/11	27.2	5/7	71.4
Swaziland	1/1	100.0	1/1	100.0	1/1	100.0
Tanzania	1/2	50.0	2/2	100.0	3/3	100.0
Uganda	0/2	0.0	0/3	0.0	2/3	66.7
Zambia	0/2	0.0	0/2	0.0	0/1	0.0
Zimbabwe	1/1	100.0	1/1	100.0	4/5	80.0
Others						
Cyprus	NA		0/1	0.0	0/1	0.0
Fiji	1/1	100.0	1/1	100.0	1/1	100.0
Guyana	1/1	100.0	1/1	100.0	1/1	100.0
Jamaica	2/3	66.7	2/2	100.0	2/2	100.0
Malta	0/1	0.0	0/1	0.0	0/1	0.0
Papua New Guinea	1/1	100.0	1/2	50.0	0/2	0.0
Commonwealth	108/296	36.4	126/339	37.2	125/301	41.5

Table B8: Personnel Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	14/40	35.0	12/33	36.4
Canada	17/41	41.5	13/27	48.1
New Zealand	2/5	40.0	5/7	71.4
United Kingdom	37/95	38.9	35/79	44.3
South Asia				
Bangladesh	0/5	0.0	0/5	0.0
India	2/27	7.4	2/23	8.7
Pakistan	0/9	0.0	0/7	0.0
Sri Lanka	4/13	30.8	3/8	37.5
East Asia				
Brunei	0/2	0.0	0/1	0.0
Hong Kong	2/4	50.0	2/3	66.7
Malaysia	1/4	25.0	1/5	20.0
Singapore	2/2	100.0	2/3	66.7
Africa				
Botswana	0/1	0.0	n.a.	
Cameroon	0/2	0.0	0/4	0.0
Ghana	0/4	0.0	0/4	0.0
Kenya	1/4	25.0	1/4	25.0
Lesotho	NA	0/1	0.0	
Malawi	1/2	50.0	0/2	0.0
Mauritius	0/1	0.0	1/1	100.0
Mozambique	0/1	0.0	0/1	0.0
Namibia	1/1	100.0	1/1	100.0
Nigeria	5/16	31.2	7/20	35.0
Sierra Leone	0/1	0.0	0/1	0.0
South Africa	2/12	16.7	4/8	50.0
Swaziland	0/1	0.0	0/1	0.0
Tanzania	0/2	0.0	0/2	0.0
Uganda	1/4	25.0	2/4	50.0
Zambia	0/1	0.0	0/1	0.0
Zimbabwe	1/1	100.0	2/2	100.0
Others				
Cyprus	1/1	100.0	0/1	0.0
Fiji	0/1	0.0	1/1	100.0
Guyana	1/1	100.0	1/1	100.0
Jamaica	5/5	100.0	5/6	83.3
Malta	0/1	0.0	n.a.	
Papua New Guinea	1/2	50.0	1/3	33.3
Commonwealth	101/310	32.6	101/270	37.4

Table B9: Heads of Computing Services by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	5/36	13.9	0/27	0.0
Canada	7/37	18.9	8/22	36.4
New Zealand	1/6	16.7	1/8	12.5
United Kingdom	20/97	20.6	17/76	22.4
South Asia				
Bangladesh	0/7	0.0	1/5	20.0
India	4/42	9.5	5/51	9.8
Pakistan	0/9	0.0	0/7	0.0
Sri Lanka	1/8	12.5	0/7	0.0
East Asia				
Brunei	0/1	0.0		NA
Hong Kong	0/4	0.0	0/3	0.0
Malaysia	0/5	0.0	0/4	0.0
Singapore	0/1	0.0	1/3	33.7
Africa				
Cameroon	1/2	50.0	0/2	0.0
Ghana	0/4	0.0	0/4	0.0
Kenya	1/6	16.7	0/3	0.0
Malawi	0/1	0.0	0/1	0.0
Mauritius	0/1	0.0	0/1	0.0
Mozambique	0/1	0.0	0/1	0.0
Namibia	NA		0/1	0.0
Nigeria	0/15	0.0	1/16	6.3
South Africa	1/12	8.3	2/9	22.2
Tanzania	0/1	0.0	0/2	0.0
Uganda	0/2	0.0	1/2	50.0
Zambia	0/2	0.0	0/2	0.0
Zimbabwe	NA		0/2	0.0
Others				
Cyprus	0/1	0.0	0/1	0.0
Fiji	0/1	0.0	0/1	0.0
Guyana	0/1	0.0	0/1	0.0
Jamaica	0/4	0.0	0/4	0.0
Malta	0/1	0.0	0/1	0.0
Papua New Guinea	0/2	0.0	0/2	0.0
Commonwealth	41/312	13.1	37/269	13.8

Table B10: Development/Fundraising Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	9/25	36.0	16/21	76.2
Canada	20/39	51.3	12/23	52.2
New Zealand	1/4	25.0	2/6	33.3
United Kingdom	21/60	35.0	20/41	48.8
South Asia				
Bangladesh	0/7	0.0	0/8	0.0
India	2/40	5.0	2/42	4.8
Pakistan	0/12	0.0	1/13	7.7
Sri Lanka	2/4	50.0	1/2	50.0
East Asia				
Hong Kong	2/4	50.0	2/3	66.7
Malaysia	1/4	25.0	1/5	20.0
Singapore	1/2	50.0	1/2	50.0
Africa				
Cameroon	0/1	0.0	0/2	0.0
Ghana	0/1	0.0	0/1	0.0
Kenya	2/4	50.0	1/4	25.0
Lesotho	0/1	0.0	NA	
Malawi	0/1	0.0	0/2	0.0
Mauritius	0/1	0.0	0/1	0.0
Namibia	NA		0/1	0.0
Nigeria	2/4	50.0	2/7	28.6
Sierra Leone	1/1	100.0	1/1	100.0
South Africa	2/10	20.0	1/5	20.0
Swaziland	0/1	0.0	0/1	0.0
Tanzania	0/2	0.0	0/2	0.0
Uganda	0/3	0.0	0/2	0.0
Zambia	NA		0/1	0.0
Zimbabwe	0/1	0.0	0/1	0.0
Others				
Cyprus	0/1	0.0	0/1	0.0
Fiji	0/1	0.0	NA	
Guyana	0/1	0.0	1/1	0.0
Malta	0/1	0.0	0/1	0.0
Papua New Guinea	0/2	0.0	0/1	0.0
Commonwealth	67/238	28.2	64/202	31.7

Table B11: Staff Development and Training Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	21/36	58.3	15/30	50.0
Canada	16/33	48.5	13/19	68.4
New Zealand	3/7	42.9	7/18	70.0
United Kingdom	50/87	57.5	28/67	56.7
South Asia				
Bangladesh	1/5	20.0	1/5	20.0
India	2/29	6.9	1/31	3.2
Pakistan	0/12	0.0	1/9	11.1
Sri Lanka	1/7	14.3	1/5	20.0
East Asia				
Hong Kong	3/4	75.0	1/3	33.3
Malaysia	2/3	66.7	2/6	33.3
Singapore	1/2	50.0	2/3	66.7
Africa				
Cameroon	NA		0/2	0.0
Ghana	1/4	25.0	1/4	25.0
Kenya	1/5	20.0	1/4	25.0
Lesotho	0/1	0.0	NA	
Malawi	1/2	50.0	0/2	50.0
Namibia	NA		1/1	100.0
Nigeria	5/12	41.7	8/18	44.4
Sierra Leone	0/1	0.0	0/1	0.0
South Africa	3/11	27.3	2/5	40.0
Swaziland	0/1	0.0	0/1	0.0
Tanzania	0/2	0.0	0/2	0.0
Uganda	1/4	25.0	1/4	25.0
Zambia	1/2	50.0	1/2	50.0
Zimbabwe	1/1	100.0	2/3	66.7
Others				
Cyprus	1/1	100.0	0/1	0.0
Fiji	1/1	100.0	0/1	0.0
Guyana	1/1	100.0	0/1	0.0
Malta	1/1	100.0	NA	
Papua New Guinea	0/3	0.0	0/2	0.0
Commonwealth	118/278	42.5	99/242	40.9

Table B12: Public Relations Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	12/32	37.5	19/32	59.4
Canada	16/30	53.3	11/24	45.8
New Zealand	1/4	25.0	5/7	71.4
United Kingdom	33/59	55.9	31/67	46.3
South Asia				
Bangladesh	0/6	0.0	0/8	0.0
India	2/20	10.0	4/41	9.8
Pakistan	1/8	12.5	1/9	11.1
Sri Lanka	1/4	25.0	1/3	33.3
East Asia				
Brunei	0/1	0.0	0/1	0.0
Hong Kong	0/3	0.0	1/2	50.0
Malaysia	1/4	25.0	3/6	50.0
Singapore	1/1	33.0	3/3	100.0
Africa				
Botswana	0/1	0.0	0/1	0.0
Cameroon	1/1	100.0	0/1	0.0
Ghana	0/4	0.0	0/3	0.0
Kenya	1/1	100.0	1/5	20.0
Malawi	0/1	0.0	1/2	50.0
Mauritius	1/1	100.0	1/1	100.0
Mozambique	1/1	100.0	1/1	100.0
Nigeria	2/10	20.0	3/19	15.8
Sierra Leone	NA		1/1	100.0
South Africa	4/6	66.7	2/4	50.0
Swaziland	0/1	0.0	0/1	0.0
Tanzania	0/2	0.0	0/3	0.0
Uganda	0/2	0.0	1/3	33.3
Zambia	0/1	0.0	0/2	0.0
Zimbabwe	1/1	100.0	2/4	50.0
Others				
Cyprus	0/1	0.0	0/1	0.0
Fiji	1/1	100.0	1/1	100.0
Guyana	1/1	100.0	NA	
Jamaica	3/5	60.0	2/4	50.0
Malta			1/1	100.0
Papua New Guinea	NA		0/1	0.0
Commonwealth	84/213	39.4	96/262	36.6

Table B13: International Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	12/38	31.6	11/30	36.7
Canada	19/39	48.7	7/23	30.4
New Zealand	2/5	40.0	1/8	12.5
United Kingdom	30/83	36.1	38/74	51.4
South Asia				
Bangladesh	0/3	0.0	0/3	0.0
India	0/20	0.0	1/23	4.3
Pakistan	1/10	10.0	1/10	10.0
Sri Lanka	2/3	66.7	2/2	100.0
East Asia				
Brunei	1/1	100.0	1/1	100.0
Hong Kong	1/2	50.0	1/2	50.0
Malaysia	3/6	50.0	4/6	66.7
Singapore	1/2	50.0	0/2	0.0
Africa				
Cameroon	0/3	0.0	0/3	0.0
Ghana	0/1	0.0	0/3	0.0
Kenya	0/1	0.0	NA	
Lesotho	1/1	100.0	1/1	100.0
Malawi	0/1	0.0	0/1	0.0
Mauritius	0/1	0.0	NA	
Namibia	NA		1/1	100.0
Nigeria	1/6	16.7	2/6	33.3
South Africa	4/10	40.0	4/7	57.1
Swaziland	0/1	0.0	0/1	0.0
Tanzania	1/1	100.0	NA	
Uganda	0/2	0.0	0/2	0.0
Zambia	NA		0/1	0.0
Zimbabwe	1/1	100.0	0/2	0.0
Others				
Cyprus	0/1	0.0	0/1	0.0
Fiji	1/2	50.0	NA	
Guyana	0/1	0.0	0/1	0.0
Jamaica	1/1	100.0	1/1	100.0
Malta	0/1	0.0	0/1	0.0
Papua New Guinea	0/1	0.0	0/1	0.0
Commonwealth	82/249	32.9	76/217	35.0

Table B 14: Equal Opportunity/Equity Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	29/33	87.9	23/30	76.7
Canada	12/17	70.6	12/13	92.3
New Zealand	4/6	66.7	5/7	71.4
United Kingdom	44/61	72.1	35/50	70.0
South Asia				
Bangladesh	1/1	100.0	1/1	100.0
India	0/9	0.0	0/8	0.0
Pakistan	1/3	33.3	1/2	50.0
Sri Lanka	0/1	0.0	1/1	100.0
East Asia				
Hong Kong	1/1	100.0	NA	
Africa				
Ghana	0/2	0.0	0/2	0.0
Nigeria	0/1	0.0	NA	
South Africa	2/6	33.3	1/4	25.0
Tanzania	0/1	0.0	0/1	0.0
Uganda	0/1	0.0	0/1	0.0
Zimbabwe	0/1	0.0	0/1	0.0
Commonwealth	94/144	65.3	79/121	65.3

Table B15: Quality Assurance/Accreditation Officers by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	8/29	27.6	6/23	26.1
Canada	3/9	33.3	1/6	16.7
New Zealand	0/5	0.0	4/5	80.0
United Kingdom	36/80	45.0	32/59	54.2
South Asia				
Bangladesh	0/1	0.0	0/1	0.0
India	0/13	0.0	0/17	0.0
Pakistan	0/5	0.0	0/3	0.0
Sri Lanka	1/2	50.0	1/1	100.0
East Asia				
Hong Kong	0/2	0.0	0/1	0.0
Malaysia	NA		0/1	0.0
Singapore	2/2	100.0	2/3	66.7
Africa				
Cameroon	0/1	0.0	0/2	0.0
Ghana	NA		0/1	0.0
Kenya	0/3	0.0	0/2	0.0
Malawi	NA		0/1	0.0
Mauritius	NA		0/1	0.0
Namibia	NA		0/1	0.0
Nigeria	3/8	37.5	3/8	37.5
South Africa	0/6	0.0	0/2	0.0
Swaziland	1/1	100.0	NA	
Tanzania	0/1	0.0	0/1	0.0
Uganda	0/1	0.0	0/1	0.0
Zimbabwe	1/1	100.0	1/1	100.0
Others				
Cyprus	0/1	0.0	0/1	0.0
Jamaica	1/2	50.0	2/2	100.0
Malta	0/1	0.0	0/1	0.0
Commonwealth	56/174	32.2	52/146	35.6

Table B16: Strategic Planners by Region and Country, 2000 and 2006

Country	2000		2006	
	W/Total	%	W/Total	%
Developed				
Australia	3/10	30.0	1/14	7.1
Canada	0/2	0.0	0/2	0.0
New Zealand	1/3	33.3	2/4	50.0
United Kingdom	6/24	25.0	12/28	42.9
South Asia				
India	0/2	0.0	0/2	0.0
Pakistan	0/2	0.0	0/2	0.0
East Asia				
Hong Kong	0/2	0.0	0/1	0.0
Singapore	NA		0/2	0.0
Africa				
Cameroon	1/1	100.0	1/1	100.0
Ghana	0/2	0.0	0/2	0.0
Kenya	0/1	0.0	0/1	0.0
Mozambique	0/1	0.0	1/1	100.0
Namibia	0/1	0.0	0/1	0.0
Nigeria	0/1	0.0	0/6	0.0
South Africa	1/5	20.0	0/1	0.0
Tanzania	NA		0/1	0.0
Uganda	NA		0/1	0.0
Zambia	NA		0/1	0.0
Others				
Guyana	NA		1/1	100.0
Jamaica	0/1	0.0	1/1	100.0
Malta	0/1	0.0		
Papua New Guinea	0/1	0.0	0/1	0.0
Commonwealth	12/61	19.7	19/71	26.8

Table B17: Professors by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2007	
Developed	W/Total	%	W/Total	%	W/Total	%
Australia	166/1758	9.4	286/2631	10.9	271/3680	15.5
Canada	710/6076	11.8	1510/10841	14.5	1674/9293	18.0
New Zealand	24/253	9.5	55/471	11.7	114/811	14.1
United Kingdom	333/3875	8.6	986/8842	11.2	1796/13398	13.4
South Asia						
Bangladesh	84/806	10.4	129/1322	9.8	218/1776	12.3
India	274/2615	10.5	769/4273	18.0	1190/6340	18.8
Pakistan	10/117	8.5	78/339	23.0	116/588	19.7
Sri Lanka	17/139	12.2	29/135	21.5	46/188	24.5
East Asia						
Brunei	0/4	0.0	0/8	0.0	0/3	0.0
Hong Kong	27/370	7.3	53/429	12.4	79/623	12.7
Malaysia	28/292	9.6	77/379	16.9	145/687	21.1
Singapore	0/18	0.0	11/167	6.6	21/351	6.0
Africa						
Botswana	NA		3/37	9.8	5/39	12.8
Cameroon	NA		1/29	3.4	1/44	2.3
Ghana	1/10	10.0	6/59	10.2	6/106	5.7
Kenya	0/9	0.0	5/122	4.1	9/135	6.7
Lesotho	0/10	0.0	0/9	0.0	1/63	1.6
Malawi	NA		3/24	12.5	1/29	3.4
Mauritius	0/4	0.0	0/3	0.0	1/9	11.1
Mozambique	NA	n.a.	0/5	0.0		
Namibia	NA		1/2	50.0	3/28	10.7
Nigeria	40/802	5.0	90/1235	7.3	144/1761	8.2
Sierra Leone	0/3	0.0	0/4	0.0	0/1	0.0
South Africa	73/197	8.0	174/1504	11.6	232/1651	14.1
Swaziland	0/8	0.0	0/9	0.0	0/10	0.0
Tanzania	5/58	8.6	5/58	8.6	6/74	8.1
Uganda	2/12	16.7	6/50	12.0	4/49	8.2
Zambia	2/24	8.3	1/22	4.5	1/20	5.0
Zimbabwe	0/4	0.0	0/7	0.0	3/40	7.5
Others						
Cyprus	1/15	6.7	1/15	6.7	0/32	0.0
Fiji	NA		1/21	4.8	1/20	5.0
Guyana	NA		3/6	50.0	1/7	14.3
Jamaica	0/1	0.0	5/46	10.9	5/9	55.6
Malta	1/48	2.1	1/46	2.2	1/63	1.6
Papua New Guinea	1/17	5.9	0/19	0.0	0/18	0.0
Commonwealth	1814/18357	9.9	4349/33241	13.1	6394/41896	15.3

Table B18: Associate Professors/Readers/Principal Lecturers/Senior Lecturers by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2007	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	1536/6855	22.4	1942/7118	27.3	2616/8322	31.4
Canada	2550/8337	30.6	NA		1996/5972	33.4
New Zealand	224/1200	18.7	465/1762	26.4	1230/3481	35.3
United Kingdom	3255/12957	25.1	5228/18962	27.6	6331/19959	31.7
South Asia						
Bangladesh	196/928	21.1	NA		356/1864	19.1
India	815/4393	18.6	1354/4397	30.8	2185/7757	28.2
Pakistan	61/514	11.9	NA		403/1820	22.1
Sri Lanka	257/850	30.2	336/964	34.9	409/1088	37.6
East Asia						
Brunei	6/51	11.8	14/81	17.3	16/90	17.8
Hong Kong	415/2063	20.1	10/66	15.2	25/174	14.4
Malaysia	181/872	20.8	NA		538/1725	31.2
Singapore	81/517	15.7	34/174	19.5	311/1883	16.5
Africa						
Botswana	NA		33/138	23.9	34/184	18.5
Cameroon	NA		3/50	6.0	23/241	9.5
Ghana	17/236	7.2	50/367	13.6	80/554	14.4
Kenya	8/75	10.7	60/501	12.0	109/734	14.9
Lesotho	10/72	13.9	8/46	17.4	12/47	25.5
Malawi	NA		11/65	16.9	25/144	17.4
Mauritius	11/58	20.0	10/52	19.2	37/112	33.0
Mozambique	NA.	NA	25/80	31.2		
Namibia	NA		8/8	100.0	23/70	32.9
Nigeria	200/1657	12.1	397/2308	17.2	552/3372	16.4
Sierra Leone	3/16	18.7	5/15	33.3	NA	
South Africa	387/1777	21.8	667/1999	33.4	1002/2776	36.1
Swaziland	4/41	9.8	3/27	11.1	17/61	27.9
Tanzania	27/267	10.1	21/198	10.6	32/284	11.3
Uganda	4/28	14.3	30/147	20.4	35/198	11.7
Zambia	12/74	16.2	9/53	17.0	6/43	14.0
Zimbabwe	NA		7/11	63.6	18/130	13.8
Others						
Cyprus	8/80	10.0	NA		27/123	22.0
Fiji	NA		9/53	17.0	11/71	15.5
Guyana	NA		4/24	16.7	1/9	11.9
Jamaica	32/55	58.2	48/134	35.8	31/55	56.4
Malta	6/115	5.2	11/131	8.4	37/209	17.7
Papua New Guinea	4/58	6.9	2/56	3.6	1/82	1.2
Commonwealth	10356/44458	23.3	10779/39907	27.0	18554/63714	29.1

Table B19: Heads and Directors by Region and Country, 1997, 2000 and 2006

Country	1997		2000		2007	
	W/Total	%	W/Total	%	W/Total	%
Developed						
Australia	166/895	18.5	428/2304	18.6	493/1989	24.8
Canada	189/1192	15.9	419/1968	21.3	373/1533	24.3
New Zealand	36/232	15.5	58/367	15.8	135/531	25.4
United Kingdom	251/1834	13.7	609/3775	16.1	681/3422	19.9
South Asia						
Bangladesh	9/136	6.6	15/236	6.4	35/324	10.8
India	199/1083	18.4	433/2003	21.6	585/2495	23.4
Pakistan	18/93	19.4	53/241	22.0	61/292	20.9
Sri Lanka	44/202	21.8	74/293	25.3	86/259	33.2
East Asia						
Brunei	3/16	18.8	8/29	27.6	10/30	33.3
Hong Kong	25/221	11.3	31/222	14.0	26/227	11.5
Malaysia	36/200	18.0	65/292	22.3	95/333	28.5
Singapore	12/58	20.7	20/144	13.9	19/197	9.6
Africa						
Botswana	NA		4/38	10.5	4/36	11.1
Cameroon	NA		9/68	13.2	8/76	10.5
Ghana	5/110	4.5	17/177	9.6	28/223	12.6
Kenya	3/26	11.5	38/258	14.7	36/214	16.8
Lesotho	9/35	25.7	5/27	18.5	11/25	44.0
Malawi	NA		10/63	15.9	16/84	19.0
Mauritius	1/16	16.3	4/17	23.5	8/28	28.6
Mozambique	NA		1/6	16.7	0/6	0.0
Namibia	NA		8/11	72.7	14/46	30.4
Nigeria	64/627	10.2	94/829	11.3	137/1038	13.2
Sierra Leone	2/19	10.5	6/30	20.0	2/12	16.7
South Africa	93/660	14.1	172/1070	16.1	204/793	25.7
Swaziland	5/27	18.5	11/31	35.5	16/42	38.1
Tanzania	9/82	11.0	18/85	21.2	15/95	15.8
Uganda	6/23	26.1	22/97	22.7	19/124	15.3
Zambia	8/57	14.0	6/52	11.5	5/56	8.1
Zimbabwe	1/12	8.3	3/13	23.1	15/98	15.3
Others						
Cyprus	1/12	8.3	1/12	8.3	2/20	10.0
Fiji	NA		10/43	23.3	7/45	15.6
Guyana	NA		5/23	21.7	0/4	0.0
Jamaica	6/9	66.7	15/54	27.8	13/20	65.0
Malta	6/86	7.0	11/95	11.6	15/112	13.4
Papua New Guinea	6/35	17.1	3/46	6.5	6/53	11.3
Commonwealth	1234/8123	15.2	2686/15017	17.9	3180/14882	21.4



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