

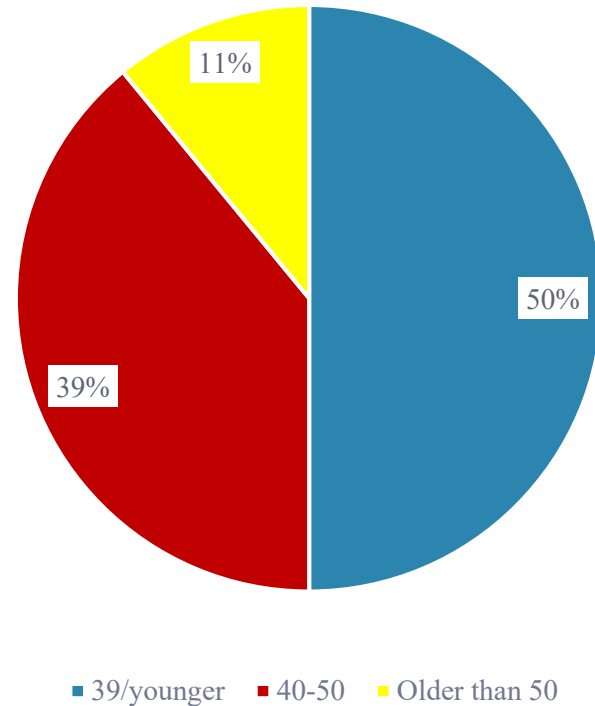


**Female early-career
academics in Africa**

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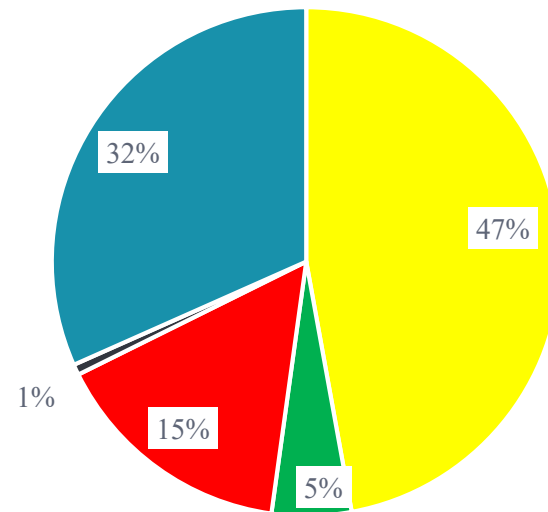
Profile of female ECAs in Africa: chronological age

- Ranges from 27 to 68 years, with a mean age of 40 years.



Profile of female ECAs in Africa: nationality

- Nationalities span across 25 countries.
- Work or reside in the 25 African countries that are the same as their countries of nationality.



■ Southern Africa ■ East Africa ■ West Africa ■ Central Africa ■ North Africa

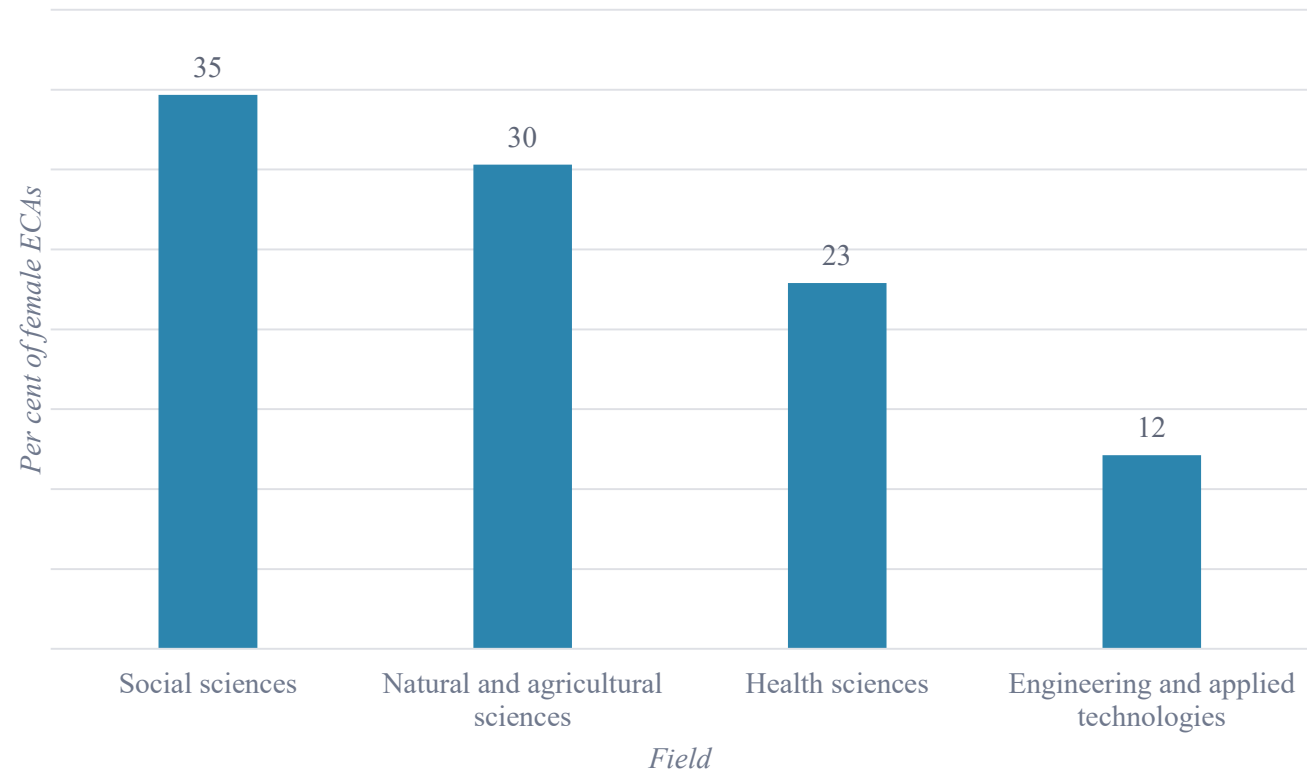
Profile of female ECAs in Africa: dependents

- Female ECAs that have children or dependents have **two on average**.
- More than half do not have children or dependents aged zero to five.
- More than half have either children or dependents aged six to 18, or dependents aged 19 or older, including elderly dependents.

Profile of female ECAs in Africa: care work and general housework

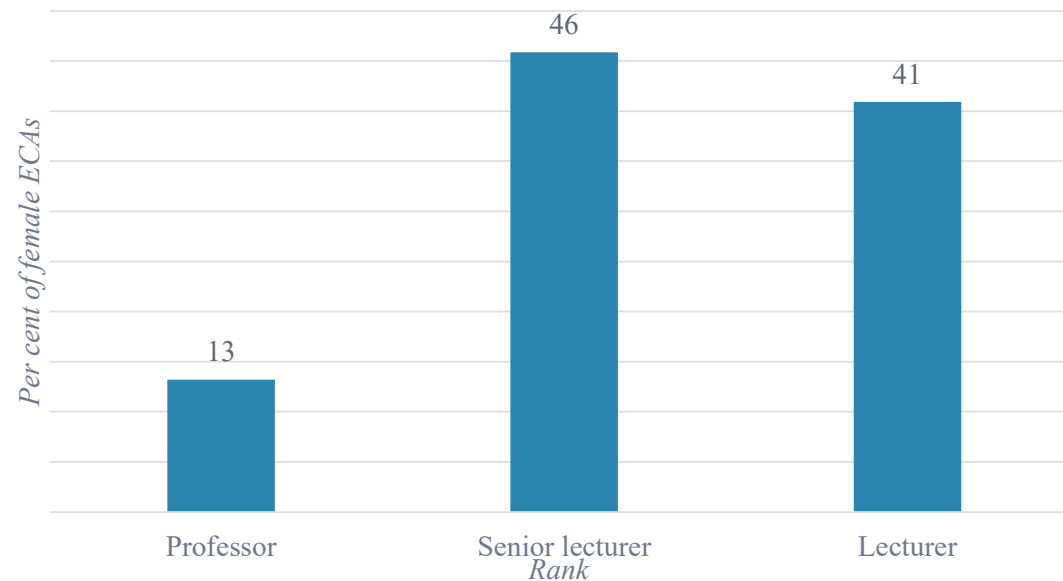
- Even though they have few dependents, **female ECAs** undertake a significant amount of **more than half (59%)** in their family, relationship or household.
- **Partners** undertake only **23%**.
- **Other individuals** (for example, extended family or paid service) undertake **28%**.

Profile of female ECAs in Africa: specialisation



Profile of female ECAs in Africa: employment

- Predominantly (90%) employed on a permanent basis.
- Rank:



Profile of female ECAs in Africa: research output

On average, female ECAs produced:

- 5,8 articles in peer-reviewed academic journals
- 0,3 books,
- 1,1 book chapters
- 3,3 conference-proceedings papers
- 5,0 conference presentations

Profile of female ECAs in Africa: research funding

- Half had not received such funding.
- Of the 50% that had received research funding:
 - close to half were the primary recipient or grant holder of the funding
 - a quarter were not the primary recipient or grant holder of the funding
 - the rest indicated that they were both

Profile of female ECAs in Africa: lack of research funding

Personal reasons:

- unfamiliarity with fundraising
- lack of proposal writing skills
- lack of time to review research funding opportunities

Grant eligibility criteria:

- chronological age
- nationality
- race
- level of academic qualification
- career stage
- employment status
- research track record.

Profile of female ECAs in Africa: lack of research funding

Grant administrative processes:

- bureaucracy at HEIs and other external funders
- misalignment of processes between the funder and the grantees HEIs
- grant conditions that allow expenditure only on specific research items

Other reasons:

- lack of seed grants
- prioritisation of research funding for teaching-related needs by HEIs
- lack of understanding by HEIs administrative personnel of the research needs of certain disciplines
- number of grants available

Profile of female ECAs in Africa: international mobility

- Majority had never studied or worked abroad.
- Of those who had been mobile, 84% rated international mobility as at least very important, or even essential, for their career development.

Profile of female ECAs in Africa: collaboration

- Female ECAs were most likely to have collaborated intra-institutionally.
- Less likely to have collaborated internationally and inter-institutionally.
- Very rarely engaged in inter-African collaboration, which is not surprising considering that most of them had never studied or worked abroad.

Career challenges

1. Balancing work and family demands-82%

**Those in the social sciences were most likely to perceive that this challenge had a negative impact on their career, while those in the engineering and applied technologies were least likely to do so.*

2. Lack of research funding-79%

**Those in the health sciences were most likely to perceive that this challenge had a negative impact on their career, while those in the social sciences were least likely to do so.*

**Close to two-thirds of female ECAs reported that they on average, spend only 8% of their working time on raising funds or grants for research.*

Career challenges

3. Lack of mentoring-75%

** Those in the engineering and applied technologies were most likely to perceive that this challenge had a negative impact on their career, while those in the health sciences were least likely to do so.*

Individual-level reasons:

- lack of knowledge on how to identify potential mentors
- preference for a mentor who was not their superior at their HEI
- specialisation in a niche research field where mentors are rare

Institutional-level reasons:

- lack of initiative taken by HEIs to provide mentors to ECAs
- understaffing at HEIs, such that no mentors were available, or the few that were, were overcommitted
- high turnover of senior academics at HEIs, which leads to the loss of (potential) mentors

Contexts where mentors were available:

- assumption among senior academics that ECAs with doctorates do not require mentoring
- senior academics' lack of time to provide mentoring, because they were focused on their individual academic responsibilities and the furthering of their own careers.

Mentoring of female ECAs

Received mentoring:

- attaining a position/job
- introduction to research networks
- presentation of research results
- scientific writing
- research methodology

Did not receive mentoring:

- fundraising
- making career decisions

Mentoring and academic career outcomes

Relationship exists between:

- receiving mentoring in fundraising and receipt of research funding.
- receipt of mentoring in introduction to research networks and research output (production of scholarly articles).
- receipt of mentoring in the form of introduction to research networks, and frequency of intra-institutional and national collaboration.

Let's talk and collaborate!

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*thank
you*