

**PANEL DISCUSSION: THE
GLASS CEILING IN ACADEMIA?**

**PRESENTED ON DAY 1 OF THE WOMEN'S
LEADERSHIP SEMINAR BY:**

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ASSAf report (2010):

- In 2007 SA produced 1274 PhD graduates or 26 per million of population
 - (Decreased to 1182 in 2008)
 - Compared to:
 - Australia: 264 per million
 - Portugal: 569 per million
 - (Brazil: 42 per million)
- Thus a critical need to increase the number of postgraduate students;

- Ramani and Malema (Mail & Guardian, 12-19 April 2012, p. 41) cite a CHE (2007) report:
 - More female than male postgraduate students, but only 42% of PhD graduates are women;
 - Women publish between 14-37% of papers;
 - Only a third of NRF-rated researchers are women;
 - 43% of permanent academic staff at universities are women, but only 24% are at the Professor/ Associate Professor level;
 - Only 40% of Senior Lecturers are women

- Recent National Development Plan (2011):
 - “Increase the numbers of African and woman postgraduates, especially PhDs, to improve research and innovation capacity. This will help to accelerate the transformation of South Africa’s scientific and academic communities to better reflect the population”
 - “Produce more than 100 doctoral graduates per million per year by 2030”
 - “Increase the percentage of PhD qualified staff within the higher education sector from the current 34 percent level to over 75 percent over 20 years”

- National Research Foundation's mission statement (Vision 2015 document):
“To contribute to the knowledge economy in South Africa by attaining at least 1% of global research and development (R&D) output by 2015”

- Long-term target is to increase the number of PhD graduates from 1200 in 2005 to 6000 by 2025 (SA PhD Project)
 - **BUT:** “ ‘The number of students enrolling for research Master’s degrees has declined steadily since 2004, as did the number of graduates since 2005’. As the pool of potential doctoral candidates decreases, it will take a special effort to produce 6000 graduates per year.” (CHE, 2009 cited in SA PhD Project Partnership Guide)

THANK YOU VERY MUCH FOR YOUR TIME!

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