

**METADATA FOR OTHER POLICY RELEVANT INDICATORS: CLASSROOM TEACHERS AND ACADEMIC STAFF,
BY SEX**

Number of classroom teachers and academic staff

This metadata file serves to calculate the Continental Education Strategy for Africa (CESA) indicator for reporting below:

CESA-UIS indicator mapping		
CESA Strategic Objective (SO)	CESA indicator	CESA indicators for reporting as per the agreement between UNESCO Institute for Statistics and the African Union
SO 5	5.2 Percentage of Female Teachers	5.2 Percentage of female teachers by teaching level of education ¹

Definition

Count of personnel employed whose primary assignments are instruction and/or research. At the tertiary level, this includes personnel who hold an academic rank with such titles as professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. Personnel with other titles (e.g., dean, director, associate dean, assistant dean, chair or head of department) are also included if their principal activity is instruction or research.

Purpose

The number of teachers or academic staff (tertiary) informs about the volume, composition, and allocation of human resources in education institutions in a country. A higher number is expected to enhance the learning environment through instruction, applied research, scholarly activity, and service in support to national education policies.

Calculation method

$T_{n,t}$ = Number of teachers at level n of education in year t

¹ Please see “Percentage of female teachers” on page 3.

Where:

n = 01 (early childhood educational development), 02 (pre-primary), 1 (primary), 2 (lower secondary), 3 (upper secondary), 23 (secondary), 4 (post-secondary non-tertiary), 5 (short-cycle tertiary education), 6t8 (bachelor's or equivalent, master's or equivalent, and doctoral or equivalent), and 5t8 (tertiary)

Interpretation

The number of teachers assesses the size of the teaching workforce by level of education in each country.

Type of data source

Administrative data.

Disaggregation

By sex and level of education.

Data required

Total number of teachers at each level of education in a given academic year.

Data sources

Administrative data from educational institutions (school census) or teachers' records.

Quality assurance

This indicator should be based on reliable data on teaching staff at each level of education and from all types of educational institutions in the country (public and private).

When calculating this indicator, one should consider the existence of part-time/multi-grade/multi-level or double shift teaching, as well as other practices that may affect the precision of this indicator. When feasible, the number of part-time teachers should be converted to 'full-time equivalent' numbers of teachers before use in the indicator calculation. A double-shift teacher should be counted twice, etc.

The UIS sets standards and maintains the global database used to produce this indicator.

Limitations and comments

The precision of this indicators can be subject to the enumeration method, e.g., headcount or 'full-time equivalent' count of teachers.

Percentage of female teachers

Definition

The number of female teachers at a given level of education expressed as a percentage of the total number of teachers (male and female) at the same level in a given academic year.

Purpose

To show the gender composition of the teaching force. The indicator also helps in assessing the need for opportunities and/or incentives to encourage women to participate in teaching activities at a given level of education.

Calculation method

Total number of female teachers at a given level of education in a given academic year expressed as percentage of total number of teachers (male and female) at the same level in that academic year.

$$PFT_{n,t} = \frac{FT_{n,t}}{T_{n,t}}$$

where:

$PFT_{n,t}$ = percentage of female teachers at level n of education in year t

$FT_{n,t}$ = female teachers at level n of education in year t

$T_{n,t}$ = total teachers at level n of education in year t

n = 02 (pre-primary), 1 (primary), 2 (lower secondary), 3 (upper secondary), 23 (secondary), 4 (post-secondary non-tertiary), and 5t8 (tertiary)

Interpretation

Values approaching 50% indicates gender parity in the composition of the teaching workforce. Values greater than 50% denotes more opportunities and/or preference for women to participate in teaching activities at a specific level, grade or programme of education.

Type of data source

Administrative data.

Disaggregation

By level of education.

Data required

Number of teachers at each level of education by sex and total number of teachers at each level in a given academic year.

Data sources

Administrative data from educational institutions (school census) or teachers' records.

Quality assurance

This indicator should be based on reliable data on teaching staff by sex at each level of education and from all types of educational institutions in the country (public and private). When calculating this indicator, care should be exercised to ensure that the number of female teachers and the total number of teachers correspond to the same type of institution.

When calculating this indicator, one should also consider the existence of part-time teaching. When feasible, the number of part-time teachers should be converted to 'full-time equivalent' numbers of teachers before use in the indicator calculation.

The UIS sets standards and maintains the global database used to produce this indicator.

Limitations and comments

This indicator measures the level of gender representation in the teaching profession rather than the effectiveness and quality of teaching.