



University of Sussex  
Centre for Higher Education  
& Equity Research

## Widening Participation in Higher Education in Ghana and Tanzania: Developing an Equity Scorecard

An ESRC/DfID Poverty Reduction Programme funded Research Project

### Equity Scorecards on Access to Higher Education Ghanaian Private University



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## **Glossary of terms used in the Equity Scorecards:**

### **Level:**

Level refers to the year of study. For example, Level 100 means the first year of the programme, Level 200 the second year.

### **Low SES students:**

Ghana: Student who attended a senior secondary school classified as ‘deprived’ or ‘very deprived’ by the Amedahe Committee at the university of Cape Coast. Schools classified as ‘deprived’ are not well established and have poor or no infrastructural facilities. They have poor libraries and ill equipped or no laboratories. Their teaching staffs are non-qualified and their general staffing is inadequate. They don’t have a well established academic culture.

Tanzania: Student who attended a government or community junior secondary school located in one of the 53 districts where the proportion of households living below the national poverty line is higher than the national average.

### **Mature Students:**

Student aged 30 years or over on admission to university.

### **Reasons for rejection:**

#### **Below the cut-off point (BC):**

Female or male applicants who met the general academic requirement to enter university but were rejected because the score on their senior secondary school (SSS) certificate did not meet the cut-off point (minimum score to enter a programme) assigned by the university to the particular programme.

#### **Not Meeting Criteria (NMC)**

Female or male applicants rejected because they did not meet the criteria to enter the university. These criteria may be academic or financial (not being able to afford the fees).

### **Diversified routes:**

#### **Direct**

Entry to programme based on senior secondary school certificate.

#### **Equivalent**

Entry to programme based on other qualifications than SSS certificates (e.g. ‘O’ levels, technical colleges, etc) or the successful completion of pre-entry programmes or examinations.

#### **Mature**

Entry to programme based on mature entry examinations.

### **Gender Index:**

Percentage of women on the selected group (low SES students or mature students) divided by the percentage of women on the programme.

### **Poverty Index:**

Percentage of low SES students on the selected group (women or mature students) divided by the percentage of low SES students on the programme.

## ESC SET 1: Applications and Admission to Four Programmes in 2007/2008 Disaggregated by Gender

### ESC 1.2 Applications and Admission to Four Programmes at a Ghanaian Private University in 2007/2008 Disaggregated by Gender

Programme	Number of Applicants			%of Women Applicants	Reason for rejection				% of Applicants Accepted		
	Total	Men	Women		Women		Men		All	Women	Men
					BC <sup>1</sup>	NMC <sup>2</sup>	BC <sup>1</sup>	NMC <sup>2</sup>			
B.Sc. Economics	391	267	124	31.71	52.73	47.27	49.58	50.42	11.51	11.29	11.61
B.Sc. Human Resources Management	1575	567	1,008	64	46.53	53.47	52.27	47.73	14.41	14.29	14.64
B.Sc. Agri-Business Management	102	81	21	20.59	50.00	50.00	52.94	47.06	13.73	4.76	16.05
B.Sc. Accountancy	1050	620	430	40.95	35.47	64.53	33.72	66.28	15.25	12.79	16.96

1. BC: Percentage of women or men applicants rejected because they did not meet the cut-off point assigned by the university to the particular program applied.

2. NMC: Percentage of women or men applicants rejected because they did not meet the criteria to enter the university.

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## ESC SET 2: Access to Four Programmes According to Age, Gender and Socio Economic Status

ESC 2.2 Access to Level 100 on Four Programmes at a Private University in Ghana According to Age, Gender and Socio Economic Status in 2007/2008

Programme	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>B.Sc. Economics</b>	61.04	38.96	0.00	0.00	0.00	3.90	3.90	0.00	0.00	0.00	0.00
<b>B.Sc. Human Resources Management</b>	36.56	63.44	4.41	0.44	3.96	10.13	2.64	7.49	1.32	0.44	0.88
<b>B.Sc. Agri-Business Management</b>	92.86	7.14	0.00	0.00	0.00	28.57	28.57	0.00	0.00	0.00	0.00
<b>B.Sc. Accountancy</b>	65.63	34.38	6.88	2.50	4.37	8.75	5.62	3.13	0.00	0.00	0.00

**ESC 2.4 Access to Level 200 on Four Programmes at a Private University in Ghana According to Age, Gender and Soc io Economic Status in 2007/2008**

Programme	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>B.Sc. Economics</b>	58.62	41.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>B.Sc. Human Resources Management</b>	27.04	72.96	1.79	0.51	1.28	14.29	3.32	10.97	0.00	0.00	0.00
<b>B.Sc. Agri-Business Management</b>	94.44	5.56	0.00	0.00	0.00	27.78	27.78	0.00	0.00	0.00	0.00
<b>B.Sc. Accountancy</b>	57.82	42.18	2.38	0.68	1.70	0.00	0.00	0.00	0.00	0.00	0.00



**ESC 2.6 Access to Level 300 on Four Programmes at a Private University in Ghana According to Age, Gender and Socio Economic Status in 2007/2008**

Programme	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>B.Sc. Economics</b>	70.83	29.17	4.17	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00
<b>B.Sc. Human Resources Management</b>	31.85	68.15	3.08	0.00	3.08	0.68	0.00	0.68	0.34	0.00	0.34
<b>B.Sc. Agri-Business Management</b>	94.44	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>B.Sc. Accountancy</b>	55.56	44.44	3.03	0.51	2.53	0.00	0.00	0.00	0.00	0.00	0.00

**ESC 2.8 Access to Level 400 on Four Programmes at a Private University in Ghana According to Age, Gender and Socio Economic S tatus in 2007/2008**

Programme	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>B.Sc. Economics</b>	83.33	16.67	4.17	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00
<b>B.Sc. Human Resources Management</b>	29.52	70.48	0.88	0.44	0.44	4.41	0.88	3.52	0.00	0.00	0.00
<b>B.Sc. Agri-Business Management</b>	72.73	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>B.Sc. Accountancy</b>	57.76	42.24	0.62	0.62	0.00	3.11	2.48	0.62	0.00	0.00	0.00

### ESC SET 3: Access to Different Programmes According to Age, Gender and Socio Economic Status by Levels in 2007/2008

#### ESC 3.5 Access to B. Sc Economics According to Age, Gender and Socio Economic Status at a Private University in Ghana by Levels in 2007/2008

B. Sc Economics	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
Level 100	61.04	38.96	0.00	0.00	0.00	3.90	3.90	0.00	0.00	0.00	0.00
Level 200	58.62	41.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Level 300	70.83	29.17	4.17	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Level 400	83.33	16.67	4.17	0.00	4.17	0.00	0.00	0.00	0.00	0.00	0.00

**ESC 3.6 Access to B. Sc Administration (Human Resources Management) According to Age, Gender and Socio Economic Status at a Private University in Ghana by Levels in 2007/2008**

B. Sc Admin Human Resources Management	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
Level 100	36.56	63.44	4.41	0.44	3.96	10.13	2.64	7.49	1.32	0.44	0.88
Level 200	27.04	72.96	1.79	0.51	1.28	14.29	3.32	10.97	0.00	0.00	0.00
Level 300	31.85	68.15	3.08	0.00	3.08	0.68	0.00	0.68	0.34	0.00	0.34
Level 400	29.52	70.48	0.88	0.44	0.44	4.41	0.88	3.52	0.00	0.00	0.00

**ESC 3.7 Access to B. Sc Agri-Business Management According to Age, Gender and Socio Economic Status at a Private University in Ghana by Levels in 2007/2008**

B. Sc Agri-Business Management	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
Level 100	92.86	7.14	0.00	0.00	0.00	28.57	28.57	0.00	0.00	0.00	0.00
Level 200	94.44	5.56	0.00	0.00	0.00	27.78	27.78	0.00	0.00	0.00	0.00
Level 300	94.44	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Level 400	72.73	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**ESC 3.8 Access to B. Sc Administration (Accountancy) According to Age, Gender and Socio Economic Status at a Private University in Ghana by Levels in 2007/2008**

B. Sc Admin Accountancy	% of Students on the Programme										
	Men	Women	Low SES			Age 30 or over			Mature and Low SES		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
Level 100	65.63	34.38	6.88	2.50	4.37	8.75	5.62	3.13	0.00	0.00	0.00
Level 200	57.82	42.18	2.38	0.68	1.70	0.00	0.00	0.00	0.00	0.00	0.00
Level 300	55.56	44.44	3.03	0.51	2.53	0.00	0.00	0.00	0.00	0.00	0.00
Level400	57.76	42.24	0.62	0.62	0.00	3.11	2.48	0.62	0.00	0.00	0.00

## ESC SET 4: Access amongst Women, Students from Low SES and Mature Students on 4 Programmes in 2007/2008

### ESC 4.2 Access amongst Women, Students from Low SES and Mature Students on 4 Programmes at Level 100 of a Ghanaian Private University in 2007/2008

Programme	Male Students		Female Students		Students from Low SES			Mature Students		
	% Age 30 or over	% Low SES	% Age 30 or over	% Low SES	% Male	% Women	% Age 30 or over	% Male	% Women	% Low SES
<b>B.Sc. Economics</b>	6.38	0.00	0.00	0.00	--	--	--	100	0.00	0.00
<b>B.Sc. Human Resources Management</b>	7.23	1.20	11.81	6.25	10.00	90.00	30.00	26.09	73.91	13.04
<b>B.Sc. Agri-Business Management</b>	30.77	0.00	0.00	0.00	--	--	--	100	0.00	0.00
<b>B.Sc. Accountancy</b>	8.57	3.81	9.09	12.73	36.36	63.64	0.00	64.29	35.71	0.00

**ESC 4.4 Access amongst Women, Students from Low SES and Mature Students on 4 Programmes at Level 200 of a Ghanaian Private University in 2007/2008**

Programme	Male Students		Female Students		Students from Low SES			Mature Students		
	% Age 30 or over	% Low SES	% Age 30 or over	% Low SES	% Male	% Women	% Age 30 or over	% Male	% Women	% Low SES
<b>B.Sc. Economics</b>	0.00	0.00	0.00	0.00	--	--	--	--	--	--
<b>B.Sc. Human Resources Management</b>	12.26	1.89	15.03	1.75	28.57	71.43	0.00	23.21	76.79	0.00
<b>B.Sc. Agri-Business Management</b>	29.41	0.00	0.00	0.00	--	--	--	100	0.00	0.00
<b>B.Sc. Accountancy</b>	0.00	1.18	0.00	4.03	28.57	71.43	0.00	--	--	--



**ESC 4.6 Access amongst Women, Students from Low SES and Mature Students on 4 Programmes at Level 300 of a Ghanaian Private University in 2007/2008**

Programme	Male Students		Female Students		Students from Low SES			Mature Students		
	% Age 30 or over	% Low SES	% Age 30 or over	% Low SES	% Male	% Women	% Age 30 or over	% Male	% Women	% Low SES
B.Sc. Economics	0.00	0.00	0.00	14.29	0.00	100.00	0.00	--	--	--
B.Sc. Human Resources Management	0.00	0.00	1.01	4.52	0.00	100.00	11.11	0.00	100.00	50.00
B.Sc. Agri-Business Management	0.00	0.00	0.00	0.00	--	--	--	--	--	--
B.Sc. Accountancy	0.00	0.91	0.00	5.68	16.67	83.33	0.00	--	--	--

**ESC 4.8 Access amongst Women, Students from Low SES and Mature Students on 4 Programmes at Level 400 of a Ghanaian Private University in 2007/2008**

Programme	Male Students		Female Students		Students from Low SES			Mature Students		
	% Age 30 or over	% Low SES	% Age 30 or over	% Low SES	% Male	% Women	% Age 30 or over	% Male	% Women	% Low SES
B.Sc. Economics	0.00	0.00	0.00	25.00	0.00	100.00	0.00	--	--	--
B.Sc. Human Resources Management	2.99	1.49	5.00	0.63	50.00	50.00	0.00	20.00	80.00	0.00
B.Sc. Agri-Business Management	0.00	0.00	0.00	0.00	--	--	--	--	--	--
B.Sc. Accountancy	4.30	1.08	1.47	0.00	100	0.00	0.00	80.00	20.00	0.00

## ESC SET 5: Opening Access through Diversified Routes on 4 Programmes in 2007/2008

### ESC 5.2 Opening Access through Diversified Routes at Level 100 on 4 Programmes of a Private Ghanaian University in 2007/2008

Programme	% of All Students			% of Male Students			% of Female Students			% of Low SES Students			% of Mature Students		
<b>B.Sc. Economics</b>	94.81	5.19	0.00	95.74	4.26	0.00	93.33	6.67	0.00	--	--	--	66.67	33.33	0.00
<b>B.Sc. Human Resources Management</b>	75.33	24.67	0.00	86.75	13.25	0.00	68.75	31.25	0.00	70.00	30.00	0.00	13.04	86.96	0.00
<b>B.Sc. Agri-Business Management</b>	64.29	35.71	0.00	61.54	38.46	0.00	100.0	0.00	0.00	--	--	--	25.00	75.00	0.00
<b>B.Sc. Accountancy</b>	89.38	10.63	0.00	86.67	13.33	0.00	94.55	5.45	0.00	90.91	9.09	0.00	35.71	64.29	0.00

**ESC 5.4 Opening Access through Diversified Routes at Level 200 on 4 Programmes of a Private Ghanaian University in 2007/2008**

Programme	% of All Students			% of Male Students			% of Female Students			% of Low SES Students			% of Mature Students		
<b>B.Sc. Economics</b>	96.55	3.45	0.00	94.12	5.88	0.00	100.	0.00	0.00	--	--	--	--	--	--
<b>B.Sc. Human Resources Management</b>	82.91	13.52	3.57	86.79	11.32	1.89	81.47	14.34	4.20	100.0	0.00	0.00	83.93	0.00	16.07
<b>B.Sc. Agri-Business Management</b>	88.89	11.11	0.00	88.24	11.76	0.00	100.0	0.00	0.00	--	--	--	100.0	0.00	0.00
<b>B.Sc. Accountancy</b>	89.12	10.20	0.68	86.47	12.94	0.59	92.74	6.45	0.81	100.0	0.00	0.00	--	--	--

**ESC 5.6 Opening Access through Diversified Routes at Level 300 on 4 Programmes of a Private Ghanaian University in 2007/2008**

Programme	% of All Students			% of Male Students			% of Female Students			% of Low SES Students			% of Mature Students		
<b>B.Sc. Economics</b>	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00	--	--	--
<b>B.Sc. Human Resources Management</b>	81.16	13.70	5.14	81.72	10.75	7.53	80.90	15.08	4.02	77.78	11.11	11.11	0.00	0.00	100.0
<b>B.Sc. Agri-Business Management</b>	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00	--	--	--	--	--	--
<b>B.Sc. Accountancy</b>	93.43	2.02	4.55	93.64	0.91	5.45	93.18	3.41	3.41	100.0	0.00	0.00	--	--	--

**ESC 5.8 Opening Access through Diversified Routes at Level 400 on 4 Programmes of a Private Ghanaian University in 2007/2008**

Programme	% of All Students			% of Male Students			% of Female Students			% of Low SES Students			% of Mature Students		
<b>B.Sc. Economics</b>	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00	--	--	--
<b>B.Sc. Human Resources Management</b>	96.92	2.20	0.88	98.51	1.49	0.00	96.25	2.50	1.25	100.0	0.00	0.00	80.00	10.00	10.00
<b>B.Sc. Agri-Business Management</b>	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00	--	--	--	--	--	--
<b>B.Sc. Accountancy</b>	98.76	1.24	0.00	97.85	2.15	0.00	100.0	0.00	0.00	100.0	0.00	0.00	100.0	0.00	0.00

## ESC SET 6: Measuring Intersection through Indices on 4 Programmes in 2007/2008

### ESC 6.2 Measuring Intersection through Indices on 4 Programmes at Level 100 of a Private University in Ghana in 2007/2008

Programme	% Women on Programme	% Low SES Students on Programme	Gender Index for Low SES Students	Gender Index for Mature Students	Poverty Index for Women	Poverty Index for Mature Students
B.Sc. Economics	38.96	0.00	-	0.00	-	-
B.Sc. Human Resources Management	63.44	4.41	1.42	1.17	1.42	2.96
B.Sc. Agri-Business Management	7.14	0.00	--	0.00	--	--
B.Sc. Accountancy	34.38	6.88	1.85	1.04	1.85	0.00

Gender Index: Percentage of women on group (low SES or mature students) ÷ Percentage of women on programme  
 Poverty Index: Percentage of low SES students on group (women or mature students) ÷ Percentage of low SES students on programme

### ESC 6.4 Measuring Intersection through Indices on 4 Programmes at Level 200 of a Private University in Ghana in 2007/2008

Programme	% Women on Programme	% Low SES Students on Programme	Gender Index for Low SES Students	Gender Index for Mature Students	Poverty Index for Women	Poverty Index for Mature Students
B.Sc. Economics	41.38	0.00	-	-	-	-
B.Sc. Human Resources Management	72.96	1.79	0.98	1.05	0.98	0.00
B.Sc. Agri-Business Management	5.56	0.00	-	-	-	-
B.Sc. Accountancy	42.18	2.38	1.69	-	1.69	-

Gender Index: Percentage of women on group (low SES or mature students) ÷ Percentage of women on programme  
 Poverty Index: Percentage of low SES students on group (women or mature students) ÷ Percentage of low SES students on programme

**ESC 6.6 Measuring Intersection through Indices on 4 Programmes at Level 300 of a Private University in Ghana in 2007/2008**

<b>Programme</b>	<b>% Women on Programme</b>	<b>% Low SES Students on Programme</b>	<b>Gender Index for Low SES Students</b>	<b>Gender Index for Mature Students</b>	<b>Poverty Index for Women</b>	<b>Poverty Index for Mature Students</b>
<b>B.Sc. Economics</b>	29.17	4.17	3.43	-	3.43	-
<b>B.Sc. Human Resources Management</b>	68.15	3.08	1.47	1.47	1.47	16.23
<b>B.Sc. Agri-Business Management</b>	5.56	0.00	-	-	-	-
<b>B.Sc. Accountancy</b>	44.44	3.03	1.88	-	1.88	-

Gender Index: Percentage of women on group (low SES or mature students) ÷ Percentage of women on programme  
 Poverty Index: Percentage of low SES students on group (women or mature students) ÷ Percentage of low SES students on programme

**ESC 6.8 Measuring Intersection through Indices on 4 Programmes at Level 400 of a Private University in Ghana in 2007/2008**

<b>Programme</b>	<b>% Women on Programme</b>	<b>% Low SES Students on Programme</b>	<b>Gender Index for Low SES Students</b>	<b>Gender Index for Mature Students</b>	<b>Poverty Index for Women</b>	<b>Poverty Index for Mature Students</b>
<b>B.Sc. Economics</b>	17.39	4.35	6.00	-	6.00	-
<b>B.Sc. Human Resources Management</b>	71.43	1.10	0.71	1.14	0.72	0.00
<b>B.Sc. Agri-Business Management</b>	27.27	0.00	-	-	-	-
<b>B.Sc. Accountancy</b>	42.38	0.66	0.00	0.48	0.00	0.00

Gender Index: Percentage of women on group (low SES or mature students) ÷ Percentage of women on programme  
 Poverty Index: Percentage of low SES students on group (women or mature students) ÷ Percentage of low SES students on programme