**Table1:** Gender and rank according to the University of Origin

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **University**  **of origin** | **Rank** | **Gender** | | **Total** |
| **Male** | **Female** |
| **Douala** | Ater[[1]](#footnote-2) | 2 (40%) | 3 (60%) | 5 (33,33%) |
| Assistant lecturer | 52 (88%) | 7 (12%) | 59 (65,56%) |
| Senior lecturer | 18 (69,2%) | 8 (30,8%) | 26 (50%) |
| Associate professor | 4 (100%) | 0 | 4 (36,36%) |
| Professor | 0 | 0 | 0 |
| **Sub Total 1** | **76 (80,85%)** | **18 (19,15%)** | **94 (55%)** |
| **Dschang** | Ater | 6 (60%) | 4 (40%) | 10 (63,67%) |
| Assistant lecturer | 24 (77,4%) | 7 (22,6%) | 31 (35,44%) |
| Senior lecturer | 25 (96,2%) | 1 (3,8%) | 26 (50%) |
| Associate professor | 6 (85,7%) | 1 (14,3%) | 7 (63,64%) |
| Professor | 1 (100%) | 0 | 1 (100%) |
|  | **Sub Total 2** | **62 (82,6%)** | **13 (17,4%)** | **75 (45%)** |
|  | **TOTAL** | **138 (81,65%)** | **31 (19,35%)** | **169 (100%)** |

*Source: adapted from Yamb and Bikoue (2016)*

**Table 2**: Current wage condition according to gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Your current wage condition seems to you** | | | Total |
| **Adequate** | **Inadequate** | **Without opinion** |
| Gender | Male | frequency | 25  18,1% | 90  65,2% | 23  16,7% | 138  81,65% |
| Female | frequency | 5  16,1% | 12  38,7% | 14  45,2% | 31  19,35% |
| Total | |  | married | 102  60,4% | 37  21,9% | 169  100,0% |

*Source: Adapted from Yamb and Bikoue (2016)*

**Table3**: Current wage condition according to University of Origin

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | | **Your current wage condition seems** | | | Total |
| Adequate | Inadequate | Without opinion |
|  |  |  |  |  |  |  |
| Dschang | frequency | 17  22,7% | 39  52,0% | 19  25,3% | 75  54,38% |
| Total | |  | 30  17,8% | 102  60,4% | 37  21,9% | 169  100,0% |

*Source: Adapted from Yamb and Bikoue (2016)*

| **Table 4** : Summary of the variables and their coding | | | |
| --- | --- | --- | --- |
|  | | **N** | **Pourcentage marginal** |
| **Do you regularly practice other activities besides lecturing and research in the university (Dependent variable (q7))** | **Yes (1)** | **68** | **40,2%** |
| **No (0)** | **101** | **59,8%** |
| **University of origin (q1)** | **Douala (1)** | **94** | **55,6%** |
| **Dschang (0)** | **75** | **44,4%** |
| **Administrative function (q3)** | **Yes (1)** | **30** | **17,8%** |
| **No (0)** | **139** | **82,2%** |
| **sex (q32)** | **male (1)** | **138** | **81,7%** |
| **Female (0)** | **31** | **18,3%** |
| **Your pay for activities out of the university is (q30)** | **not consistent (1)** | **27** | **16,0%** |
| **Consistent (0)** | **142** | **84,0%** |
| **Highest university qualification (q6)** | **Les than Ph.D.(1)** | **107** | **63,3%** |
| **Ph.D. or more (0)** | **62** | **36,7%** |
| **Grade (q7)** | **non magistral (1)** | **157** | **92,9%** |
| **Magistral (0)** | **12** | **7,1%** |
| **Field of the certificate (q10)** | **social/human sciences (1)** | **125** | **74,0%** |
| **sciences/technology (0)** | **44** | **26,0%** |
| **Your current salary condition is (q12)** | **Inadequate (1)** | **139** | **82,2%** |
| **Adequate (0)** | **30** | **17,8%** |
| **Your weekly lecture load (number of hours) is: (q20)** | **6h or less (1)** | **40** | **23,7%** |
| **More than 6h (0)** | **129** | **76,3%** |
| **Number of courses taught per week (q21)** | **less than 3 (1)** | **83** | **49,1%** |
| **3 or more (0)** | **86** | **50,9%** |
| **Age (q31)** | **42 years or less (1)** | **102** | **60,4%** |
| **More than 42 years (0)** | **67** | **39,6%** |
| **matrimonial status q(33)** | **Single (1)** | **68** | **40,2%** |
| **married (0)** | **101** | **59,8%** |
| **Number of children taken care of**  **(q34)** | **Less tha n 5 (1)** | **134** | **79,3%** |
| **5 or more (0)** | **35** | **20,7%** |
| **Valid** | | **169** | **100,0%** |
| **missing** | | **0** |  |
| **Total** | | **169** |  |
| **Sub-sample** | | **125a** |  |
| 1. **The dependent variable has only the observed value in 114 (91,2%) sub-populations.**   ***Source : obtained from survey data results*** | | | |

| **Table 5**: Likelihood ratio tests on the variables | | | | |
| --- | --- | --- | --- | --- |
| Effect | Criteria of adjustment of the model | Likelihood ratio tests | | |
| -2 log-likelihood ratio of the reduced model | Khi-squared | degrees of freedom | Signif. |
| Constant | 158,323 A | ,000 | 0 | . |
| Q1= University | 171,083 | 12,760 | 1 | ,000 |
| q3= administrative function | 162,097 | 3,774 | 1 | ,052 |
| q6=diploma | 158,516 | ,193 | 1 | ,660 |
| q7=rank | 160,050 | 1,727 | 1 | ,189 |
| q10=speciality | 159,111 | ,789 | 1 | ,375 |
| q12=wage in the principal job | 158,452 | ,129 | 1 | ,719 |
| q20 = weekly teaching hours | 158,828 | ,506 | 1 | ,477 |
| q21 = weekly course load | 159,924 | 1,601 | 1 | ,206 |
| q30=wage in secondary employment | 168,241 | 9,918 | 1 | ,002 |
| q31=age | 159,489 | 1,166 | 1 | ,280 |
| q32=gender | 161,257 | 2,934 | 1 | ,087 |
| q33= matrimonial status | 158,836 | ,514 | 1 | ,474 |
| q34- child burden | 158,346 | ,023 | 1 | ,880 |
| *Source: Authors’ estimates using the survey data*  *The Khi-squared statistic is the difference between 2 log-likelihoods- the final model and a reduced model. The reduced model is formed by omitting a variable of the final model. The hypothesis is zero if all the parameters of this effect are equal to zero.*  *a. The reduced model is equivalent to the final model because the omission of an effect does not increase the degrees of freedom.* | | | | |

| **Table 6 :**Estimation of the parameters of the non parsimonious model | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Do you regularly  perform other activities apart from your activities of lecturing and  research at the  university | | | B | std. error | Wald | Degrees of freedom | Signif. | Exp(B) | 95% Confidence interval  for Exp(B) | |
| Upper boundary | Lower boundary |
| dsion0 | Yes | Constante | -1,895 | 1,129 | 2,819 | 1 | ,093 |  |  |  |
| [q1=1,00] | 1,521 | ,445 | 11,656 | 1 | ,001 | 4,575 | 1,911 | 10,953 |
| [q3=1,00] | 1,179 | ,622 | 3,590 | 1 | ,058 | 3,251 | ,960 | 11,011 |
| [q32=1,00] | ,901 | ,547 | 2,712 | 1 | ,100 | 2,463 | ,842 | 7,202 |
| [q30=,00] | 1,599 | ,533 | 8,988 | 1 | ,003 | 4,946 | 1,739 | 14,066 |
| [q6=,00] | -,185 | ,421 | ,194 | 1 | ,660 | ,831 | ,364 | 1,895 |
| [q7=,00] | -,996 | ,766 | 1,692 | 1 | ,193 | ,369 | ,082 | 1,656 |
| [q10=,00] | ,428 | ,485 | ,779 | 1 | ,378 | 1,535 | ,593 | 3,974 |
| [q12=,00] | ,177 | ,493 | ,128 | 1 | ,720 | 1,193 | ,454 | 3,134 |
| [q20=,00] | -,338 | ,476 | ,502 | 1 | ,479 | ,713 | ,280 | 1,815 |
| [q21=,00] | -,557 | ,441 | 1,596 | 1 | ,207 | ,573 | ,242 | 1,359 |
| [q31=,00] | ,507 | ,474 | 1,142 | 1 | ,285 | 1,660 | ,655 | 4,203 |
| [q33=,00] | -,320 | ,446 | ,514 | 1 | ,473 | ,726 | ,303 | 1,740 |
| [q34=,00] | ,088 | ,578 | ,023 | 1 | ,880 | 1,091 | ,352 | 3,387 |
|  | b | . | . | 0 | . | . | . | . |
| a. The reference modality is No. | | | | | | | | | | |
| b. This parameter is set to zero because it is superfluous. | | | | | | | | | | |

***Source : Results obtained from survey data***

| **Table 7**: Estimates of the parameters of the parsimonious model | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Do you regularly perform other activities apart from your activities of lecturing and research at the university | | | B | Std error. | Wald | degrees of freedom | Signif. | Exp(B) | Confidence interval 95% for Exp(B) | |
| Lower boundary | Upper boundary |
| dimension0 | aYes | Constant | -2,707 | ,584 | 21,495 | 1 | ,000 |  |  |  |
| Douala University | 1,600 | ,387 | 17,049 | 1 | ,000 | 4,953 | 2,318 | 10,585 |
|  |  | . | . |  | . | . | . | . |
| Administrative office | 1,110 | ,468 | 5,616 | 1 | ,018 | 3,033 | 1,212 | 7,592 |
|  |  | . | . |  | . | . | . | . |
| Secondary income not consistent | 1,643 | ,520 | 9,971 | 1 | ,002 | 5,172 | 1,865 | 14,343 |
|  |  | . | . |  | . | . | . | . |
| Male gender | 1,051 | ,525 | 4,001 | 1 | ,045 | 2,860 | 1,021 | 8,008 |
|  |  |  |  |  |  |  |  |  |
| *Source: Results obtained from the data*  *a. The reference modality is No* | | | | | | | | | | | |

| **Table 8:** Information on the adjustment of the model | | | | |
| --- | --- | --- | --- | --- |
| Model | Model adjustment criteria | Likelihood ratio tests | | |
| -2 log likelihood | Chi-square | Degrees of freedom | Signif. |
| Constant | 207,579 |  |  |  |
| Final | 158,323 | 49,257 | 13 | ,000 |

1. Ater stands for Teaching and Research Assistant [↑](#footnote-ref-2)