**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 regularlyperform other activities apart from your activities of lecturing andresearch at theuniversity | 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)