

# Equity and Human Capital Development: the Role of Higher Education

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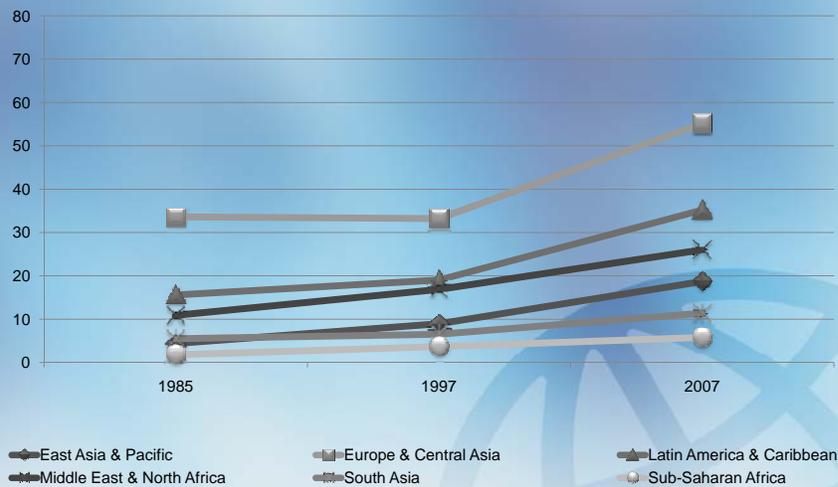
## message 1

- in spite of rapid enrollment growth world-wide, tertiary education remains largely elitist, with strong disparities in access and success persisting in high, middle and low income countries



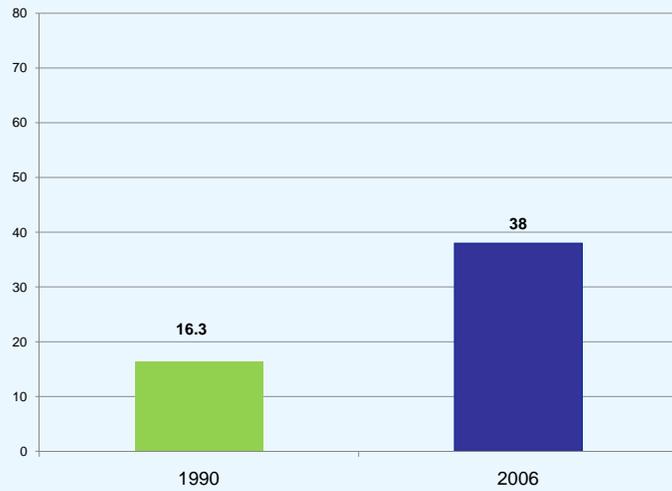
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Evolution of Tertiary Education Enrollments Rates (1985 – 2007)



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## tertiary coverage in Chile



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## enrollment rate by income quintiles



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## elusive equity

- Mexico (2005)
  - only 1% of 15-24 year old from poorest quintile attend tertiary education
  - 32% from richest quintile
- USA: probability to access Ivy League university is 8.3% for lowest quintile and 50% for richest quintile



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## equity groups

- low-income groups
- females
  - non-university institutions
  - disciplines (agriculture, medicine, business, science and engineering programs)
  - leadership positions



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- minorities (ethnic, language, religion, culture, age, etc.)
  - ethnic minorities in Malaysia (evolving situation of Bumiputras, Chinese and Indians)
  - Israel: Arab population = 19% of total population, but only 11.2% of students at universities
  - growing barriers faced by children of migrants (Germany, Italy, Spain, USA, Netherlands)



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## equity groups (III)

- people with disabilities
  - in Netherlands, students with disabilities are twice as likely to dropout as other students
  - in USA, students with disabilities are 4 times less likely to continue graduate studies
  - in France, only 7% of universities have a system to accommodate students with disabilities



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## message 2

- inequality in tertiary education is, to a large extent, an extension of inequality at lower levels of education
  - reflecting structural barriers (income, ethnicity, gender, language, culture, religion, disability, caste, etc.)



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## lack of preparation

- Spain:
  - one-third of students do not complete secondary school
    - many children of migrant workers
  - Spain has lowest % of top scorers in PISA among OECD before Mexico
  - lowest Pisa score in Andalucia
  - neither Catalonia nor Andalucia have institutional policies to help children of immigrants



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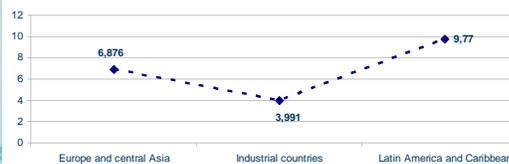
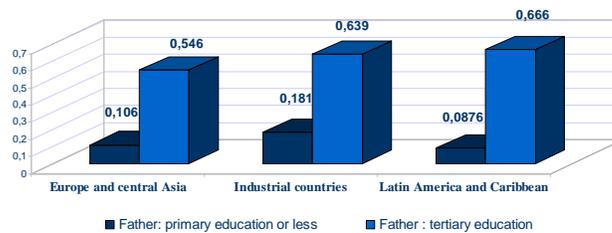
## lack of preparation

- Netherlands: early tracking discriminates against immigrant children



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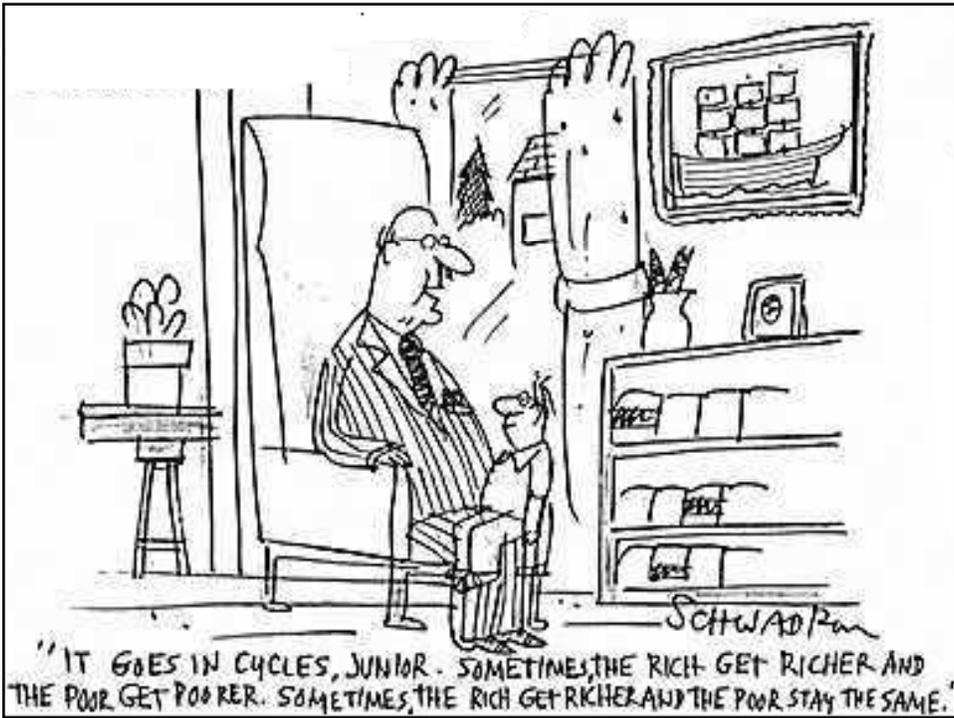
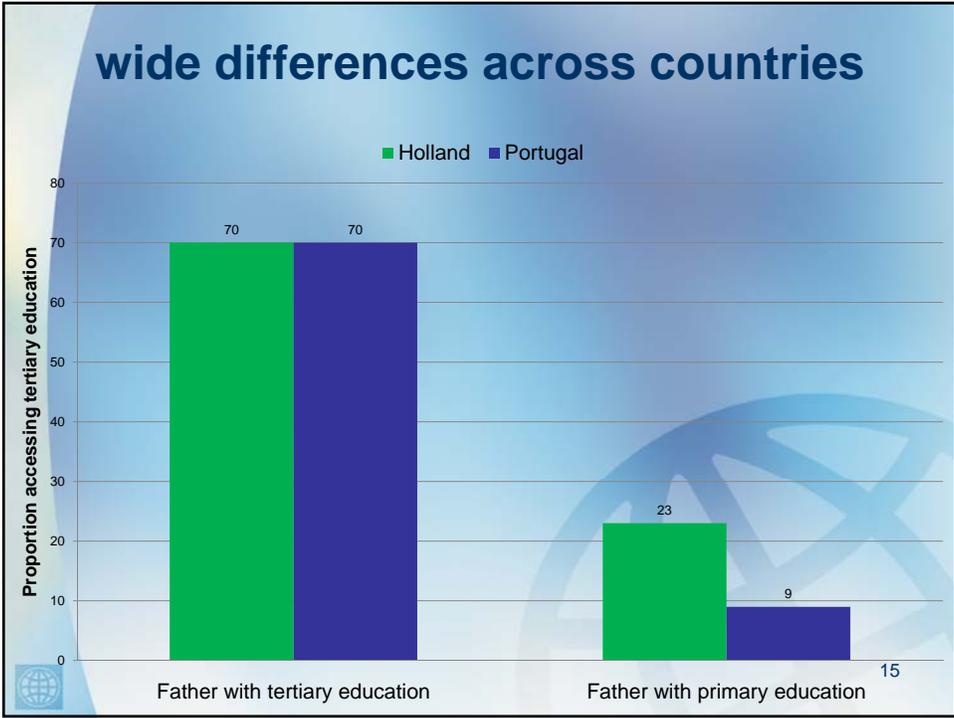
## proportion of working age population with a tertiary degree: variations across socioeconomic groups



$\frac{P(\text{tertiary degree}/\text{father} = \text{tertiary education})}{P(\text{tertiary degree}/\text{father} = \text{primary education or less})}$



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## message 3

- the main additional barriers at the tertiary level are of two kinds:
  - financial
  - non-financial



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## rising costs in Southern Arizona

- lowest quintile: net cost of public university up from 59% of family income in 1992 to 73% in 2005 (one of highest proportions in entire nation)
- compared to other US states, Arizona provides very little state financial aid
  - 2009, only \$26 per student compared to national average of \$549



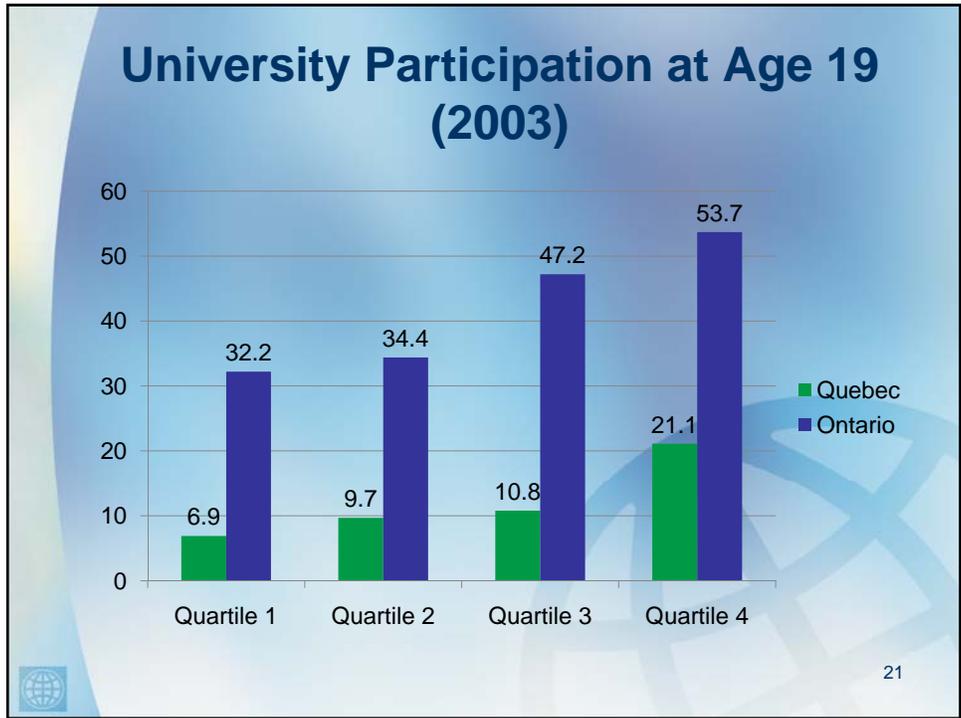
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## free is fair

- Canada: average undergraduate tuition fees:
  - in Quebec: \$1,862
  - in Ontario: \$4,923



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- ### free is fair
- Brazil: University of São Paulo
    - no tuition fees
    - 84% candidates from public high schools
    - 30% of new students
    - in medicine, only 3 out of 180 new entrants
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## message 4

- non-financial barriers include inadequate information, motivation, academic preparation and social capital



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## a genius in all of us?



# a tale of two chemistry Nobel prize winners (almost...)



Lord Rutherford



Sir Chris Langan

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# Lord Rutherford

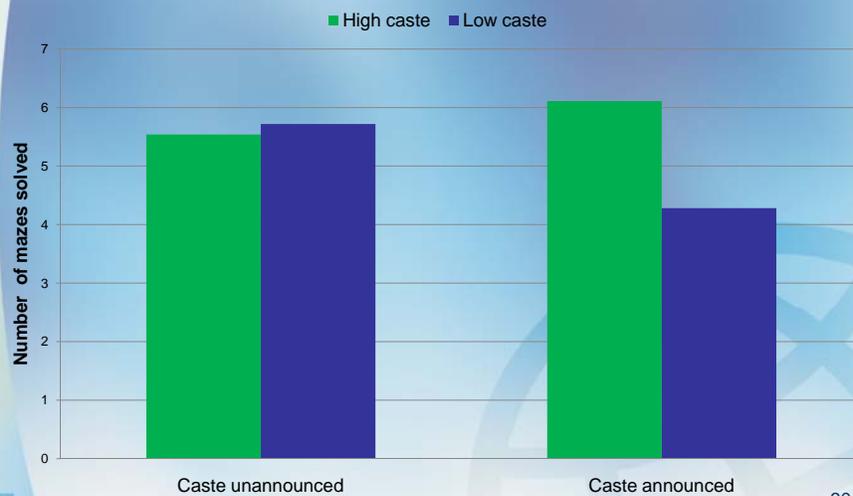


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## Chris Langan, the most intelligent man in the US



## effects of caste identity on academic performance



Source: K.Hoff and P.Pandey, *Belief Systems and Durable Inequalities: An experimental investigation of Indian caste*, p.13. Policy Research Working Paper, Washington, DC: World Bank, 2004.

## message 5

- the most effective equity promotion policies to increase opportunities for disadvantaged students at the tertiary level are those that combine financial aid with measures to overcome non-financial obstacles



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## financial measures

- well-targeted and well-managed financial aid (scholarships and student loans) can be instrumental in reducing financial barriers to tertiary education



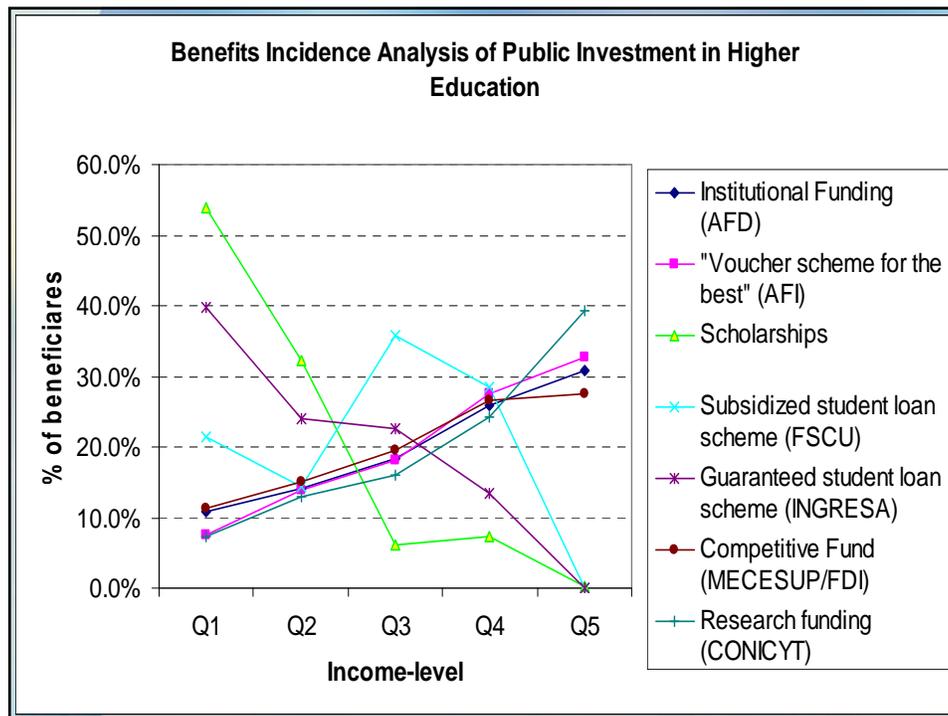
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## financial aid

- need-based grants
  - unconditional grants, work grants, tuition discounts
- student loans
  - mortgage types, income-contingent loans



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## financial aid

- Penang (Malaysia): scholarships to increase completion of low income students
- Southern Arizona: targeted financial aid at Pima College and University of Arizona



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## non-financial measures

- outreach / bridge programs to secondary schools
- reformed selection procedures and/or preferential admission programs
- special institutions and programs targeting underprivileged groups
- retention programs to improve completion rates



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## **outreach / bridge programs to secondary schools**

- U of Almeria: “join us in your university” = outreach to children of immigrants in local high schools
- Autonomous University of Barcelona: Ítaca Campus Program
- Victoria U’s Access and Success program



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## **institutions / programs targeting under-privileged groups**

- Cochise Community College: largest rural community college in Arizona
  - offering courses on 5 campuses, 5 educational centers and many high schools
- Tohono O’odham Community College: only tribal college in Southern Arizona



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## professionally-oriented programs

- Chihuahua and Ciudad Juarez, Mexico: CENALTEC institute for high technology training provides alternative tertiary education for applied skills development
- Penang: “school 2 work” and “Fast track” programs prepare young people for employment



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## retention programs

- University of Texas (El Paso): Collaborative Program for Academic Excellence, to increase retention of progression of minority students



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# conclusion



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## equality of opportunity

The impertinent courtesy of an invitation  
offered to unwelcome guests,  
in the certainty that circumstances will  
prevent them from accepting

Richard Tawney



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## the equity imperative

- loss of talent
  - Roma children
- social justice

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# FOOTNOTE

- political stability
- Tunisia, Egypt, Jordan, Yemen, Libya, Algeria, ...

