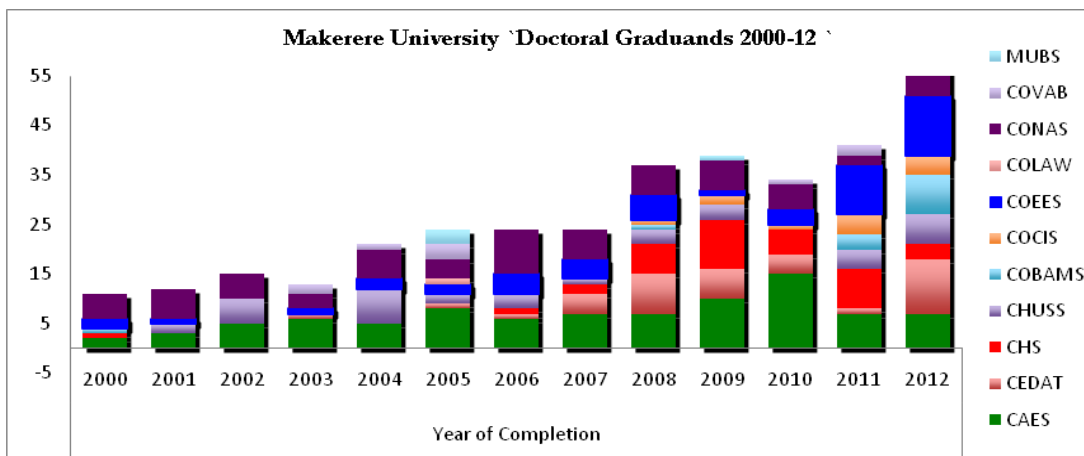


Findings

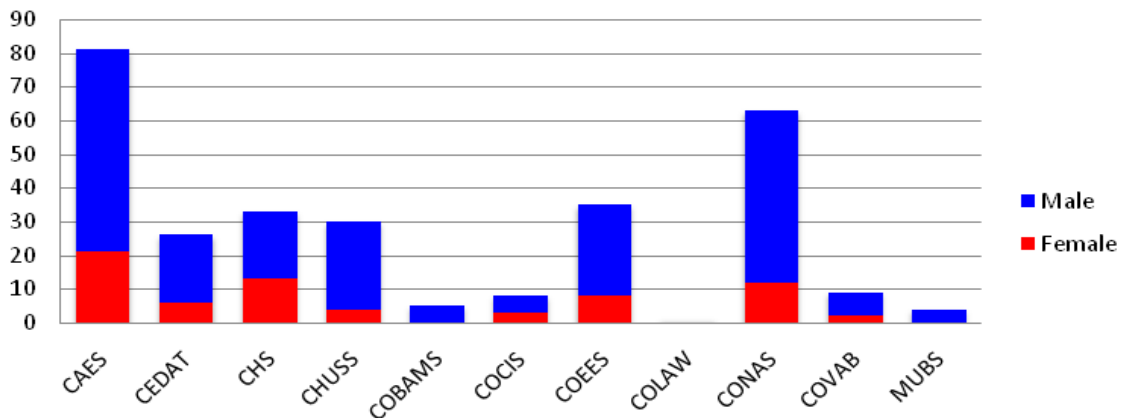
The Findings of the tracer study of Makerere University Doctorates during the period, 2000-2012 are presented in this section/chapter

Doctorate holders by sex and age class



The distribution of doctorate holders that graduated from Makerere University in the period 2000-2012 was skewed towards males. The majority of doctorate holders are in the age groups of 45-54 followed by the age group of 34-44. This phenomenon points to two possible causes; either the entry to this training is late or the stay in the training is long. The international average mode is 34-44 pointing to special causes associated with the training not only in Makerere but also in Uganda as a nation.

Doctoral Graduates by Gender and College



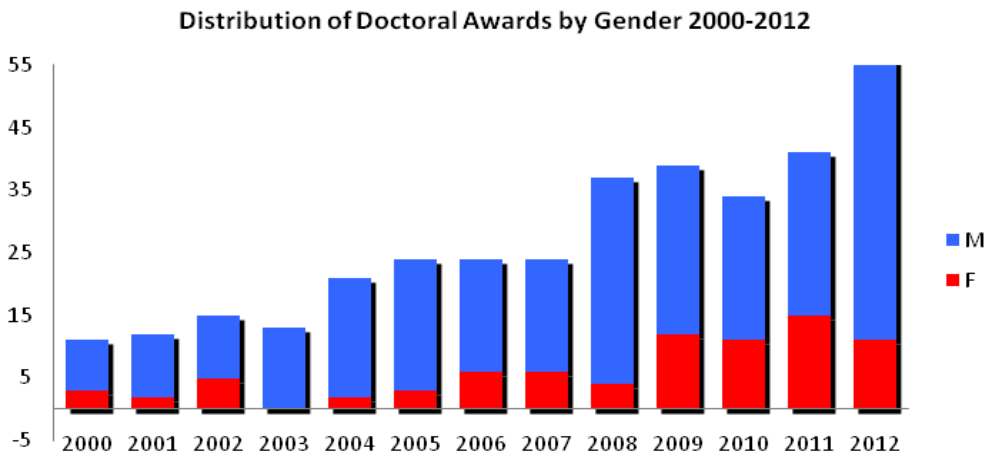
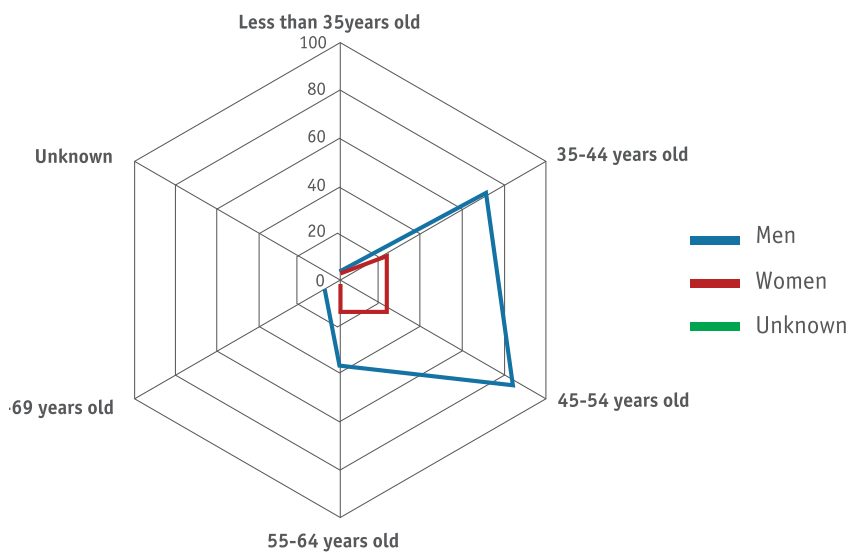


Figure 1: Doctorate holders by sex and age class



The age distribution of Makerere University doctorate holders is almost normal. Doctorate holders of 55 years or older account for smallest percentages in most countries; with the exception of Latvia and Hungary (Auriol, Schaaper & Felix, 2013). Within the population, there were few (3%) doctorate graduates below the age of 34 and above 65 years. The median age at graduation worldwide varied from 29 years in Belgium to 39 years in Czech Republic in 2005 (Auriol, 2010).

Even though late entry and overstay are evidenced in the institution, these are in turn largely caused by financial hardships faced by students and leading to clock ins and clock outs. The average stay on the doctoral programs at Makerere University is reported to be 6.5 academic years by the Center for Higher Education Transformation (CHET, 2007). The official policy at the institutions puts the maximum duration to 5 years for research-based doctorates.

Figure 2. Age Distribution

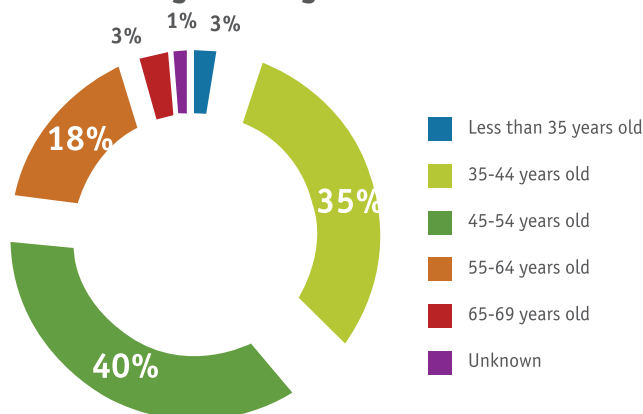


Table 1: Doctoral Holders by Sex and Country of Citizenship

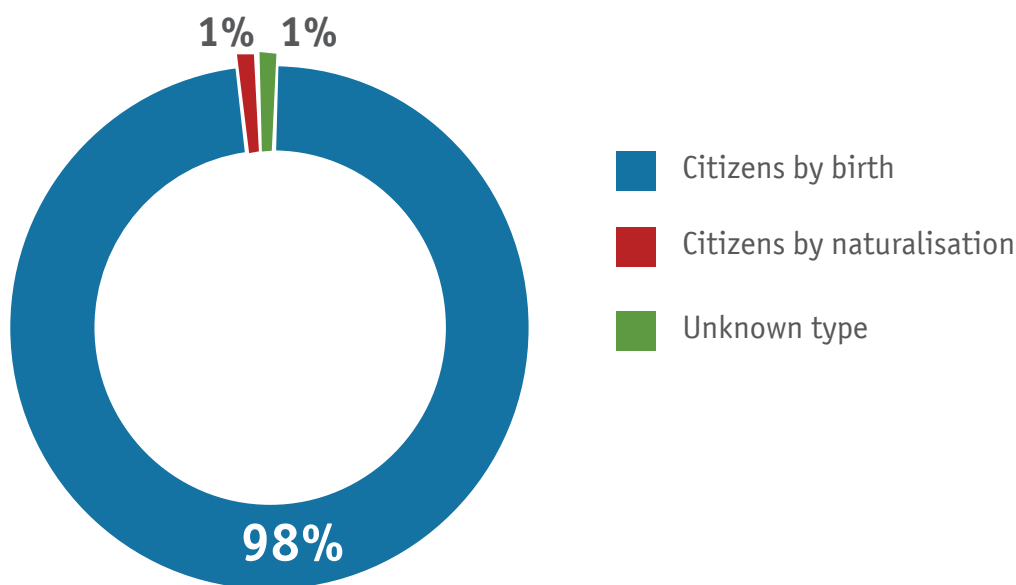
Doctorate holders by Country of citizenship

The majority (98%) of Makerere University doctorate holders are Ugandans by birth but distantly followed by permanent residents.

Table 1: Doctoral Holders by Sex and Country of Citizenship

		250		
		200		
		150		
		100		
		50		
		0		
	By birth	by naturalisation	Permanent resident	Unknown type of citizen
Men	198	2	4	1
Women	59	1	3	0
Unknown	3	0	0	0

Figure 3: Doctorate holders by type of citizenship/residence status and place of birth



Doctorate holders by citizenship/residence status and age class

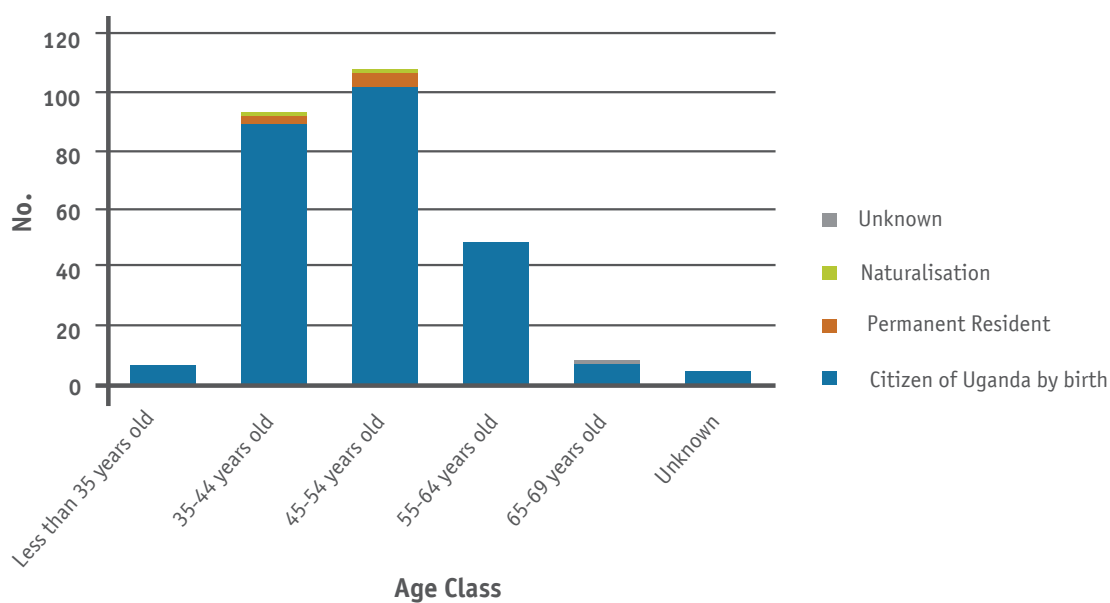
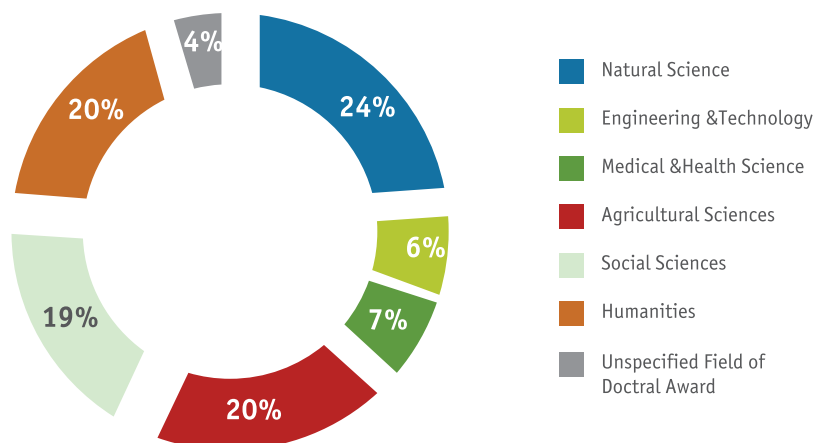


Figure 4: Doctorate holders by field of award

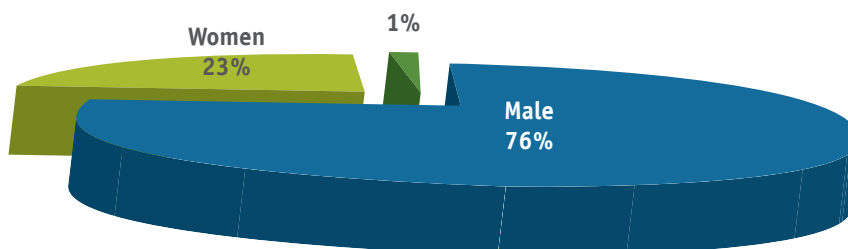


Makerere University doctorate holders are mainly in natural sciences (24%), agricultural sciences (20%) and humanities (20%).

Doctorate holders by Gender

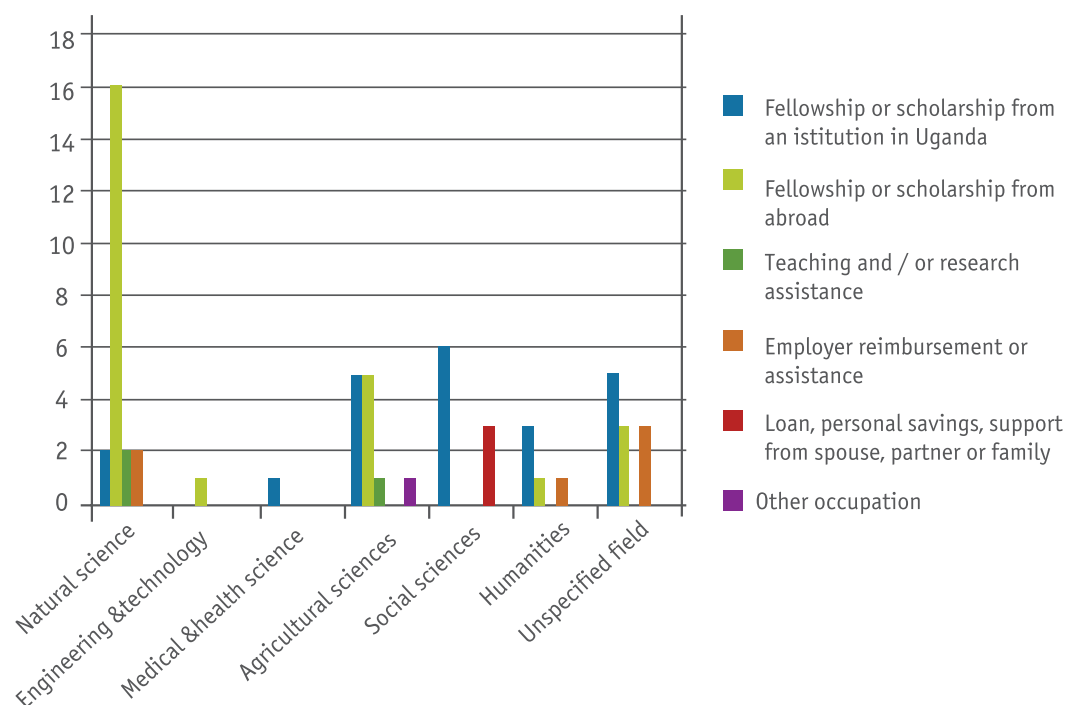
Makerere University doctorate holders were mainly male (76%) compared to female (23%). In most countries, male doctorate holders exceed 60% of the total number doctorate holders. The gender disparity is therefore very wide and requires deliberate strategies to reduce it though similar to the global trend. Latvia is actually the only country in the World that women have the largest share of doctorates or research qualifications (Auriol et al, 2012).

Figure 5: Gender Disparity



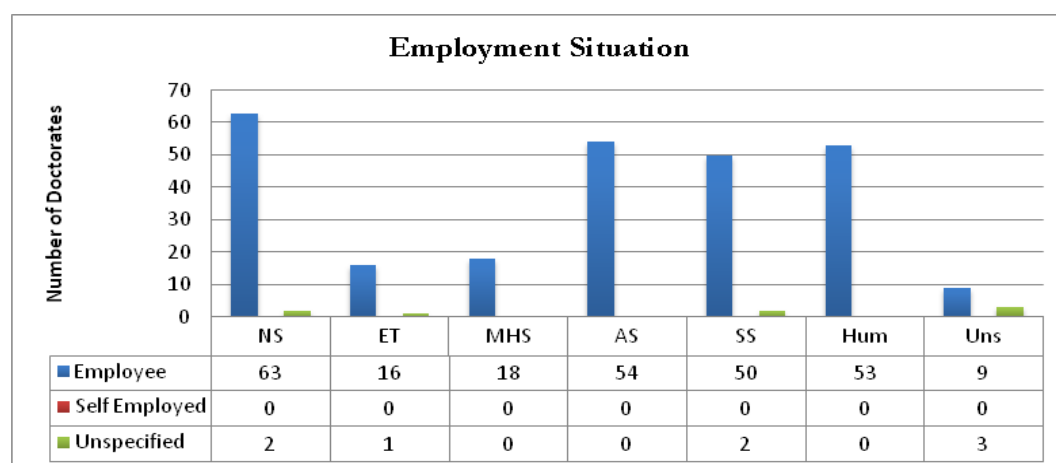
Funding Sources

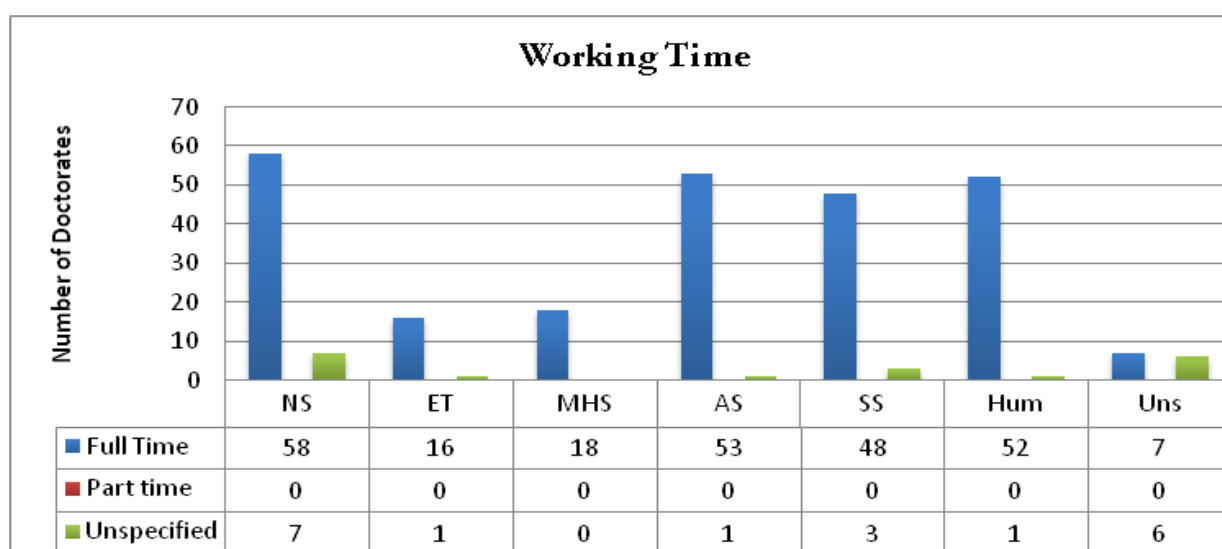
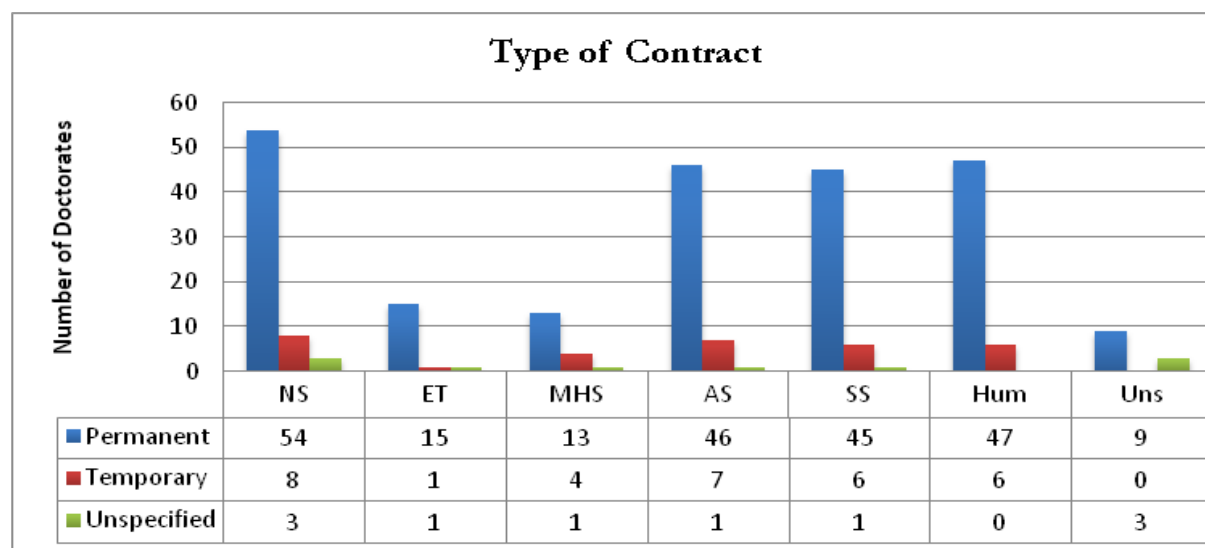
The sources of funding for doctoral training were fellowships (internal and external), research assistantships and personal sources. The Natural Sciences and Agricultural Sciences were major beneficiaries of fellowships from abroad.

Table 2. Doctorate holders by main field funding source

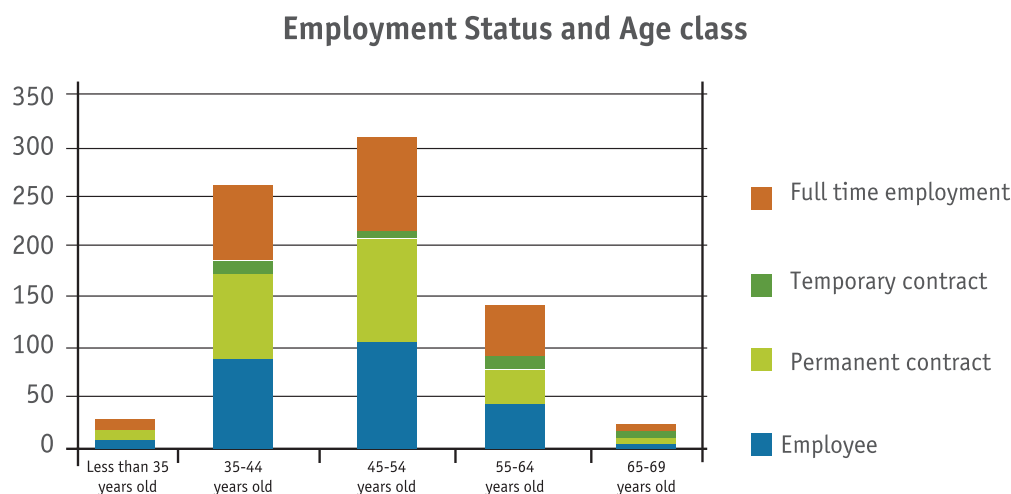
Employment Status and Field of Doctorate Degree

The majority (97%) of the doctorate holders were employed. Among those that disclosed their employment status, none was self-employed. Among the respondents, 85% had permanent contracts; and 95% of the respondents were employed on full time basis.





Key	
Natural Sciences	NS
Engineering and Technology	ET
Medical and Health Sciences	MHS
Agricultural Sciences	AS
Social Sciences	SS
Humanities	Hum
Unspecified	Uns

Figure 6: Employment Status and Age Class of Doctorates

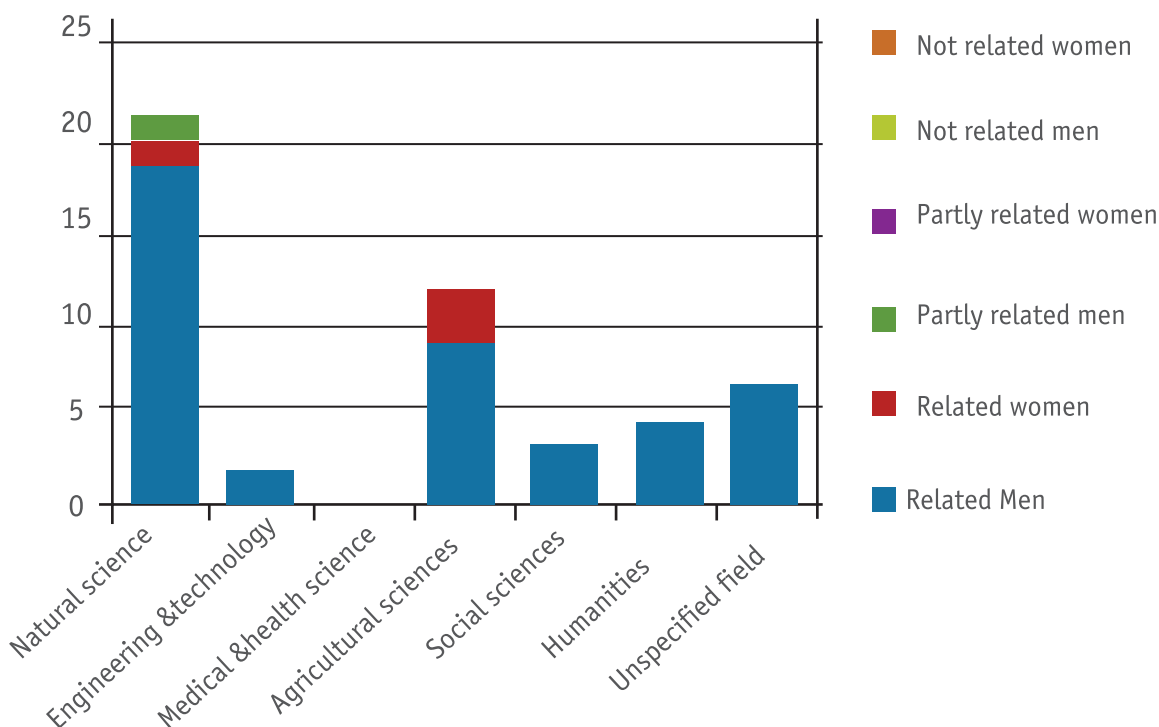
There were proportionately more respondents on contract terms in the ages above 54. This is in consonance with Uganda Government policy on retirement of civil servants and other public officers; these are required to retire after 60 years of age. Most universities and research institutions in Uganda award discretionary contracts to their employees after the retirement age.

Mobility of Makerere University Doctorate holders

Intentions to Move	Number
Intentions to move out of Uganda	252
Intended Destination	Number
Ethiopia	1
Kenya	6
Korea	1
Netherlands	1
Norway	1
South Africa	3
South Sudan	1
Tanzania	2
USA	3

Most respondents (252) had intentions of moving out of Uganda; only 19 indicated the specific destination countries.

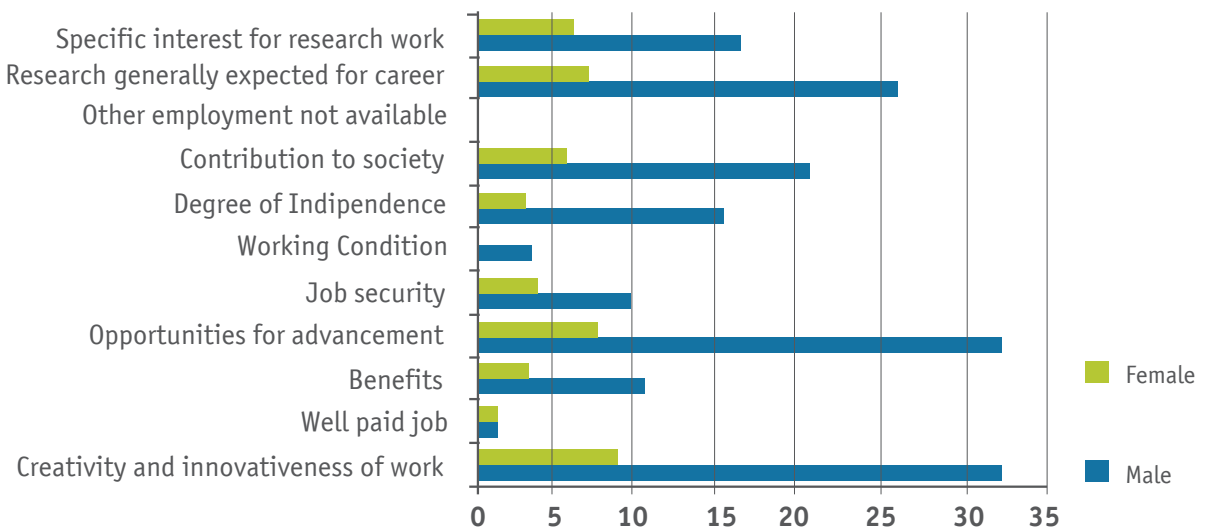
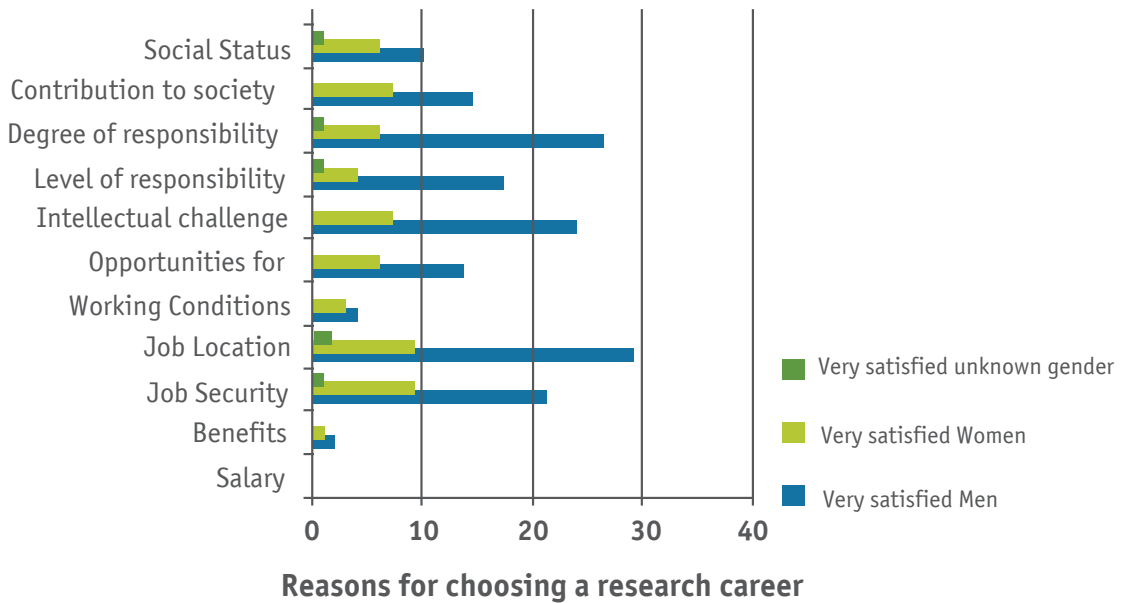
Perception regarding the jobs and Qualifications by Gender



Most respondents said that they were employed in the domain of their training. At the university and research institutions the recruitment process as well as the staff development programs ensure proper alignment between qualifications and jobs.

Job Satisfaction

The most motivating factors at the jobs of the respondents were *being intellectually challenged* and the geographical location of the job. Low salaries and benefits were the biggest sources of displeasure; this was the case for male and female respondents alike. The female respondents were relatively more driven by social status and contribution to society.



Reasons for Choosing a Research Career

Opportunities for advancement as well as creativity and innovativeness at work were the major reasons cited by respondents for selecting a research career. These two reasons point to direct incentives of career growth and commercialization of university research tagged to industrial linkages.