

# **Gender Mainstreaming Programme in Makerere University**

## **An overview**

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# Outline

- a) Mandate of GMD ie The Policy framework
- b) Some History
- c) General overview the Gender Mainstreaming Programme (GMP)

# GMP/GMD Mandate:

Derived from two main policies

- a) Makerere University Policy & Regulations against Sexual Harassment of 2006, as amended in 2018
  
- a) Makerere University Gender Equality Policy 2009, which envision Makerere University to become a gender-responsive University in which *substantive* gender equality is *reality*.

# Mission of GMD

To facilitate, coordinate & monitor the integration of gender into the core functions of Makerere University ie

- a) Teaching and Learning
- b) Research & Innovations
- c) Knowledge Transfer Partnerships
- d) Support Services

# GM at Makerere: The History

- **1922:** Motto changed from '*let us be men*'
- **1945:** First 6 females admitted in Makerere but with a specialized curriculum around being a good wife and mother
- **???:** Motto changed to '*we build for the future*'

# History Cont'd

- **1990:** Affirmative action of adding 1.5 extra points to all female A-level entrants to Makerere.
- **1991:** Establishing the Department of Women Studies under the then Faculty of Social Science's (now the School of Women and Gender Studies in College of Humanities & Social Sciences.
- **1998:** Creation of a Senate Committee on Gender Mainstreaming
- **2000:**
  - Establishment of a Gender Mainstreaming Programme (GMP)
  - Creation of GM Division under the Academic Registrar's Department

# History

- **2001:** Full Scale implementation of the GMP starting with Female Scholarship Initiative
- **2004:** Situation Analysis of the Gender Terrain at Makerere University
- **2006:** Enactment of the Policy and Regulation against Sexual Harassment
- **2007/2008-2017/2018** Strategic Plan: Gender Mainstreaming one of the cross-cutting themes
- **2009:**
  - **Enactment of the Makerere University Gender Equality Policy 2009**
  - **Elevation of the GM Division into an independent Directorate**

# MUGEP 2009 Strategic Areas of focus:

- Engendering the Curricula
- Provision of a secure environment for staff, students and other stakeholders eg Policy on SH
- Student enrollment, retention & performance eg STEM
- Staff recruitment, training, promotion & Recognition (eg general number)
- Women's participation in decision making organs (eg. numbers and visibility)



# MUGEP Strategic Areas of Focus

- Organizational culture that is gender-responsive
- Networking & partnerships for gender mainstreaming programmes
- Research and innovations
- Resource mobilization and gender-budgeting
- Staff and student welfare

**THANK YOU VERY MUCH**