

The Gender Mainstreaming Programme (GMP) of Makerere University

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Outline

- Background to GMP/GMD
- Policy Direction of the GMP
- Strategic Areas of Focus

Background to GMP

- **2000:** The current programme. However this dates back to
- **1945:** The first 6 women were admitted to Makerere University. Till then, the motto for Mak had been *'let us be men'*
- **1945 -1990:** Not much is known apart from , not know when the moto changed to *'we build for the future'*
- **1990:** Introduction of 1.5 Extra points for A level entrants
- **1991:** Establishment of the Department (now a school) of Women & Gender Studies
- **1998:** Establishment of the Senate Committee on gender Mainstreaming which did the preparatory work to establish the GMP
- **2000:** Establishment of the GMP and its implementation coordination arm, the Gender Mainstreaming Division under Academic Registrar's department (GMD)

Background Cont'd

- **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 (PRASH)
- **2007/2008-2017/2018** Strategic Plan: Gender Mainstreaming became one of the cross-cutting themes
- **2009:**
 - Enactment of the Makerere University Gender Equality Policy (MUGEP) 2009
 - Elevation of the GM Division into an independent Directorate

Mission of GMD

Why GMD?

To coordinate, facilitate (technical support), & monitor mainstreaming of gender into the core functions of Makerere University ie

- Teaching and Learning
- Research & Innovations
- Knowledge Transfer Partnerships
- Support Services

Policy Direction of the GMP/GMD

Implementation of the GMP and the functioning of GMD is guided by two main policies

- a) Makerere University Gender Equality Policy (MUGEP) 2009. The vision is for Makerere University to become a gender-responsive University in which *substantive* gender equality is *reality*.
- a) Makerere University Policy & Regulations Against Sexual Harassment (PRASH) of 2006, as amended in 2018

The MUGEP of 2009: Strategic Areas of Focus

- Engendering the University Curricula
- Provision of a secure environment for staff, students and other stakeholders
 - Policy and Regulations Against SH
- Student enrollment, retention & performance
 - Female Scholarships, Affirmative Action: 1.5, Policy 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 for listening