

# Purpose of the training

BY

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# GMD Mandate

- ▶ The Gender Mainstreaming Directorate (GMD) plays the coordination role in implementing the GMP.
- ▶ Implementation of the GMP is guided the **MUGEP (2009)** under review and the ***Policy and Regulations Against Sexual Harassment (2006) as amended***

# Purpose of training

- ❖ Creating awareness among members of the Makerere University community about mainstreaming gender **Access, Teaching and Learning; Research and Innovations, Knowledge Transfer Partnerships and Networking** as well as **Support services**;
- ❖ Enhancing **staff capacities to mainstreaming gender** in their respective functions.
- ❖ Develop a **common understanding** about **roles, responsibilities** and **obligations** in implementing the MUGEP and the SH Policies

# Priority areas for awareness creation

## A. The Policy and Regulations Against Sexual Harassment (2006 As amended)

The 2018 Committee investigating sexual harassment cases established many **factors for increased SH** including;

1. **Lack of awareness** about the policy and its provisions.

2. **Abuse of power** by people holding academic and administrative authority.

- ▶ Abuse of power comes from inequalities in power and abuse of such power in relationships between
  - ❖ men and women,
  - ❖ Lecturers and students,
  - ❖ Bosses and subordinates

# Other factors for increased SH

3. **Climate of impunity**-notorious harassers are known but 'peers' don't report them for fear of **retributions, lawsuits, jeopardising their careers, stigma and shame**

4. **Poor academic monitoring and mentoring systems and bureaucratic processes** provide fertile ground for perpetrators to exploit and harass

- ▶ egs. a) Delays in exam marks, missing marks, incomplete marks etc that compels students to frequent certain offices, b) lack of spelt out systems for follow up

# Reporting and investigating SH Allegations

- ▶ VCs Roster of 100 from which adhoc committees are drawn
- ▶ Launched in October 2019
- ▶ Refer to page 13 of policy

# Other Priority areas

- ▶ Mainstreaming gender in the **university curricula** (proposed targets in the draft MUGEP) -
  - ❖ *Gender mainstreaming incorporated in all proposed curricula before approval*
  - ❖ *At least one core course per programme (undergraduate and graduate) reviewed for gender responsiveness per academic year.*
  - ❖ *All research should have gender considerations*
- ▶ Mainstreaming **Gender and Equity** in **university plans and budgets** in compliance with the Public Finance Act 2015.

# The target audience

Various levels of duty bearers namely ;

- ▶ Deans of Schools
- ▶ Heads of Department
- ▶ Departmental Programme and Course Coordinators
- ▶ Directors ( or equivalent)
- ▶ Managers ( or equivalent)



# Why the target audience?

- ▶ These offices form the basic implementing units for the three key areas.
- ▶ The Policy and Regulations against Sexual harassment states explicitly that these are part of the **Implementation organs ( REF to Pge 6)**.
- ▶ In addition, as stated in the Policy (**Section 2 sub section 5, page 9**) the **duty bearers** have the **obligation to take action** whenever any act of sexual harassment is reported to them.
- ▶ Departments ( and some Schools) initiate the **review and/or development of curricula** and also teach the curricula and **undertake research**.
- ▶ Departments are the **basic budgeting and planning units** for the university

# Programme

DATES	TARGET AUDIENCE
13 <sup>th</sup> March 2020	COCIS, CHUSS, CEES, SOL
16 <sup>th</sup> March 2020	CONAS, CEDAT, COVAB, CAES
19 <sup>th</sup> March 2020	CHS, COBAM
20 <sup>th</sup> March 2020	Non- Teaching Units



# Background to the Makerere University Gender Mainstreaming Programme

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