



Shifting the focus from the individual to the structure

Experiences

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Outline

- Background
- Makerere University (MUK) Statistics
- Actions taken at MUK
- My experience
- Conclusion





Background

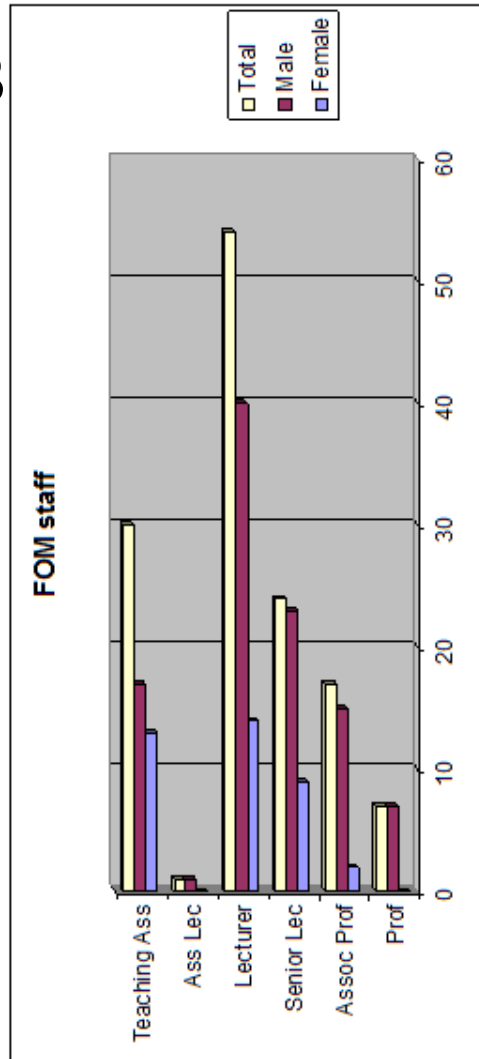
- Most of the non-institutional health care at household and community level is carried out by women.
- In the health sector women constitute 74% of the workforce.
- Most at the lower end of the hierarchy and salary grades.
- Women are few at senior professional, managerial and policy making levels.
- More pronounced in Science related fields.



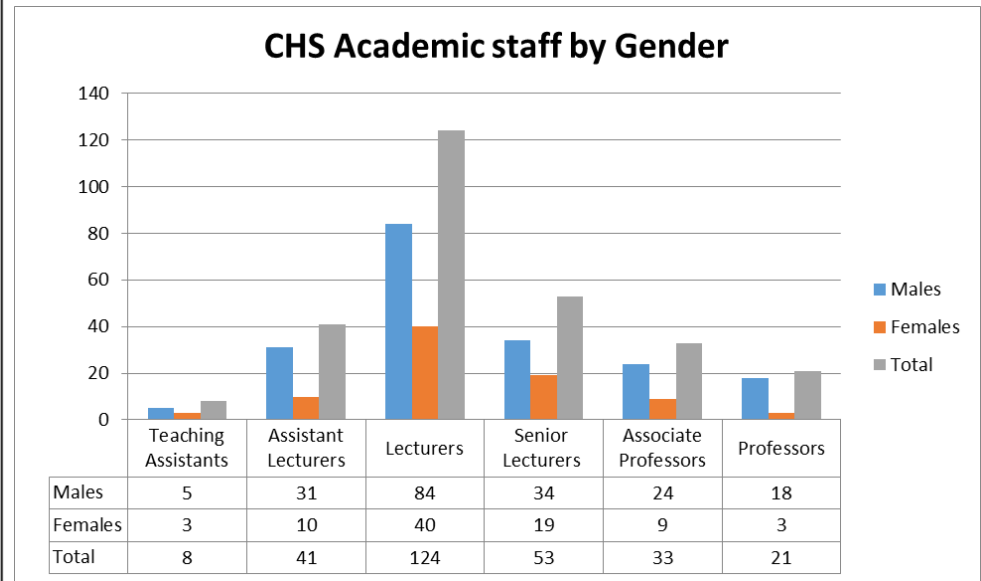


Faculty by Gender and Professional Occupation

- 2013



- 2018

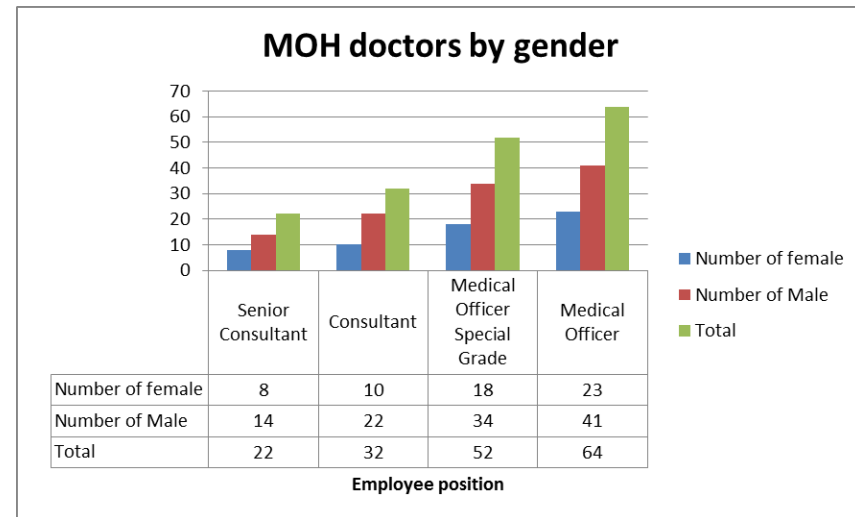
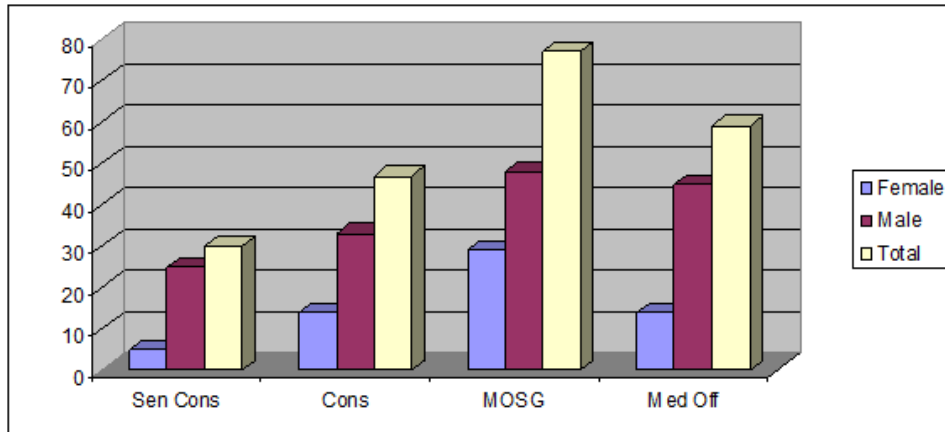




MOH staff by Gender and Health profession

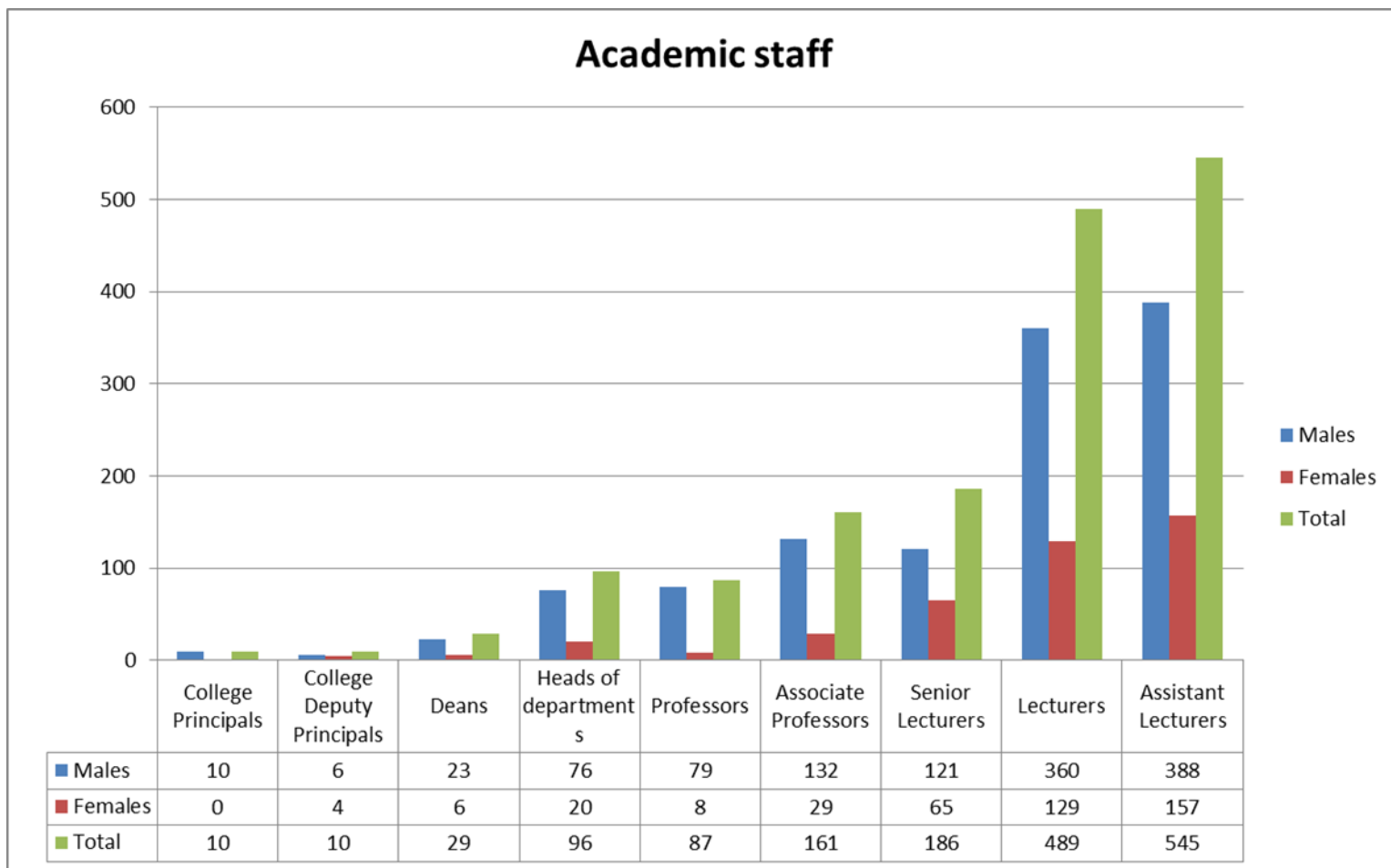
- 2013

- 2018





Makerere University Academic Staff 2018





Action taken by MUK

- Gender Mainstreaming Directorate
 - “to consolidate the gains made and promote gender equality to a higher level in Makerere University and beyond”.
 - MAK Female Scholarship Initiative (FSI) supported by Carnegie Corporation of New York
 - Supported 691 women to study at MUK
 - 20 Scholarships to women 2 for each college from the university Council
 - partnership between MAK and ten universities in Spain
 - Affirmative action- 1.5 points awarded to females
 - Created space for dialogue
 - Highlighting Gender Based Violence





My experience

12 ladies (L12)

- To support each other and then support others-academically, socially and financially
- Set out to be a role models in our departments
- Present and share our experiences
- Promote excellence among female students
- Adjust and make timetables flexible for ladies
- Example –Department of Radiology- 40% radiologists in Uganda are female.





International Women's day

8th March 2019



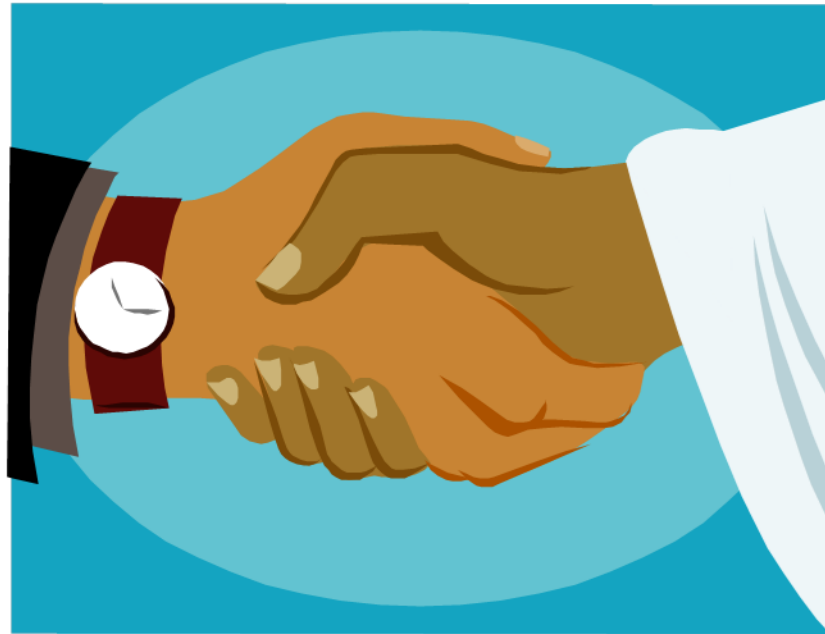
- I honor my mother
- Widowed early in life
- Brought up 7 successful children
- 6 girls
- 3 doctors – 2PhDs
- RIP Maama





Conclusion

If you want to go fast go alone, if you want to go far go together- African proverb



there is no tool for development more effective than the empowerment of women. *Kofi Annan*

