

**FACTORS AFFECTING WOMEN'S PARTICIPATION IN MAKERERE UNIVERSITY
MANAGEMENT**

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ABSTRACT

For years now several studies have been on-going on gender related issues. However, despite the recommendations and continuous studies women are still marginalized when it comes to accessing management positions in this case women in Higher Education Institutions. This study was purposely to find out the factors affecting women's participation in Makerere University management. It was carried out in Makerere University, with the objectives being; to analyse how gender roles affected women vying for management positions in Makerere University, how institutional structure and institutional culture were related to participation in Makerere University management. For purposes of triangulation both men and women Middle managers in both the administrative and academic areas participated in the study. A total of 70 respondents participated in the study. Data was collected through the use of self administered questionnaires which had both the closed ended and open ended questions.

The findings showed that women in middle management were affected more by gender roles as compared to the men. This resulted into fewer women being able to compete for managerial positions as compared to their male counterparts who after all hardly participate in the gender roles. Secondly, the study revealed that policies within the institutional structure favoured men more than women. Policies governing the appointments and promotions as well as the staff development policies favour men more than women thus seeing men dominating the different organs at management levels. Thirdly, the findings revealed that although institutional culture was not directly related to participation in Makerere University management, the acceptable behaviours of middle managers vying for management positions among which lobbying affect the transparency of accessing management positions in Makerere University. The study

concluded that gender roles were significantly negatively related to women's participation in Makerere University management as a result equality in participation in the management of Makerere University was far from reality. The notions of merit attached to the appointments and promotions of staff among others do not favour women. On the other hand the informal practices by members vying for management positions, though not significantly related do affect participation in Makerere University management. The researcher recommended that there should be clear definitions for both men and women gender roles and policy makers should put in place policies that give consideration to women vying for management positions in regard to gender roles. The University should review the policies that govern the appointments and promotions of University staff to management level to ensure equal participation. And finally, University women should be more pro-active, develop network systems to enable them enhance their leadership skills and become more visible.