



## Gender Policy for Kyambogo University approved

**APPEAR project has supported work towards transforming KyU into a more gender responsive institution**

The 3 years of cooperation between Kyambogo University in Uganda and Vienna University of Economics and Business in Austria have been crowned with the adoption of the Kyambogo Gender Policy by the University Council on July 10, 2014. The cooperation has focused on supporting Kyambogo University to implement the principles of gender equality and equal opportunity. The work has been carried out in the frame of the appear funded project on “Gender Responsive Budgeting and Gender Mainstreaming through Mainstreaming through research and research dissemination, gender responsive policies and strengthening institutional and management capacities”.

“The development and adoption of Kyambogo University Gender Policy confirms the University Council’s unequivocal commitment to take actions that will bring about more equal gender relations within the university setting.” underlines Prof. John Okedi, Chairperson of the Kyambogo University Council. He affirms in his message, that “the policy also gives a clear mandate to the management of Kyambogo University to mainstream gender in university functions”.

Prof. E. Katunguka, Acting Vice Chancellor of KyU, assures that “under this policy, Kyambogo University places a strong emphasis on building high impact partnerships, remaining focused on increasing the participation of women in all sectors of the University as well as protecting women and men from violence and abuse. It follows that the University must strive to create a work environment that empowers and rewards women and men equitably.” Prof. Katunguka also sends a clear message to all university stakeholders by stressing that “the Gender Policy will serve as a point of reference and provide overarching leadership in Mainstreaming Gender in Kyambogo University evidenced by regular documentation, budgeting, periodic reviews and continuous sensitization”.

The Gender Policy provides guidelines for gender responsive planning, operations and practices within the University and covers the following broad areas: building and understanding of and sensitivity to gender issues at the university, gender issues in governance and management, teaching and learning, research, welfare as well as security of staff and students.

A core institutional commitment being implemented with the Gender Policy is the establishment of an autonomous Gender Mainstreaming Unit which shall coordinate the implementation of the policy across all university functions and the establishment of a Gender Equality Committee with representatives from various university units.

“The Gender Policy also includes the commitment to engender the curricula by developing academic programmes and courses on gender as well as by designing and implementing a mandatory cross cutting core course on Gender and Development for all first year

undergraduate and postgraduate students,” highlights Harriet Kebirungi, the appear project coordinator at KyU who has invested her energy and commitment to project work over the past 3 years. She is proud of the achievements: “Through systematic analysis of international and national best practice, a thorough situation analysis at KyU and a participatory approach to the development of the Gender Policy we have come a long way during the past 3 years. The academic cooperation with the Institute of Institutional and Heterodox Economics at Vienna University of Economics and Business, and the Makerere University as well as financial support received in the frame of the appear project have been crucial in making this possible. It is a great step forward towards making KyU a better and more equal place of academic achievement!”