



Career Growth for Uganda's Women and Girls in Sciences, the Challenges, Opportunities and Experiences

Nyadoi Priscilla^{1,2}, Fulgensia Kamugisha Mbabazi^{1,3}., Sarah Nachuha^{1,9} and., Jennifer Thompson^{13,15} (Editors)

¹Organisation for Women in Science for the Developing World
Uganda National Chapter C/O College of Natural Sciences,
Makerere University P.O.Box 7062, Kampala, Uganda.

Email: owsduganda2021@gmail.com

²Uganda Wildlife Society, P.O Box 7422 Kampala.

Email: msnyadoi@yahoo.com, Tel: +256779250961

December 20, 2022, Kampala, Uganda



*Corresponding author** Nyadoi Priscilla, Email: msnyadoi@yahoo.com, Tel: +256(0)779250961

Copyright © 2023
by AJPO All rights
reserved.

This book or any portion thereof may not be reproduced
or used in any manner whatsoever without the express
written permission of the publisher and author except
for the use of brief quotations in a book review.

Printed in USA
First Edition Published in 2023

AJPO Journals and Books
Publishers
journals@ajpojournals.org
<https://ajpojournals.org>

ISBN: 978-9914-745-40-5

TABLE OF CONTENTS

TABLE OF CONTENTS	2
CONTRIBUTING AUTHORS	3
ACKNOWLEDGEMENT	7
ABSTRACT	8
CHAPTER ONE	9
INTRODUCTION	9
CHAPTER TWO	16
CAREER GROWTH EXPERIENCES BY WOMEN IN SCIENCE IN UGANDA: PANEL DISCUSSION	16
CHAPTER THREE	19
EXPERIENCES, CHALLENGES OPPORTUNITIES IN CAREER GROWTH FOR GIRLS AND WOMEN IN SCIENCES IN UGANDA	19
CHAPTER FOUR	37
EXPERIENCES OF INSTITUTIONS THAT TRAIN AND OR SUPPORT GIRLS AND WOMEN IN STEM	37

CONTRIBUTING AUTHORS

^{1,2}Nyadoi Priscilla

^{1,3}Mbabazi Kamugisha Fulgensia

^{1,3}Natukunda Flavia

^{1,3}Biira Saphina

^{1,3}Nabasa Gimiguni Lilian

^{1,3}Nalule Muhumuza Rebecca

^{1,4}Namugaya Jalira

^{1,5}Jovia Tuhaise

⁶Monica Musenero Masanza

⁶Brenda Nakazimbwe

^{1,7}Angwech Harriet

^{1,7}Achiro Rosalba

^{1,8}Nalwanga Rosemary

⁸Sande Eric

⁸Muyodi Fredrick

^{1,9}Nachuha Sarah

^{1,10}Nyachwo Jane Francis

^{1,11}Aol Sharon

^{1,12}Odur Anna

¹³Tonya Blowers

^{13,14}Olubukola Oluranti Babalola

¹Organisation For Women in Science For the Developing World, Uganda National Chapter, Hosted by the College of Natural Sciences, Makerere University, P.O.Box 7062, Kampala, Uganda.

²Uganda Wildlife Society, Plot 39 Babiiha Avenue, Kololo, Kampala, P.O.Box 7422 Kampala, Uganda

³Busitema University, P.O.Box 236, Tororo, Uganda

⁴Muni University, P.O.Box, 725, Arua, Uganda

⁵Medic, Solinzi House, Kampala, Uganda

⁶Ministry of Science Technology and Innovations, Kampala, Uganda

⁷Gulu University, P.O.Box 166, Gulu, Uganda

⁸Makerere University, P.O.Box 7062, Kampala, Uganda

⁹Kabale University, P.O.Box 317, Kabale, Uganda

¹⁰African Women University of Science and Technology, Tororo, located on Plot No.7 Everest Place, Tororo Municipality, Uganda

¹¹Mbarara University of Science and Technology, P.O.Box 1410, Mbarara, Uganda

¹²Association of Uganda Professional Women in Agriculture and Environment, Plot 1085, Willis Road, Namirembe, P.O.Box 34192, Kampala, Uganda.

¹³Organisation for Women in Sciences for the Developing World (OWSD), Strada Costiera, 11, 34151 Trieste, Italy

¹⁴North-West University, Private Bag X2046, Mmabatho 2735, South Africa

¹⁵University of Cape Town, Rondebosch, Cape Town, 7700, South Africa

ACKNOWLEDGEMENT

We thank all members of the Organization for Women in Science for the Developing World Uganda National Chapter and their organizations for supporting the formation and launch of the Uganda National Chapter through participation in the formation activities and/or financial and other in kind contributions. We thank the college of Natural Sciences of Makerere University for accepting and becoming the first host of the OWSD Uganda National Chapter. We are grateful to the OWSD Secretariat and Executive Copmmmittee , in particular the Vice President for Africa and the President for giving all the necessary support that enabled the Uganda National Chapter to be formed and successfully launched, from which launch event much of the material used in this publication were, obtained. We thank all the instituions employing our members in one way or another, that supported us during the National Chapter formation processes. These include, but are not limited to, Busitema University, Gulu University, Kyambogo University, Muni University, Lira University, Kabale University, Mbarara University of Science and Technology, Islamic Universiy in Uganda (IUIU), National Agricultural Organisation, Medic, Makerere University, National Environment Managment Authority, Uganda Wildlife Society and Kyambogo University, African Women University of Science, Technology Tororo (AWUST). And. North West University South Africa. We thank Prof. Jennifer Thomson, the President, OWSD, for reviewing and providing technical guidance that enabled us improve this publication.

ABSTRACT

Authored by a team of women in Sciences from Uganda, this book contains information on the challenges, opportunities, experiences and lessons on career growth for women in Sciences, with Uganda in perspective. This information, in the authors' view, will be useful guidelines for women and girls pursuing career success in the fields of sciences, engineering, mathematics and related others. In chapter one a review and summary of the subject is given. Chapter two reports on a panel discussion, while chapter three presents personal experiences of women and girls in sciences at different stages of their professional career growth. Chapter four, contains experiences and advice from experts who have been involved in training and or financial support of academic and or professional development of women and girls in sciences. We believe, not only the women and girls in STEM will benefit from this publication, but also, community in academia, research, policy and development arenas.

Keywords: *Leadership, Family, Mentors, Role models, Knowledge, Belief, Environment, Academia, Profession, Faith, Women in Science*

CHAPTER ONE

INTRODUCTION

Nyadoi Priscilla

In this chapter, I have given an in-depth review and summarized the situation of the African girl or woman in sciences, drawing from publications (such as Phakeng, 2015; Laweer *et al.*, 2011 and Babalola *et al.*, 2022), my own experiences and having Ugandan women in perspective. I have based my own experiences on what I have learnt from interactions with girl children and women from many African countries over time and in the literature. To begin with, the journey of a Ugandan girl child from early stages of life and education through to high school, tertiary and university academic levels, and subsequent career development and growth, is not very different in most cases from those of their peers in the other African countries. It is indeed recorded that for many of the women and girls, the challenges have been many, the following being some of them.

Patriarchy and related cultural constraints, sex/gender, socio-economic and physical environments have played their parts, sometimes enabling and in other times disabling their efforts to stay in the science arena. For example, societal negative attitudes, ingrained standards and cultural obligations for girl children/women are many, and are often incompatible and impose restraints on their efforts to succeed in the science arena.

For those who have registered some success, the African girl or woman has had to put in a great deal of effort to get to where they