

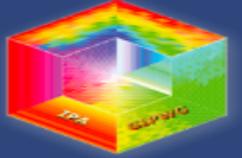
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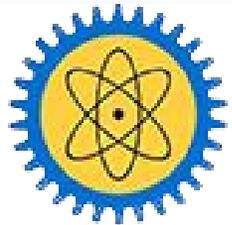


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Women in Physics Participation in Leadership and Decision-Making Positions in Uganda

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□ Abstract

- This research aimed to determine the status of women in physics in Ugandan leadership and decision-making, highlighting barriers that prevent their participation. The study used a survey method and 95 respondents, with 86 (90.25%) completed and returned questionnaires. The majority of women in physics had lecturer and below academic levels. Obstacles to women's participation include socio-cultural perceptions, lack of experience, domestic duties, and a lack of confidence in women's leadership abilities. The researchers suggested potential remedies for women's participation in public leadership and decision-making.

□ Introduction: The Women discrimination challenge

- Females are frequently viewed as inferior in patriarchal civilizations and excluded from prestigious roles.
- This prevents them from occupying positions of authority, leadership, and religious and property management.
- Despite producing half of the world's food, laboring two-thirds of the world's hours, and raising children, women still face prejudice and lack of protection from violence.
- The prevalence and cultural value systems that support these discriminatory behaviors are not well understood [1].
- **Sustainable** development requires full participation of both women and men, eliminating discrimination and protecting women from violence [2].
- Uganda is a signatory to important human rights agreements, which support the equitable involvement of women in public decision-making [3].
- But Ugandan politics and decision-making are predominantly male, with women infrequently involved [4].

□ Introduction Cont...: **The discrimination challenge**

- Women who challenge men face labeling as immoral and chaotic.
- Despite rising participation rates worldwide, women continue to be underrepresented in formal leadership positions for a variety of reasons.
- According to Meaza, the main reasons for the discrepancies in women's leadership include institutional barriers, unequal financial prospects, and a lack of mentors and support systems [5].
- Women are frequently barred from leadership positions in the workplace due to gender stereotypes and sexist workplace policies [6].
- The pursuit of leadership roles by women is hampered by traditional constraints.
- This study investigates women's leadership and decision-making status in Ugandan public and private institutions, identifies obstacles hindering their participation.
- Suggests programs and policies to promote women's participation in leadership and decision-making positions, aiming to make a greater impact on national issues.

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□ Methodology and Research Design

➤ Research Type, Sources of Data, and Techniques of Sampling

- A descriptive study was used to accurately portray Ugandan women's leadership and decision-making. This is suitable for investigating public institution leadership and decision-making aspects affecting women.
- Primary and secondary data was used. Sampled study population respondents provided primary data. Annual reports, books, websites, and other sources provided secondary data.
- Probability and non-probability sampling to choose study participants was used. Probability sampling was employed to avoid bias and generalize data. Purposive sampling included the women in physics.
- This strategy collected status determinants affecting women's leadership and decision-making in public and private institutions.

□ Data Collection and Data Analysis Methods

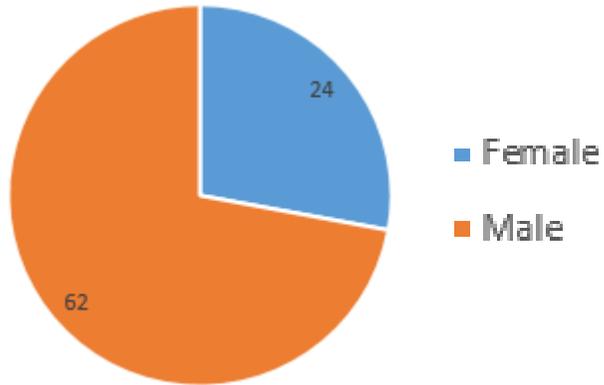
- Surveys and interviews collected data for this investigation. The questionnaires were chosen; (cost-effectiveness and ability to acquire information). Both strategies allowed respondents to openly express their opinions, provide useful insights.
- The descriptive research records, edits, organizes, analyzes, interprets, and presents primary and secondary data. Descriptive statistical tools (tables, figures, percentages, graphs, and charts) are used to collect quantitative and qualitative data.

□ Presentation, analysis, and interpretation of Results

- This chapter answers research questions and objectives using surveys, interviews, and documents from primary and secondary sources.
- Qualitative and quantitative interpretations are presented after descriptive statistical analysis. Interviews are also examined.
- The paper used 86 questionnaires from reputable respondents.

□ Sample Respondents Bio data

- Respondent Gender Composition Table 1 Age group of respondents



No	Age group	Frequency	
		Number	Percentage
1	≤20 Years	2	2.3
2	21-29	31	36.1
3	30-39	27	31.4
4	40-49	25	29.1
5	50 and above	1	1.1
	Total	86	100

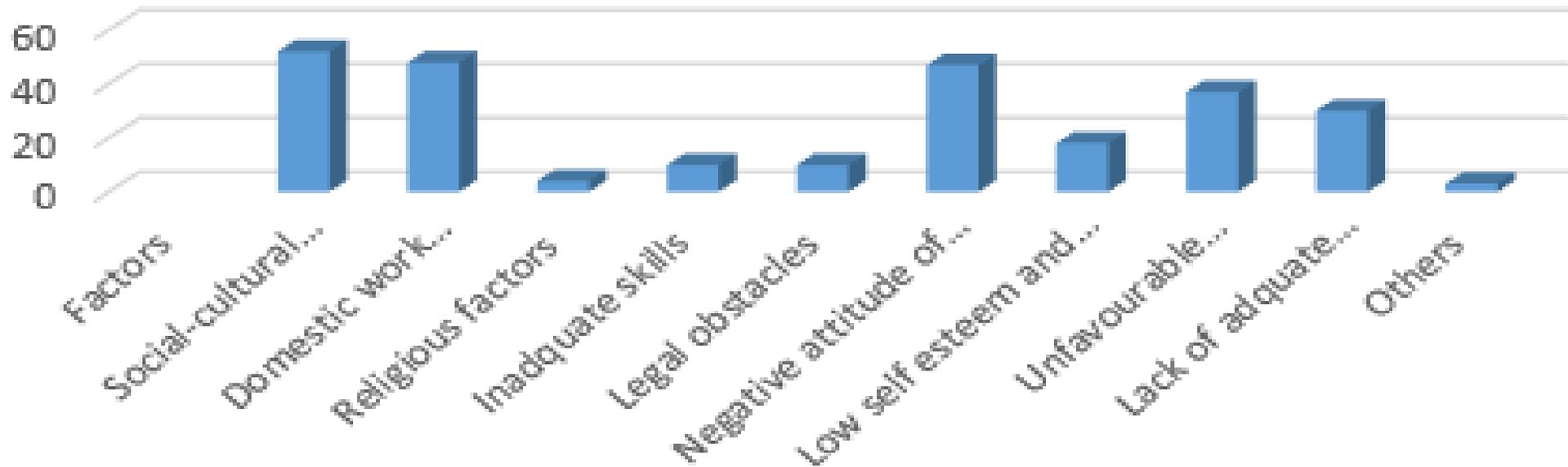
- Fig 1 Respondents Gender Composition

• Women in Physics Decision making positions

No	Position Held	Frequency	
		Number	Percentage
1	Institution heads/ Vice Chancellor	0	0.0
2	Vice Institution Heads/ Deputy Vice Chacellor	1	1.2
3	Heads of Departments	2	2.3
4	Lectures	15	17.4
5	Classroom teachers	86	100.0
6	Commiittee members	9	10.5
7	Others	12	14.0

Table 2 Leadership positions of women in Physics

Respondents' views on the main barriers to women in physics's leadership and decision-making



❑ Conclusion

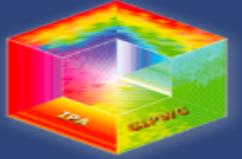
- The report highlights the limited representation of women in Ugandan in public leadership and decision-making.
- Issues include organizational structures, negative attitudes, and traditional roles.
- Parental responsibilities, cultural norms, and the stereotype of "a woman's place is in the home" limit women's ability to participate at leadership levels.
- Socio-cultural, societal, personal, and institutional factors contribute to the exclusion of women from political and public leadership.
- The study found that women are productive and successful when given the opportunity to hold leadership positions. To remedy this imbalance, measures must be considered.

□ Acknowledgement

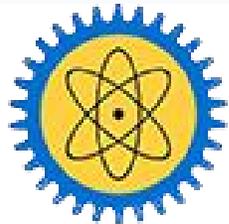
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