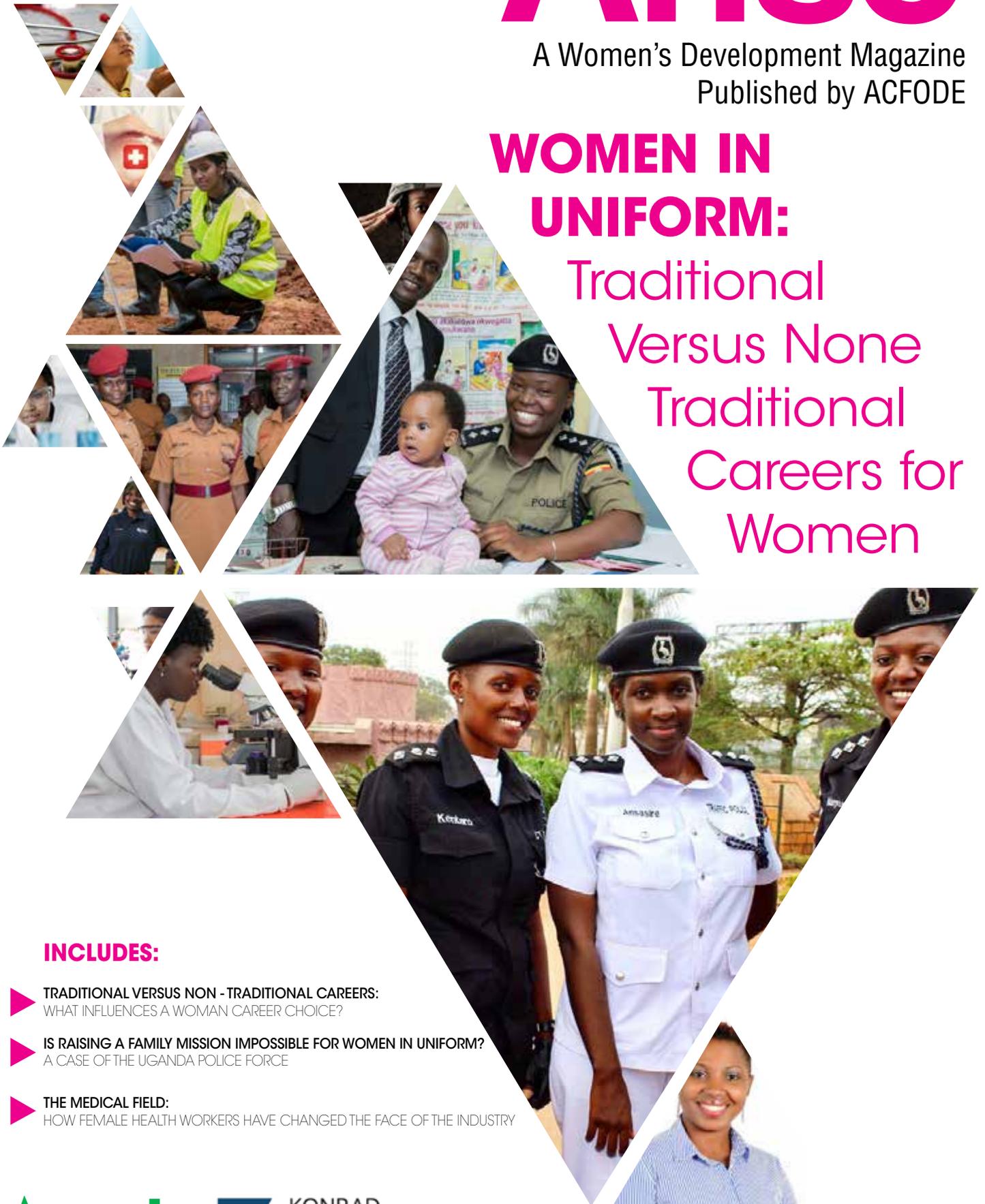


Arise

A Women's Development Magazine
Published by ACFODE

WOMEN IN UNIFORM: Traditional Versus Non Traditional Careers for Women



INCLUDES:

- ▶ **TRADITIONAL VERSUS NON - TRADITIONAL CAREERS:**
WHAT INFLUENCES A WOMAN CAREER CHOICE?
- ▶ **IS RAISING A FAMILY MISSION IMPOSSIBLE FOR WOMEN IN UNIFORM?**
A CASE OF THE UGANDA POLICE FORCE
- ▶ **THE MEDICAL FIELD:**
HOW FEMALE HEALTH WORKERS HAVE CHANGED THE FACE OF THE INDUSTRY

A woman wearing a white hard hat with a green cross logo, safety glasses, and a white t-shirt is working on a wooden structure. She is holding a large wooden plank with both hands. She is wearing a yellow tool belt with a hammer and other tools. The background is a large wooden wall.

“

**A WOMAN MUST NOT ACCEPT;
SHE MUST CHALLENGE. SHE MUST
NOT BE AWED BY THAT WHICH HAS
BEEN BUILT UP AROUND HER; SHE
MUST REVERENCE THAT WOMAN
IN HER WHICH STRUGGLES FOR
EXPRESSION.**

Margaret Sanger



Editor In Chief

Sandra Nassali, arise@acfode.org

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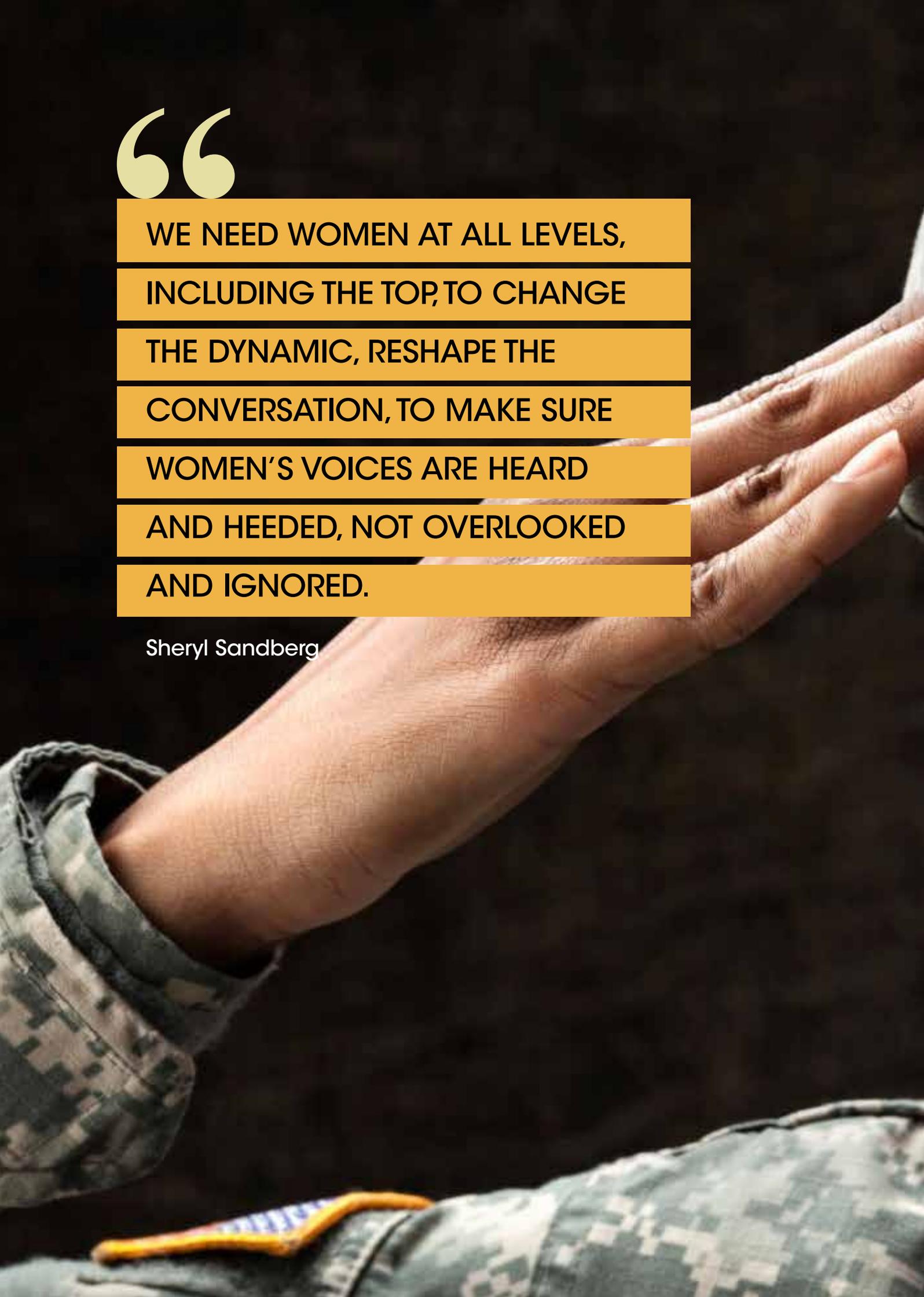
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“

WE NEED WOMEN AT ALL LEVELS,
INCLUDING THE TOP, TO CHANGE
THE DYNAMIC, RESHAPE THE
CONVERSATION, TO MAKE SURE
WOMEN'S VOICES ARE HEARD
AND HEEDED, NOT OVERLOOKED
AND IGNORED.

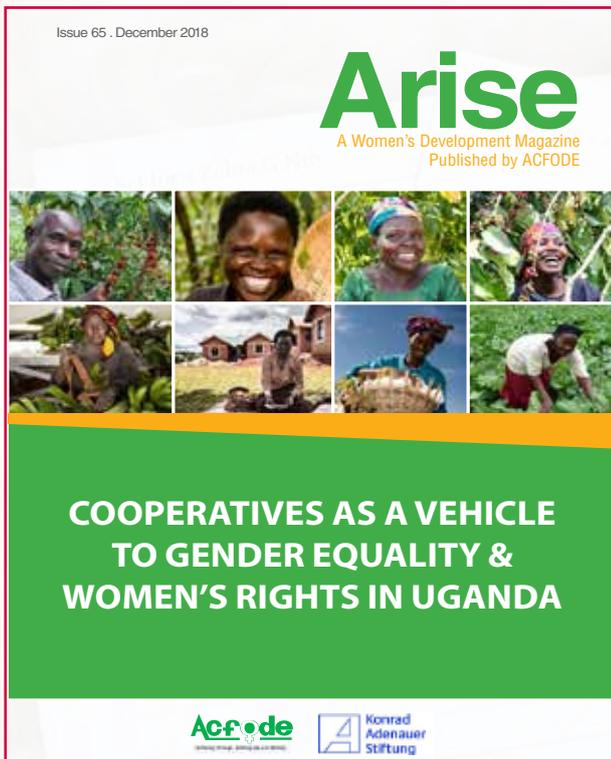
Sheryl Sandberg



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LETTERS TO THE EDITOR



Dear Editor,

Thank you for ISSUE 65 of the Arise Magazine on Cooperatives as a Vehicle for Gender Equality. By reading the magazine, we believe that key stakeholders in the cooperative movement will appreciate digital financing models that are inclusive and supportive of SACCOs to modernise their operations by putting up infrastructure required to promote mobile banking e.g. computers, solar systems, internet connectivity and printers.

Patrick Bakunda

Chief Executive Director, Uganda Central Cooperative Financial Services (UCCFS)

Dear Editor,

I applaud ACFODE for producing a special issue of the Arise Magazine, specifically dedicated to cooperatives. For me, the most outstanding article was the one that brought out the key aspect of reviving the cooperative bank. Such banks are important because they help counter the exploitation of local farmers by foreign investors and middle men.

Even then, cooperatives need loans at low interest rates and the entry of a bank that offers this service will be a game changer. I hope responsible parties, will after reading this edition do the needful.

Denis Ashaba

Dedicated Co-operator, Kampala

Dear Editor,

Thank you for the continuous effort to air out community voices through the Arise Magazine. Particularly, issue 65 elaborated on initiatives to mainstream gender and promote women's leadership and participation in the cooperative movement. Am glad that our views on women's social rights such as access, control and ownership of land, adequate housing and agribusiness were aired and I hope this will contribute to advancing the rights of women.

Byomukama Christopher

Operations Manager

Semuliki Cooperative Union (SEMUCU), Bundibugyo

Dear Editor,

The Arise Magazine issue 65 was timely given the current situation where there is a growing number of people living in informal settlements such as slums. Therefore, it will go along way in popularising the importance of cooperating and saving among women and men to change their housing situation by accessing decent and affordable cover.

Dorothy Baziwe

Executive Director

Shelter and Settlement Alternatives (SSA)

FROM THE EDITOR



Sandra Nassali

Editor In Chief

arise@acfode.org

Stereotypes are usually difficult to break and perceptions difficult to change. And this applies, among other areas, to that of careers. There was a time when it was believed that the professions most suitable for women included teaching (especially at primary level), nursing and secretarial work. Fields such as engineering, architecture, medicine and aviation, among others, were deemed to be not only inappropriate for women but the preserve of men. However, over the years, women have broken down the barriers that had kept them outside STEM (science, technology, engineering and mathematics) and other careers, with many

excelling and making a big impact in them. Women have even gone ahead to embrace careers in fields such as the security forces, where it is no longer strange to find a high-ranking female officer. Nor is it strange anymore to run into a female pilot.

Arise issue 66 is largely about the wearing down of these stereotypes and the change in attitudes. We hear from both women talking about themselves and their experiences, and both men and women making comments about the changes that have taken place in women's career aspirations and how this has affected the workplace, marriage relations and other areas of life.

Arise 66 ends with two book reviews. The first, *Becoming*, a memoir of Michelle Obama, a woman recognised and admired worldwide for her dignity, poise, intellect and sophistication, among other qualities. In her book, which can be considered a microcosm of the life of African-Americans, Michelle provides insights into the difficulties she wrestled with and the challenges she faced, including the daunting prospect of having to deal with public expectations of an African-American First Lady.

The second, *Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership*, engages with the challenges that women face in the disciplines of science, technology, engineering and mathematics (STEM). The book is based on theory and evidence, and offers solutions to women's low representation in STEM. Both books are the kind one would be proud to have among their collection.

We hope you will enjoy this issue of Arise as much as you enjoyed the past ones and get more inspiration from it.

Enjoy the read!



TRADITIONAL VERSUS NON - TRADITIONAL CAREERS: WHAT INFLUENCES A WOMAN CAREER CHOICE?

Arise Contributor

When we think about career choice, several things immediately come to mind – job description, training and education required, career outlook, and salary.

In this article, Brain Mutebi investigates what influences women career choices nowadays.

Traditionally, women were expected to take up careers such as nursing, nursery and primary teaching, catering and tailoring. Such careers were seen as a reserve for women. Society

perceived women as only good at handling less strenuous jobs, and work such as this was deemed so. “The idea was that women are well suited for jobs which involve care and compassion and

“When choosing a career, a woman should consider all the options available to her. There aren't any occupations that a woman is incapable of doing based on her gender alone. However, as is the case for any individual, female or male, one will have to meet the educational requirements and other qualifications of the career she is considering.

require less intellectual and physical abilities,” Moses Ssegonga, a lecturer in Sociology at Ndejje University, says.

Cultural norms

Dr Florence Muhanguzi, a lecturer at the School of Women and Gender Studies at Makerere University, thinks that society and cultural norms still influence women's choice of traditional careers. Muhanguzi explains that society always associates women with reproduction and, therefore, go on to prepare them for such roles. “Right from childhood, women are trained to be good mothers and housewives,” she says.

Rita Aciro, the Executive Director of the Uganda Women's Network, agrees with Dr Muhanguzi. She says such perceptions originate from socialisation, which tends to keep women in the domestic sphere. “Because women are deemed soft and weak, they are normally assigned work that brings out the softness in them and it has become normal,” Aciro says. “For example,” she illustrates, “you find that women are assigned nursery or primary teaching because they are good at caring for people.”

Women are undermined

However, Aciro says nothing should stop a woman from being a pilot, a surgeon, a commander in the army or a lorry driver. It is socialisation that perceives women as weaker and less intelligent than men.

Unfortunately, Aciro says, even within the traditional careers, women are undermined. “You find that it is men who teach science subjects such as mathematics, physics and chemistry. In that case, women become teachers of religious education, English and literature. When a woman has broken through the non-traditional fields and she is, for example, a medical doctor, she will still be asked whether she is a paediatric doctor, still associating her with children,” Aciro says.

Negative perceptions and stereotypes

Muhanguzi says the perception does not change even among the elite. Many a time, girls are discouraged from taking up fields that are technical and lucrative. “For instance,” Muhanguzi illustrates, “at school, stereotypes from teachers that girls are not good at mathematics and physics limit many of them from venturing into the non-traditional fields. It inculcates in them a negative attitude about science

courses. Consequently, they take up arts subjects which eventually lead them into reproductive roles such as catering, nursing and tailoring, among others.”

Additionally, women are perceived to be soft and, therefore, unable to talk in the public space. Aciro notes that when an eloquent woman speaks in public, people concluded that she is aspiring to be a politician. Yet that may not really be her mission. The underlying perception is that women cannot ably talk in public but if, somehow, they do so, they are suspected to be up to something.

There is also a negative attitude towards educating the girl child. Aciro notes that, “Even today, there are cultures and religions that discourage girls from pursuing education for fear of men shunning them for being ‘over-educated’. Consequently, women and girls hold themselves back”, she explains. She adds, “And because in some cultures girls are married off early, girls do not exploit their potential. Many girls' careers and future are cut



short and jeopardised because they are married off early.” “Such practices,” Aciro observes, “need to stop, and this will only be possible through sensitisation and strong laws.”

Muhanguzi goes on to say that parents and communities should be sensitised and made aware that girls can take up such non-traditional fields and even do better than their male counterparts. “People should stop the perception that some career determinants such as strength and intelligence are a preserve of men, or that women are supposed to do work that keeps them in the domestic sphere. Girls should not be discouraged from taking up careers such as being a medical doctor, surgeons or pilot on the assumption that they will not have time for their children and husbands,” advises Muhanguzi.

Society and women emancipation

Today, however, the situation seems to be changing – women are taking non-traditional career paths. There is an increasing number of female doctors, engineers and military officers. However, women still have to contend with barriers when it comes to practising their professions. Ssegonga, a lecturer in Sociology at Ndejje University, says that the environment is yet to wholly embrace women emancipation. This is coupled with structural problems at places of employment. “When a woman breaks the ceiling and qualifies as a medical doctor, there are fewer or no places of employment that provide space for her to work with her baby,” he argues. These include breastfeeding facilities, among others.

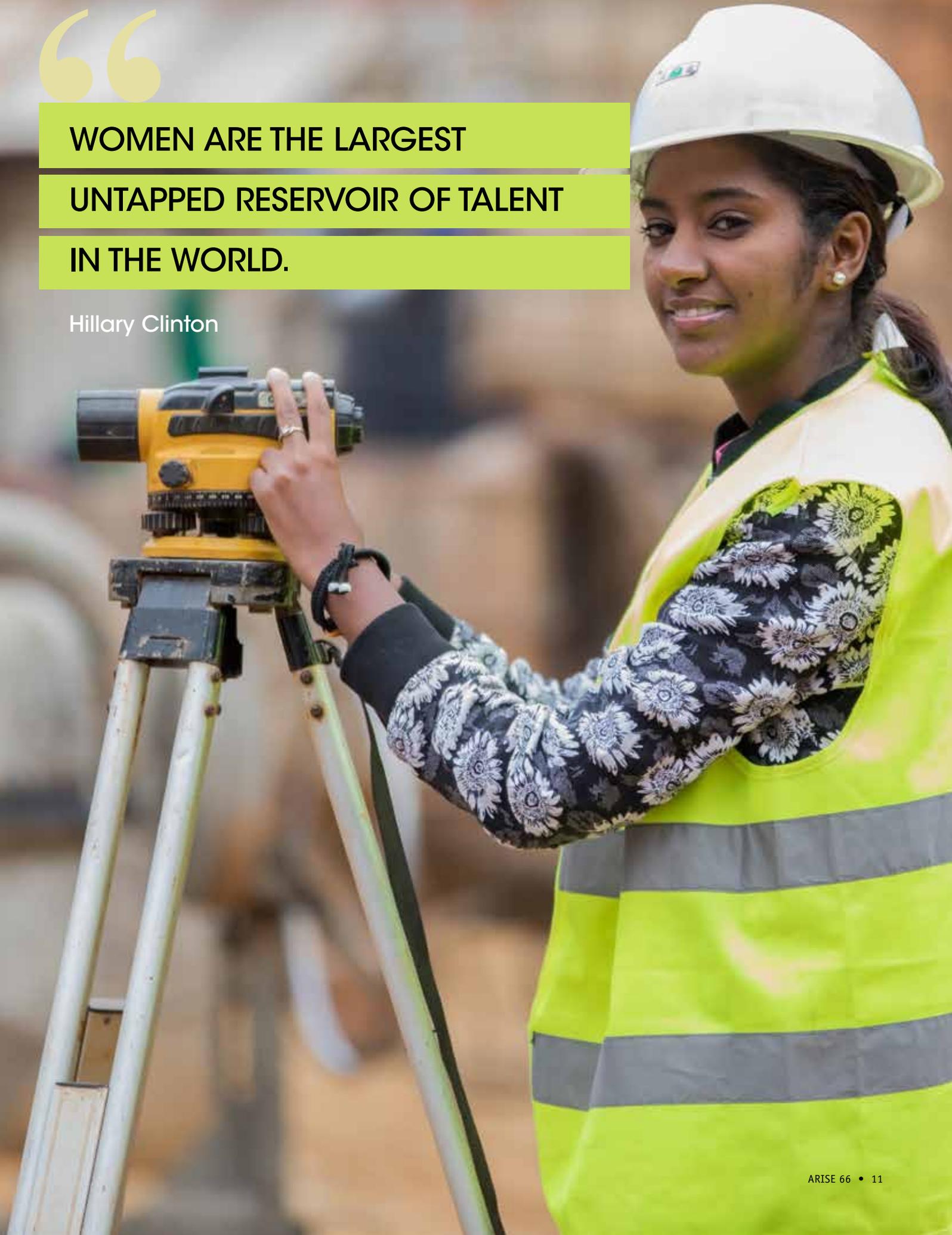
“She doubles as a medical doctor just like her male counterparts, but she is a mother as well, yet the environment does not take into consideration her double role,” explains Ssegonga. Ssegonga adds that there are still challenges with society not trusting women enough. For instance, many times during flights, if the pilot is a woman, her presence is not announced, which shows that there is still a serious problem of perception.

“There is need to break these wrong perceptions through awareness creation, and putting in place systems and mechanisms that support women in such careers to do their work effectively,” Ssegonga says.



**WOMEN ARE THE LARGEST
UNTAPPED RESERVOIR OF TALENT
IN THE WORLD.**

Hillary Clinton





IS RAISING A FAMILY MISSION IMPOSSIBLE FOR WOMEN IN UNIFORM? **A CASE OF WOMEN IN THE UGANDA POLICE FORCE**

Arise Reporter



“As female police officers, we try as much as possible to make family life a priority. For starters, our earnings have to contribute to the family’s overall happiness and wellbeing. There, your efforts get to be appreciated,” says Anita. “And when it comes to finding balance, there will be sacrifices you have to make in your career for your family. However, it doesn’t mean you have to give up what you love. The most important thing is to find a satisfying career that allows you to be happy in all aspects of your life — especially at home with your family,” she adds.

Recently, Anita Nakanwagi, a wife, mother and a police officer attached to Nakifuma Police Station, took her seven-year-old twin daughters for an outing together with her husband to a popular local hangout. They had been there for only a few minutes when Nakanwagi’s phone rang. It was her boss calling her for an impromptu assignment. “It’s part of the job,” she said. Neither her children nor her husband were impressed, however.

This is one example, among many, of the challenges that women in uniform face regarding work and family life. It is an illustration of the reality women in uniform have to ponder when starting a family.

ASSP Maureen Atuhairwe - Member Head of Child and Family Department - Uganda Police Force (UPF) says that the situation has greatly improved, that it used to be much tougher. “Under the Police Standing Orders – which we no longer follow – an officer had to seek permission from the Inspector General of Police to get married,” she says. One also had to first serve for at least five years before considering getting married, and their spouses had to be investigated first before the officer

was allowed to get married to him/her. “The reasoning was that this person is going to be with you and may have access to vital information about the police and the state so they had to ensure he is a right fit.”

The UDPF Act

Such rules are no longer followed to the letter, but there are still rules and regulations that literally spell out the dos and don’ts for the officers in uniform. For example, the Uganda People’s Defence Forces Act states: “Every member of a regular force shall be on continuing full-time military service and shall at all times be liable to be employed on active service.”

Serving officers are also barred from sharing information about operations with their spouses. The UDPF Act further states: “A person subject to military law who breaches concealment in operation... breach of concealment in operation means, among others... unauthorised release of information.”

In the era of social media and terrorism, officers may want to avoid unwarranted posts about themselves and/or family members.

Showing affection in public not allowed

In the military, personnel are not allowed to hold hands with their spouses while in uniform. Talk about romance! Males may escort women or help the elderly, but affectionate hand-holding is a no-go area. The reasoning is that your spouse is required to keep his or her right hand empty in order to salute at any time. Officers are also not allowed to share uniforms with their spouses.

Atuhairwe says women in uniform undergo premarital counselling where several issues are discussed, including what is ordinarily done for civilians. These include HIV/AIDS testing. “Our officers are urged to be trustworthy in their marriages and discuss parenting with their spouses before marriage.”

According to Sarah Chesang, a police officer attached to Mukono Police Station, transparency is extremely important in navigating a marriage for the women in uniform. “I am very open to my spouse and I tell him all my day’s schedule. This



builds trust as he is aware of all my whereabouts,” Chesang says.

“I also make sure that I am in constant touch with my family by regularly calling the maid to know how the children are faring,” she adds.

Institutional policies

While institutions such as the Uganda Police and Prisons Service may have policies that support marriage and family relations for women in uniform, the same cannot be said of private security firms.

“There are strong restrictions when it comes to pregnancy, we are indirectly not allowed to conceive because we are stopped from working at five months and when we give birth, we are not given maternity leave,” says Sandra Apio, a security guard with one of the private security firms in

“ There are strong restrictions in the private sector when it comes to pregnancy, we are indirectly not allowed to conceive because we are stopped from working at five months and when we give birth, we are not given maternity leave,” says Sandra Apio, a security guard with one of the private security firms in the country.

the country.

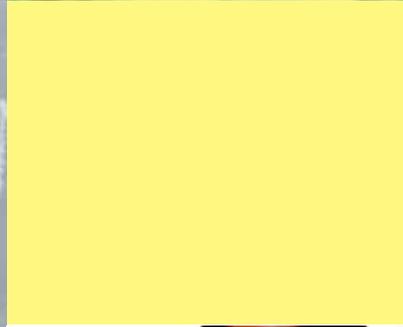
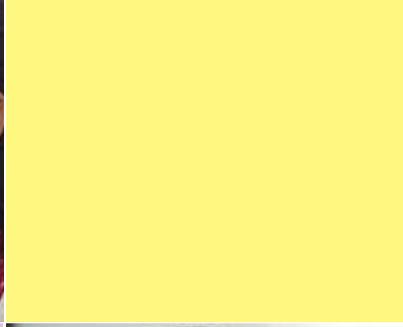
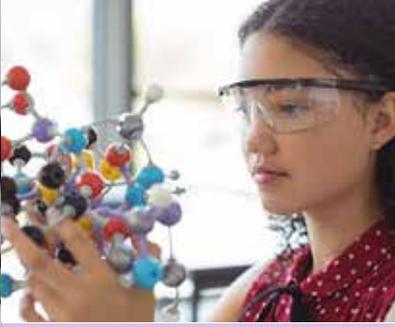
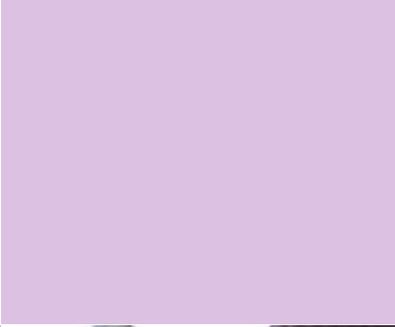
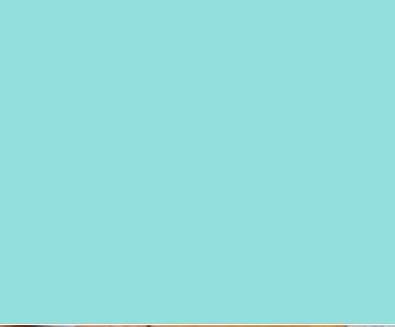
While security guards do not lose their jobs upon getting pregnant, the condition does not seem to support motherhood. “You are not paid for the period spent away from work,” Apio says. The implication of this is that women are indirectly forced to breastfeed for a very short period so that they can start being paid again.

While in every institution there are always the dos and don’ts, Apio’s and Nakanwagi’s real-life experiences and, indeed, many more personal experiences of women in uniform prompts the debate as to whether or not raising a family is mission impossible for women in uniform.



WHY SO FEW?

**WOMEN IN SCIENCE, TECHNOLOGY,
ENGINEERING AND MATHEMATICS (STEM)**



It is no secret that the fields of Science, Technology, Engineering and Mathematics (STEM) are predominantly male with historically low women's participation. The continued existence of gender disparity in STEM fields over the years has formed one of the major themes in social and academic investigation. Brian Mutebi and Owen Wagabaza explore some of the reasons behind the smaller numbers of women in STEM.

Barbara Birungi, the Director of Hive Colab and founder of Women in Technology Uganda, says the lack of mentorship in STEM fields is one of the reasons why women are still few in this field. According to Birungi, the support and encouragement of a mentor can make a lot of difference in women's decision to or not to pursue a career in STEM disciplines.

This is particularly important for young people who face many obstacles early on in their careers. "Since these young individuals often look to those who are more established in their discipline for help and guidance, the responsiveness and helpfulness of potential mentors is incredibly important," says Birungi.

The Queen Bee effect

The Queen Bee effect occurs when higher-status women, particularly in male-dominated professions, are far less likely to help other women than their male colleagues might be. Citing a 2004 study, Peter Emojong, a lecturer in Psychology at Makerere University, explains that individual mobility for a member of a negatively stereotyped group is often accompanied by a social and psychological distancing of oneself from the group.

This implies that successful women in traditionally male-dominated careers do not see their success as evidence that negative stereotypes about women's quantitative and analytical abilities are wrong, but rather as proof that they are exceptions to these stereotypes.

Emojong cites the example of Margaret Thatcher, the former British Premier, who had very few women in her cabinet. Such women, Emojong says, may actually play a role in perpetuating rather than abolishing these negative stereotypes.

Lack of interest

A 2007 meta-analysis of STEM concluded that men prefer working with things and women prefer working with people. When interests were classified by RIASEC type (Realistic, Investigative, Artistic, Social, Enterprising, Conventional), men showed stronger Realistic and Investigative interests, and women showed stronger Artistic, Social and Conventional interests. Sex differences favouring men were also found to be among the more specific measures of interest in engineering, science and mathematics.

In the study, *Untangling Life Goals and Occupational Stereotypes in Men's and Women's Career Interest*, published in 2015 by the Alabama STEM Education Research Team (ASERT), the major reason given by women for switching majors from STEM areas to non-STEM areas was that non-STEM academic majors offered better education options that better matched their interests. Others reported a loss of interest in the chosen STEM majors. Additionally, 38 per cent of female students who remained in STEM majors stated that there were other academic areas that might be a better fit for their interests.

Dr Anne Preston's (2004) survey of 1,688 individuals who had left the sciences also showed that 30 per cent of the women considered 'other fields [being] more interesting' as their reason for leaving. Dr Preston is a teaching fellow at the University College London. Her research findings in a paper entitled "Leaving Sciences" show that advanced science skills do not often result in a woman being interested in a STEM career.

Stereotypes

There are stereotypes where people associate science and maths fields with males, and humanities and arts fields with females. In addition, Dr Diana Atwine, the Permanent Secretary Ministry of Health, says that people often hold negative opinions of women in what is deemed masculine careers such as engineering. "People judge women to be less competent than men in 'male jobs' unless the women are clearly successful in their work. But even when they show competence in such jobs, some people do not appreciate their work," she sums it up.

There is also the issue of self-assessment, or how individuals view their own abilities. Research shows that girls rate their mathematical abilities lower than boys with similar mathematical achievements do; girls also believe that they have to be exceptional to succeed in 'male fields'. "As a result of this lower self-assessment in sciences even in the face of good grades and test scores, fewer girls than boys aspire to pursue STEM careers," Atwine explains.

The importance of gender equality in STEM

Ensuring that girls and women have equal access to education and, consequently to STEM careers; this is important from the human rights, scientific and development perspectives. "From a human rights perspective, all people are equal and should have equal opportunities, including studying and working in the field of their choice," says Atwine.

From a scientific perspective, the inclusion of women promotes scientific excellence and boosts the quality of STEM outcomes, as diverse perspectives aggregate



creativity, reduce potential biases and promote more robust knowledge and solutions.

From a development perspective, gender inequalities in STEM education and employment perpetuate existing gender inequalities in status and income. Gender equality in STEM will ensure that boys and girls, men and women are able to acquire skills and opportunities to contribute to and benefit equally from the benefits and assets associated with STEM.

Bridging the STEM gap for women

There is need to provide opportunities for mentorship and a sense of community. Dr Asher Cheptoris, a dental surgeon and founder of Sinai Dental Clinic, argues that women scientists as well as organisations can play a role in helping women in STEM overcome the academic and professional challenges unique to their gender. “Mentorship helps women recognise institutional biases or the unacknowledged gender biases in themselves or other factors that might be preventing career advancement, forcing them to feel they don’t belong, or inadvertently pushing them out of STEM,” she explains.

There is need for the academic leadership to confront institutional biases that persist against women in STEM. “Anyone in an academic role that can influence a student’s decision to stay in or leave STEM should have a professional obligation to understand their students’ concerns,” Cheptoris notes.

Emojong says there is need to introduce problem-solving learning that helps attract and retain women, in particular, by meaningfully connecting them to the societal relevance of their field. “The sooner the exposure to STEM projects that are linked to societal improvements, the better,” advises Emojong.

THE MEDICAL FIELD: HOW FEMALE HEALTH WORKERS HAVE CHANGED THE FACE OF THE INDUSTRY

Arise Reporter

Women have always been healers. As mothers and grandmothers, women have always nursed the sick in their homes. As midwives, women have always cared for people in their communities. Yet, when medicine became established as a formal profession globally, women were shut out.

However, they didn't seat back and look on, but rather waged a long battle to gain access to medical education and hospital training. Since then, women have overcome prejudices and discrimination to create and broaden opportunities within the profession. Gradually, they have been able to carve out successful careers in every aspect of medicine.

This article highlights the significant contributions that women have made to the health care system in Uganda by narrating stories of female doctors who work tirelessly, every day, to improve the country's health sector with tremendous dedication, vigor, and passion.



**Dr Phionah Atuhebwe
Mubangizi**

Regional Technical
Advisor for the World
Health Organisation
in Africa and Asia on
vaccines and innovations

At the World Health Organisation Africa regional office, Dr Atuhebwe heads the vaccines programme in Africa. The vaccines include the HPV, oral cholera, typhoid, malaria, Ebola, polio, influenza, pneumonia and the rotavirus vaccines.

Atuhebwe is a member of several global and regional technical advisory groups that make global policies in reproductive health and immunisation. She holds a master's degree in international public health from the University of Leeds in the United Kingdom and has received extensive executive training in project management and leadership.

After graduating as a medical doctor in 2007, Atuhebwe worked with the International Development Research Centre (IDRC) in Ottawa, Canada. She later returned to Africa to work as a Senior Health Systems Advisor with Ipas Africa Alliance, before joining the World Health Organisation.

To young girls, Atuhebwe has this advice: "Stay true to thyself and work hard. Nothing comes easy. Identify people you wish to be like and find out how they got there. Your inner circle affects your career; get the right people in your inner circle."



Dr Sabrina Kitaka
Senior Paediatrician

Dr Sabrina Kitaka is a senior lecturer at the Department of Paediatrics and Child Health, Makerere University College of Health Sciences. She was a Gilead Fellow and researcher at the Infectious Diseases Institute from 2003 to 2011, where she undertook a fellowship in paediatric infectious diseases.

She is currently a PhD candidate at the school of Biomedical Sciences, University of Antwerp, Belgium. Her PhD study is on the growth, development and psychosocial adaptation of prenatally infected adolescents in resource-limited settings.

Dr Kitaka provides advisory services on policy and programme implementation for children and adolescents both locally and internationally. She is involved in conducting basic research on various paediatric infectious diseases and offers clinical care to HIV-infected children and adolescents.

She directs the Adolescent Health Training Programmes at the Makerere University College of Health Sciences and is the Founding President of the Society of Adolescent Health in Uganda. Kitaka is also a member of the African Paediatrics Society of Infectious Diseases.



Dr Diana Atwine
Permanent Secretary,
Ministry of Health

Dr Atwine is a clinician and a researcher. She is the Permanent Secretary at the Ministry of Health and former head of the Health Monitoring Unit at State House. For the last 20 years, Dr Atwine has been a physician for the first family.

Perhaps Atwine’s public profile rose while she was at the Health Monitoring Unit. The unit recovered medicines that had been stolen worth billions of shillings, investigated and prosecuted several workers with corrupt tendencies in the health sector. “To date, people still call me to arrest suspected corrupt individuals, an indicator of the impact the unit made. I take pride in founding the unit that made a modest contribution to fighting corruption in this country,” she says.

At the Ministry of Health, Atwine introduced regular performance management reviews and biometric systems in a number of health facilities, which has helped fight absenteeism by health workers at their stations of duty.

Under Atwine’s leadership, the Ministry of Health has regained confidence from key strategic partners. For example, the Global

Fund has renewed its commitment to fund health programmes in the country after the financial scandal that hit the ministry. “At the time I joined the ministry I found a huge backlog of cases. Some partners had stopped giving us money because of lack of accountability.” The situation is now improving. “We do not babysit people who are not accountable. I get emotional when I get to a hospital and find patients not receiving adequate care. I would give anything for my patients,” she says. Atwine’s philosophy is that there should be value and value for money in everything that is done.

Atwine studied human medicine at Mbarara University of Science and Technology before doing her master’s at Makerere University. She then studied project planning and management at the Uganda Management Institute and clinical research at John Hopkins University.

“Under Atwine’s leadership, the Ministry of Health has regained confidence from key strategic partners. For example, the Global Fund has renewed its commitment to fund health programmes in the country after the financial scandal that hit the ministry. “At the time I joined the ministry, I found a huge backlog of cases,” says Dr. Atwine.



Dr Victoria Nakibuuka
Nsambya Hospital

Dr Victoria Nakibuuka is a renowned paediatrician and neonatologist and the Breast Milk Bank at Nsambya Hospital, one of the revolutionary medical undertakings in the country, is her brainchild.

Nakibuuka, whose mother is a retired nurse, completed her Master's in paediatrics in 2007 and worked for five years at Nsambya Hospital before

enrolling for another master's degree in neonatology at the University of Cape Town, South Africa and later returning to the hospital.

She has greatly contributed towards reducing deaths among newborn and premature babies. She recalls that at the time she joined the hospital, about 10 per cent of newborn babies died, which number has since reduced to about 4 per cent. With her effort, the hospital has also reduced preterm deaths from 25 per cent to 6 per cent.

"I hate seeing babies die," says the mother of three. "When I went for my master's in neonatology, I had an option of choosing between doing a PhD and clinical work. I chose the latter. I have worked on thousands of patients and seeing them live after our intervention fills me with pride and happiness. I don't regret

the decision," Nakibuuka says.

Early in her career, Nakibuuka did internship at Rubaga Hospital, from where she was posted to a remote medical centre in Nkokonjeru. She was 24. "The health facility had a high neonatal death rate and the wards were disorganised. I reorganised the ward and made sure babies had their own section. I also trained nurses to give specialised care to babies. As a result of these initiatives, death rates reduced and people in the community nicknamed me 'Musaawo wa baana'."

The daughter of a retired nurse has since become one of the renowned paediatricians in the country. She attributes her achievement to teamwork, a supportive hospital administration and prayer.



Ashar Cheptoris
Dental Surgeon

Ashar Cheptoris is probably the only female dental surgeon from the Kapchorwa sub-region. She is the proprietor of Sinai Dental Clinic in Kampala with a clientele base as far as Tanzania, Eritrea, South Sudan and Rwanda.

Cheptoris attended Nabisunsa Girls' School and Gayaza High School, from where she enrolled at Makerere University for a degree in dental surgery. After completing her course, Cheptoris refused to look for a job and opted to create employment for herself and six other professionals. "All my eleven classmates went abroad for greener pastures, but I chose to stay and serve my country," she says. At 1:200,000, Uganda's dentist-to-patient ratio is worrying, the reason Cheptoris says she decided to stay in the country.

Every year, she partners with dentists from America for outreach in the remote parts of the country such as Bwindi, Soroti and Kumi. "We take all the equipment from the clinic and camp in those places for a week," she says.

Cheptoris describes the situation around the country as miserable. In a single health camp, they can treat over 3,000 children and adults. She also does charity activities in Kenya and Rwanda.

Her inspiration is her late mother-in-law. "If I am granted two hours with anyone who ever lived, I would have loved to meet my late mother-in-law. She was a secretary and a single mum, who raised two doctors and a director. I would ask her how she did it and what made her tick. On the other hand," she adds, "if I were asked to come back to life as somebody else, it would definitely be myself. The only difference is, I wish at age 20 I knew what I know now."





EXPERIENCES, NEEDS AND CHALLENGES OF FEMALE PRISON OFFICERS

Owen Wagabaza and Sasha Mumbi

It is universally known that life in prison has never been easy, but what about the life of female prison officers? What are their experiences, challenges and needs? With long working hours and shifts that may begin one morning and end the next, scheduling family outings and household chores while at the same time performing well at work may not be easy for these women in uniform.

Earning the same respect as their male counterparts

The first issue normally brought up by female prisons staff is earning respect.

“Many female officers deal with less supportive work colleagues, inmates, friends and family members who don’t understand their career choice,” says the Hon. Monica Amoding, the Kumi Woman Member of Parliament. “So they enter the force with the stigma that they are weak and easily converted. This makes them greater targets for many forms of



intolerable disrespect and misconduct. It also means that they must work extra hard to convey a strong, firm and unwavering disciplinary tactic, yet remain professional and reasonably approachable because of the need to gain the respect of both inmates and fellow staff, as well as friends and family," she adds.

"Others," Anna Ebaju Adeke, the National Female Member of Parliament, adds, "come back home to spouses who

are resentful of the long hours spent away from home and the inevitable changes in attitude or demeanour that officers experience."

The unique problem of sexual harassment

As recent revelations have shown, women in numerous industries have experienced sexual harassment on the job, often at the hands of more powerful colleagues. But many female corrections officers say they are in a

unique position: not only do they endure abuse from supervisors or co-workers; they are also dealing with it from inmates over whom they wield power.

Harassment of female prison guards by inmates represents only a narrow sliver of the predatory sexual behavior that takes place in most workplaces in Uganda and the world over.

Managing work and family life

The struggle for women, in any field, is to juggle home and work life. In prisons, it may be even more difficult because of the nature of the work that the women do.

Matron Rachel Asiyo, a wardress in the Uganda Prisons Service, who has been married for over 18 years shares that “leaving work at work is a problem for females in corrections. A female in corrections gives orders all day. The stress level is high and to leave work at work can be a problem. It is difficult to relax at home to let go of that ‘take charge mind’ with the husband, kids and other family. Most of us are still the primary caregivers of children and often take the lead on domestic chores. So, if both partners in the home are working, it still may be up to the female to take over the primary responsibilities of the household. Personally, I try as much as possible to spare time for my family, and when I am at home, I try not to talk about work issues, and instead have as much family-related conversation as possible.”

Matron Asiyo says knowing and understanding ones partner is one of the ways that have enabled her to have a successful marriage as a serving prisons officer.

Additionally, the role that teamwork plays at the workplace cannot be understated. “I make sure that I have a good working relationship with my bosses and colleagues at work so that in case of an urgent need at home, I can easily tell one to sit in for me as I attend to the emergency at home.”

Fellow officer or civilian spouse?

Whether your spouse is a civilian

or a uniformed officer, it takes the balancing of work and family and an understanding spouse to have a good marriage,” female officers contend. “I may not be earning much but I endeavour to contribute to the family’s finances so that my husband does not only value me but my job,” says Lillian Ekikoze, a Uganda Prisons wardress. Ekikoze has since joined a women’s savings group to improve her financial situation.

“My husband is a civilian and he has no problem with my job. I have briefed him on all the demands of my job and he is used to the nature of my work,” says Gloria Ingabire, Principal Officer II in the Uganda Prisons Service. “For example,” she illustrates, “there are times when I leave him in bed at 3 a.m. to go and keep watch on the situation at the women’s prison, and he has no problem with it.”

Rachael Asio has not regretted the day she got engaged to a fellow prisons officer. “He completely understands whatever I do and the demands of my job, and supports me whenever and wherever possible. I doubt a civilian would be as understanding as a fellow uniformed officer. I call myself lucky,” Asio says.

How the Uganda Prisons Service is addressing the challenges

Institutional policies

Frank Baine, the Uganda Prisons Service (UPS) publicist, says UPS supports officers’ professional and personal lives through good policies. “The UPS works to ensure that all workers, especially those facing intersecting forms of discrimination like women, have equal access to employment free from gender discrimination,

including discrimination based on sex stereotypes, pregnancy, and parenting. Our policies also support family life. For instance, when an officer informs us officially about his or her relationship, we try to make sure that s/he is posted to a station near the spouse. If they are both uniformed officers, we make sure that they are transferred together.”

Lillian Ekikoze attests to this. “We have paid maternity leave of 90 days and prior to giving birth, at seven months, for example, we are allowed to put on lighter, casual clothes rather than the tight uniforms. We also have tribunals where we can front issues of abuse either from a colleague or inmate.”

“Many female officers deal with less supportive work colleagues, inmates, friends and family members who don’t understand their career choice. So they enter the force with the stigma that they are weak and easily converted. This makes them greater targets for many forms of intolerable disrespect. It also means that they must work extra hard to convey a strong, firm and unwavering disciplinary tactic because of the need to gain the respect of both inmates and fellow staff, as well as friends and family.



WOMEN IN LAW ENFORCEMENT

Arise Reporter

The integration of women into law enforcement positions can be considered a large social change. A century ago, there were few jobs open to women in law enforcement. A small number of women worked as police officers and/or security guards, and their assignments were usually limited to peripheral tasks. Women traditionally worked in juvenile facilities, handled crimes involving female offenders, or performed clerical tasks. In those early days,



women were not considered as capable as men in law enforcement. Recently, however, many options have opened up, creating new possible careers, so much so that it is easy to run into a police officer or security guard who is female. In this article, we bring to you stories of some female law enforcement officers, who shared their experience with us.

Being a female law enforcement officer is not an easy job – Sgt Esther Namaganda, Traffic Police Officer

I joined the police in 1988 as a police constable after my brother, who was then the defence secretary of our village in Bugiri, encouraged me to. It was the time they were recruiting people to join the forces. At 20, I was a bubbly vibrant young girl who had just completed my O' levels.

I have grown through the ranks to my current rank of sergeant. In 2012, I was moved to the traffic department and I was first deployed to work at Kampala CPS, before being transferred

to Kawempe, Naggalama, Mukono and currently Seeta.

My job has not been a bad one. Serving as a police officer has been a fulfilling job as it has given me opportunity to serve my country. My good character has helped me overcome many bad times that would have ruined my life as a police officer. However, like any other job, this job too has its occupational hazards.

A normal day is characterised by standing in the sweltering sun, directing vehicles on the road, stopping some, arguing with drivers and boda boda cyclists, and sometimes coming hard on those who break traffic laws by issuing express penalty tickets or arresting and detaining them at the police station.

Some days, I encounter incidents that make a day seem not normal. You can, for example, stop an individual that has broken the traffic rules but talks to you disrespectfully because you are a woman. Those are isolated cases, however; I cannot dwell on them.

The Kyaligonza incident is an incident I will live to remember. His bodyguards manhandled and slapped me. It was a total show of disrespect to not only my profession as a police officer, but also as a woman. It is the worst experience I have had since I joined the police force 30 years ago. I have not stopped wondering how a grown-up and respectable military officer at the rank of Major General could conduct himself in such a horrific manner.

Balancing family and professional work is difficult – Sylvia Anek, security guard

I became a security guard in 2011 after dropping out of school in S.3 due to lack of school fees. After wandering around the village doing nothing, a friend tipped me of the available opportunity to join a security firm that was recruiting at the time. With no job, I seized the opportunity. Fortunately, I was taken on. We underwent training.

Thereafter, I was deployed to guard at a bank in Kampala.

I can say the job has been of great help financially. I am able to look after myself and my family. This, however, does not mean the pay is good; it is not. We are paid very little money and after the unavoidable expenditures, I end up remaining with nothing. It is not possible to take care of all my needs.

We work in shifts and I dread the cold nights. Though we have guns, the fear of being attacked by a gang of rapists is real, but that does not stop me from doing my job as expected.

For the six years I have worked as a security guard, I have not had any nasty encounter. There are, however, times when I meet people who underrate me; they show it in my face and this can be disheartening. Some

don't want to be checked as they enter the bank because they think they are very important. There is also a tendency of men hitting on us all the time because they think we are cheap and loose.

It is not easy to be someone's wife and at the same time a security guard. This is because our work schedules many a time don't support a happy married life. One day you will work on the day shift, the next day, you are on night shift. You need to be blessed with an understanding husband to have a happy marriage.

Conceiving is also indirectly prohibited. Though it is not written anywhere in the rules, the fact is when your pregnancy becomes noticeable, you are told to first give birth and then come back after. But there is no guarantee that you will find your job. For the sake of the job, therefore, you think twice about your need to be a mother.

“Peer acceptance is one of the greatest pressures we face as female law enforcers. The desire to be known as a “good officer” is a strong motivating factor, and failure to achieve that status can be very demoralizing and devastating. Unlike our male counterparts, we must overcome the societal prejudice of being known as the “weaker sex.” Many of my colleagues express feeling they have to work twice as hard to prove themselves and to be accepted, whereas male officers can just show up and gain acceptance.



FROM WORK TO WORKING IT, EMINENT **WOMEN IN UNIFORM** SHARE EXPERIENCES THAT PROVE **THEY'RE MORE THAN JUST A PRETTY FACE**

Arise Reporter

Women are intelligent, creative, strong, self-driven and talented. They are also beautiful, shapely and aesthetic. Why is it, then, that women are often valued based on their looks rather than their abilities or accomplishments? The fact remains that a woman's identity isn't based on something as superficial as beauty, and it extends a lot deeper than her appearance. Conversations with the following women confirm that, indeed, behind every woman's exterior is a whole plethora of talents and traits much more impressive than beauty.



Barbara Birungi Mutabazi **Founder, Women in Technology Uganda (WITU) and Hive Colab**

Her love and passion for technology started in high school when she failed to get a seat in a computer classroom owing to the high number of students and very small number of computers. A teacher noticed a little girl who stood outside the classroom window during every lesson trying to learn. He gave her a seat.

Later, when Birungi got a job at a tech consultancy firm, she realised that she was the only woman in a group of 10 men. It was then that she conceived the idea of creating a place where young women looking for industry-relevant training opportunities, mentoring and networking opportunities could come and learn from one another. That was when the idea of Women in Technology Uganda (WITU) was conceived.

“Women in Technology Uganda was created as a place where women could come and learn about technology, business and leadership and, in turn, become innovators and business leaders. I wanted to create a movement of women technologists and encourage young women to become tech professionals,” says Birungi.

Birungi wanted a place that would embrace young women who have dropped out of school owing to poverty and give them hope for a bright future through technology education and business development support, link them to jobs and empower them to be part of the decision-making on issues that concern their lives and communities.

Birungi argues that since technology continues to shape Africa’s economies, women and girls should not be left out in this important field.

Because of her work with WITU, Birungi was a recipient of the Anita Borg Change Agent Award in 2014 and a 2017 Mandela Washington Fellowship. Birungi is also the founder of Hive Colab, an innovation hub and start-up incubator in Kampala.

“ Birungi argues that since technology continues to shape Africa’s economies, women and girls should not be left out in this significant transition.



Hellen Izama
Principal Project Engineer at National Water and Sewage Corporation

Attached to the Planning and Capital Development Department of the National Water and Sewage Corporation (NWSC), Izama deals with the water treatment plants and its supply for consumption.

Right from school, Izama has had a passion for the sciences. “First, I was lucky to have a dad who was an engineer and that, I can say, was my first encounter with the engineering profession long before I got to know what exactly it involved,” she says. “It did not matter being inspired by a man but the fact that I had someone as a role model was enough.”

Izama says being a woman in engineering is not rosy. “First, you belong to the minority. In engineering class, for example, we were only eight girls in a class of ninety students. The situation is not much different at the workplace. The problem with belonging to the minority is it may kill your confidence. Your views are not taken seriously because you are few.” Belonging to the minority, however, motivates her to work harder so as to succeed.

Izama recalls her experience with starting out in engineering in the Department of Plumbing. “It was strange for my colleagues because they had not studied or worked with female engineers. They used to tease me. But I would beat them at their game by correcting their mistakes and physically showing them how it is done. I developed vital skills required for the job. In the end, I got respected for my work,” she says.

Izama attended St. Joseph’s Girls’ Secondary School Nsambya and St. Mary’s College Namagunga before joining Makerere University for a Bachelor of Science in Civil Engineering, and is currently pursuing a master’s degree in civil engineering at the same university. Izama is a member of the Uganda Institution of Professional Engineers.

Over the years, Izama has mentored several young women. Through NWSC’s Young Water Professionals Programme, she moves out to schools and offers career guidance to girls, including demystifying myths about sciences.



Immaculate Apolot
Manager Flight Operations, Civil Aviation Safety and Security Oversight Agency

Apolot trained at the East African Civil Aviation School in Soroti, from where she graduated as a professional pilot in 1999. She was the second female pilot and the first to venture into general aviation.

After graduation, Apolot worked with several organisations, including United Airlines, Eagle Air, FEEDER Airlines in Juba and Uganda Air Cargo.

Being the first Ugandan female pilot in general aviation, Apolot says she has had her share of challenges. Even after graduating as a professional pilot like her male counterparts, Apolot could not be immediately recruited. This was not because she was incompetent but because the companies she approached were sceptical about employing her since she is a woman.

“People assumed I could not handle certain assignments because I am a woman,” she recalls. For example, on many occasions, when she appeared before an interview panel, the first question the panellists asked her was, “What if you got pregnant?”

This meant that Apolot would not have to conceive or else risked losing her job. Such conditions automatically made her postpone plans of becoming a mother.

Apolot got a breakthrough when she met Captain Elly Aluvale, a Kenyan pilot and proprietor of United Airlines. Aluvale got interested in employing Apolot as a female pilot. Her first assignment was to fly the late Gen. Kazini to DRC. She flew a five-seater chartered plane and that marked the

beginning of her flying experience.

Nevertheless, the challenges never ceased. She recalls an incident when she was preparing to fly passengers to Adjumani. “Being a small young girl fresh from Soroti Flying School, one passenger stubbornly said he could not be flown by a young girl. Fortunately, my captain intervened and told him off. He was advised to either stay or allow to be flown by a female.

In 2015, Apolot joined the Civil Aviation Authority as a Flight Inspector. In November 2017, she was appointed Manager Flight Operation at the Civil Aviation Safety and Security Oversight Agency. In 2018, during the International Women’s Day celebrations, Apolot was recognised with a medal of excellence.

“Nevertheless, the challenges never ceased. She recalls an incident when she was preparing to fly passengers to Adjumani. “Being a small young girl fresh from Soroti Flying School, one passenger stubbornly said he could not be flown by woman. Fortunately, my captain intervened and told him off.



Lt. Colonel Edith Nakalema
Head of State House Anti-Corruption Unit

Edith Nakalema is a serving Uganda People's Defence Forces (UPDF) Officer. Her reason for joining the military was to make a personal contribution to the transformation of Uganda's security forces. With a diploma in business studies from Uganda College of Commerce Kabale, Nakalema first worked in the Accounts Office of the UPDF.

She rose through the ranks of the UPDF up to lieutenant colonel. She was recently appointed to head the Anti-Corruption Unit at State House, after successfully completing a 14-month Higher Command and Staff course at the Joint Services Command and Staff College in Watchfield, Oxfordshire,

United Kingdom. She is the first Ugandan military officer to enrol at the academy and the second in Africa.

Nakalema's recent appointment to head the Anti-Corruption Unit at State House, a job outside the military, got her to work, or at least learn to work, with government structures and bureaucracies. "I am naturally a fast paced person, but I am glad I am learning to abide by the rules (bureaucracies)," she notes.

Upholding Christian values and the determination to make a personal contribution to developing Uganda are her strongest points.

The first-born of five children, Nakalema was born to Eiyasafu and Midrace Sserwadda of Kashari village in Mbarara district in 1974. She

attended Mbarara Junior School and Rwentanga Primary School for her primary education. Later, she joined Rutoma Secondary School for O' level and Kibubura Girls School for A' level. She thereafter joined Uganda College of Commerce Kabale for a diploma in Business Studies, graduating in 1998. In 2010, while she was a Finance Officer at the Special Forces Group (SFG), Nakalema pursued a degree in Logistics and Procurement Management at Nkumba University.

“

THERE IS NO TOOL FOR
DEVELOPMENT MORE EFFECTIVE
THAN THE EMPOWERMENT OF
WOMEN.

Kofi Annan



Street Talk



STREET TALK ON PUBLIC PERCEPTIONS OF WOMEN IN MILITARY, LAW ENFORCEMENT AND STEM CAREERS

STEM and law enforcement fields such as the police and the military have traditionally been male-dominated. However, times have since changed and more women have joined professions once seen as a preserve of men. Despite the changes, Owen Wagabaza found out that people's perceptions about women in professions seen as non-traditional for women, still vary.



Lwamasaka Nsereko

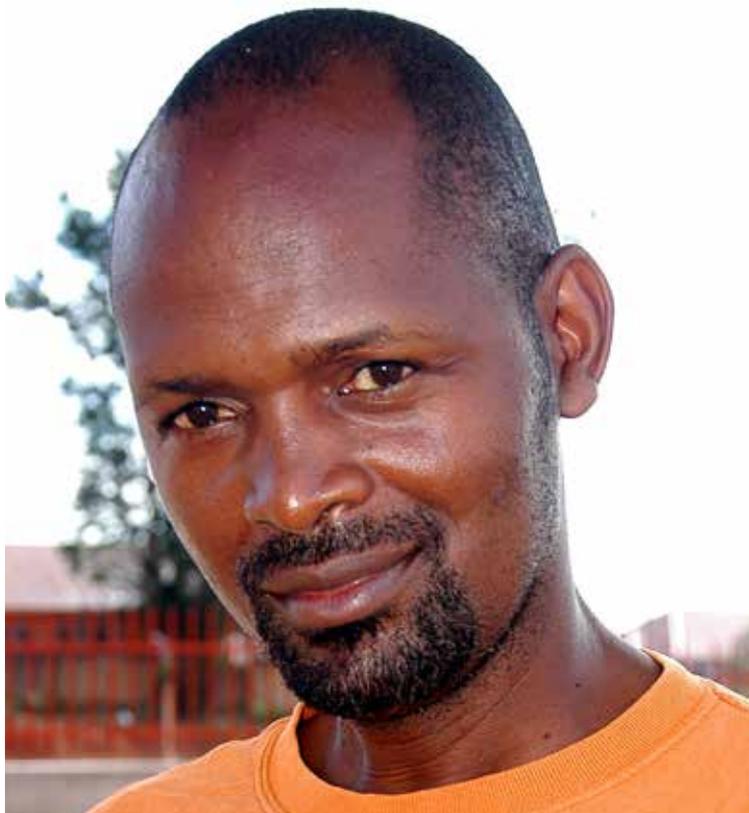
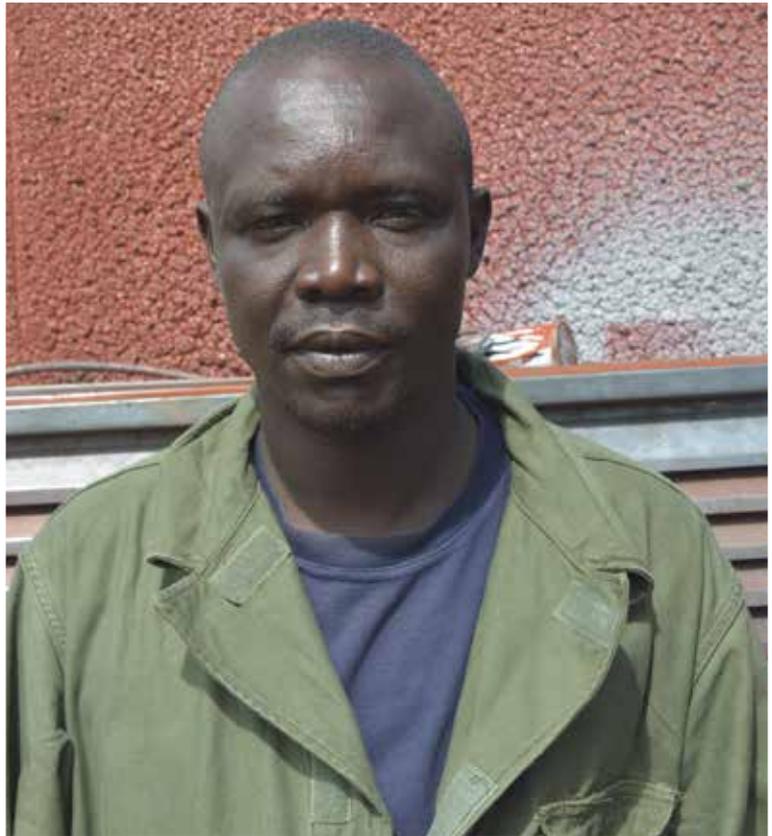
Farmer, Gombe Wakiso

It is a normal thing for women to pursue careers in the military, law enforcement or sciences. Ugandan women have been empowered by the government over the years and I think they are now ready to take on anything. Unlike before when we would get shocked on seeing such women, today women do all kinds of things. Anything a man can do, they do, so as a result, it has become normal. We are happy for them and they should keep at it.

Emilia Male

Proprietor, Kutegeragana Metal Fabricators,
Kiwatule

It is normal; it does not shock me in any way. When I was doing my course at a vocational institute, there was a girl who was doing mechanical engineering and everyone knew her, and respected her for only one reason, having taken such a bold move. It was very unusual then for a woman to take a science course, for they were known to be tailors, nurses, teachers and the like. But times have changed, women are doing things that we never thought they can do. Women emancipation is at its peak.



Allan Kitetika

Builder, Najjera

The need to survive in life has forced women to do all kinds of jobs. The need for money is the root cause of all this. Women should be at home grooming children to become better people who will change the world. Unfortunately, not only have they left the kitchen, they have taken up jobs that used to be for men because of money. We are living in a generation of gender equality. I have got used to it and I have no problem with it.



Nakintu Jacinta

Vegetable farmer, Nakifuma

Seeing women in STEM careers or law enforcement does not move me; it is normal. I will confess, though, that seeing women in the military has never ceased to shock me. Military careers are not for the fainthearted, but rather the fearless who are ready to kill. Naturally, women don't have such 'hearts' and whenever I see a fellow woman dressed in a UPDF attire, I see a hard-hearted woman with no emotions. I doubt I will ever get used to it.

Geoffrey Mutegeki

Senior journalist, New Vision

Basically, what comes to my mind is that everything is possible for every human being, whether male or female. Both can succeed if given the opportunity. I have seen women who are doing far better than men in fields presumed to be for men. This shows that women can equally do the same things as men; they were all created with the same abilities. Given the right environment, training and opportunities, the sky is the limit for each one of us.



Annet Nalwanga

Businesswoman

Seeing a woman in a STEM career or in law enforcement has become normal. They are all over; wherever you go, you find them and, as such, we have got used to them. However, I still get amazed when I see women in the military. I keep wondering whether they go to the frontline and fight like men, or they just remain in offices to do other things like clerical work. But the equality we are seeing today is the result of women fighting to be equal to men, to do things that men do and I think we have finally achieved it.



Portia Kukundakwe

Administrative Assistant, Vision Group

As a woman, when I see a woman doing jobs that were for years presumed to be for men, I feel proud. First you would get surprised, but after internalising it, you get the confidence that you can also attain the same heights. I therefore get inspiration from such women. My pride and confidence get boosted on seeing women doing jobs previously believed to be a reserve for men.

BOOK REVIEWS

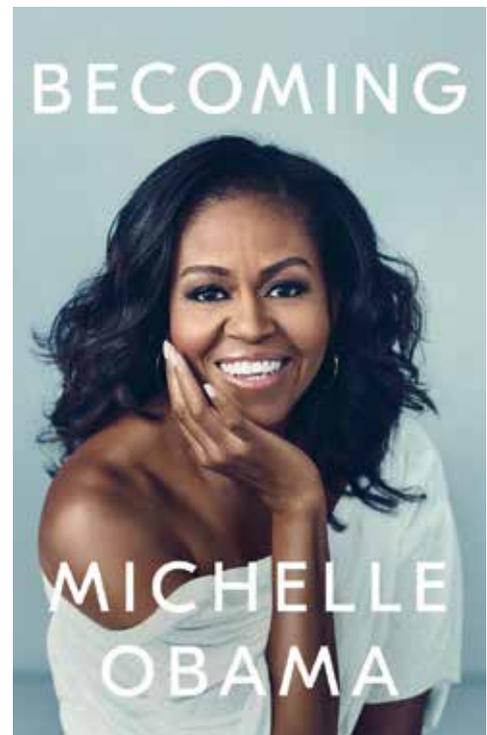
TITLE: BECOMING

AUTHOR: MICHELLE OBAMA

DATE OF PUBLICATION: 13 /11/ 2018

PUBLISHER: CROWN

REVIEWER: BELINDA KYOMUHENDO



I'd been lucky to have parents, teachers, and mentors who'd fed me with a consistent, simple message: You matter. As an adult, I wanted to pass those words to a new generation.

It's not hard to understand why Michelle Obama's *Becoming* became the fastest-selling book of 2018. One page in, and you find yourself wondering how you could feel such a deep connection to the former First Lady without ever being blessed with her presence beyond a TV screen. Or, in this case, a 448-page memoir.

While many of the 45 First Ladies who preceded her were the daughters of wealthy merchants (Edith Roosevelt), bankers (Ida McKinley), judges (Helen Taft) and slaveholders (Martha Washington and Julia Grant), Michelle Obama was a descendant of the very caste of people that some of the previous first ladies had owned. She knew, as she held the Lincoln Bible at her husband's swearing-in, that she would be held to a different standard from that moment forward, her every gesture scrutinised. "If there was a

presumed grace assigned to my white predecessors," she writes, "I knew it was not likely to be the same for me. ... My grace would need to be earned." She adds, "I stood at the foot of the mountain, knowing I'd need to climb my way into favour."

She writes in the confident cadence we have come to recognise from her campaign speeches, looking back at her youth from within the aspiring heart of a daughter of South Side Chicago. Over and over, from high school to the White House, she asks, "Am I good enough?"

In finally telling her story, Obama is doing several things with this book. She is taking the world by the hand on an intimate tour of everyday African-American life and ambition, while recounting her rise from modest origins to the closest this country has to nobility. She writes about the tension women face in a world that speaks of gender equality but in which women still bear the greater burdens of balancing career and family, even with a forward-thinking husband like Barack Obama. And she is reminding

readers that black women, like any other group, experience the heartbreak of infertility, as she describes the challenges she and her husband confronted in order to become parents.

The book is about a woman who ultimately transcended her worries to become one of the most popular First Ladies in history. As a measure of the public's adoration, her memoir sold more than 1.4 million copies in its first week and quickly became the best-selling book of 2018.

Perhaps it's because she details her journey to the White House in such a real, intimate way – teaching us many lessons that we will always carry with us, like the uselessness of asking someone what they want to be when they grow up (we play many roles throughout our lives, which makes it impossible to choose just one thing) and the importance of consistently reminding ourselves that our voices matter.

BOOK REVIEWS

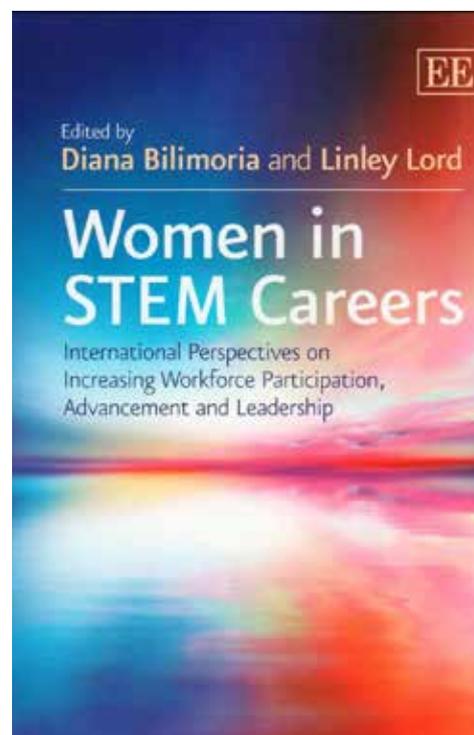
TITLE: WOMEN IN STEM CAREERS

EDITORS: DIANA BILIMORIA &
LINLEY LORD

YEAR : 2014

PUBLISHER: CHELTENHAM &
UK EDWARD ELGAR

REVIEWER: BELINDA KYOMUHENDO



The fields of Science, Technology, Engineering and Mathematics (STEM) continually bring innovation and improvement to our daily lives, besides offering the potential for the expansion of business and employment. Science and technology are applied to discover new opportunities and solve problems, and to shape the formation, design and development of new products and innovative production processes. Advanced knowledge and skills in science and technology offer distinct advantages to compete and win in today's fast-paced global business environment.

With this increasing importance of science and technology for global economic competitiveness and growth, considerable attention is being paid to these industries as career choices for women and men. Individuals with STEM expertise have become critical for the success of both the industrial and academic sectors as the expansion

of the capacity for innovation hinges on their talents.

Clearly, the full participation of women and men in STEM workforces is necessary to solidify and grow competitive advantage in the coming years and decades, yielding long-term benefits to the economy.

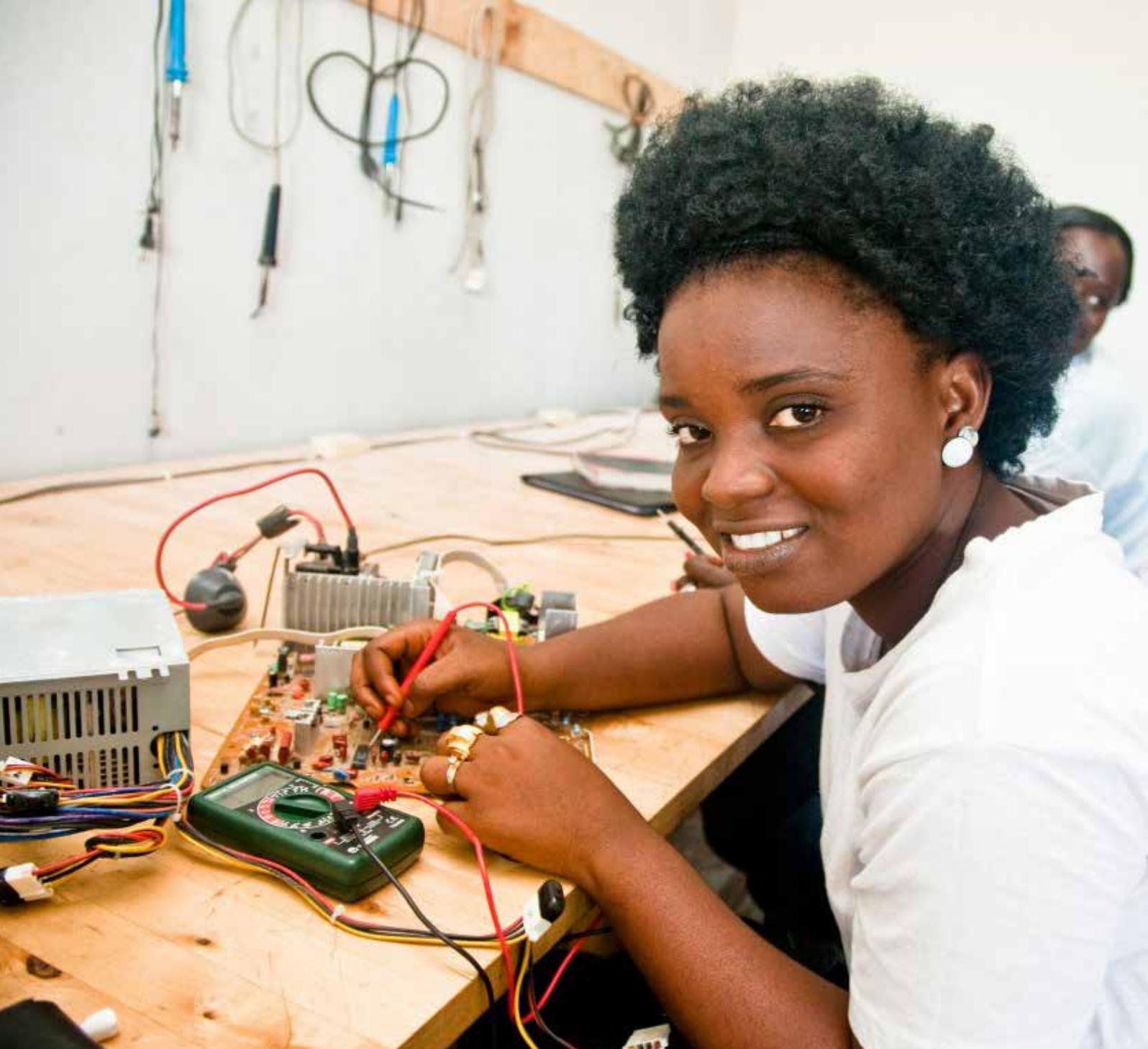
However, although more women than men now graduate from universities, women continue to face challenges in STEM fields such as engineering, communications, mining and university STEM teaching and research. Though progress is slowly being made, much more needs to be done. Diana Bilimoria and Linley Lord, along with their international contributors, address these concerns using theory and research evidence, and also offer solutions. Organisational managers and government administrators interested in increasing women's participation and advancement in STEM disciplines

need to examine this collection. Adopting an international perspective, this book draws on current research from the United States, Australia and Europe that examine women's participation, advancement and leadership in STEM fields. The book explores the nature of STEM careers across industry and academia, and presents the latest thinking on successful individual, organisational and educational initiatives related to women in STEM. It is an invaluable resource for scholars, practitioners and policy-makers in organisations and government, as well as for women aspiring to or presently working in STEM fields.



**WOMEN NEED TO SHIFT FROM
THINKING 'I'M NOT READY TO DO
THAT' TO THINKING 'I WANT TO DO
THAT AND I'LL LEARN BY DOING IT.**

Sheryl Sandberg



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