



Wisdom at the source of the Blue Nile

Transversal Institutional Strengthening Project Gender Component

Programme: Wisdom at the source of the Blue Nile: Bahir Dar University spearheads Climate Resilient Green Economy research in northwest Ethiopia

Introduction

Table 1: Actual figures from female students with targets from BDU Strategic Plan (2017)

Female students according to degree	Figures 2017 x% (number)	Targets 2017 Strategic Plan BDU
Female undergraduate students	36,2% (15 804)	31,4%
Female MA/MSc students	19,0% (1 263)	42,7%
Female PhD students	9,2% (30)	44,4%
Retention rate		
Female students	96,8%	97,5%
Male students	98,8%	98,2%

Table 2: Comparison actual figures from female academic staff with targets from BDU Strategic Plan (2017)

Female academic staff according to positions	Figures 2017 x % (number)	Targets 2017 Strategic Plan BDU	
Leadership positions held by women	Medium Level	4,5% (5)	23%
	Top Level	13,3% (2)	20%
Total female academic staff		15,8% (236)	25%
Lecturer or lower	Assistant Professor	91,1% (215)	x
	Associated Professor	8,9% (21)	x
	Full Professor	0%	x
	Full Professor	0%	x

Relevance of Gender Component

- Reduce gender disparity, improve gender equity and academic capacity
- Empower female staff and students
- ➔ Better address social and governmental responsibilities

General Objectives

- Improve BDU's female academic capacity
- Determine bottleneck issues
- Implement a gender sensitive climate at all levels of BDU

Intermediate Results (IR 4)

General objective of gender component:

- Gender inequalities are reduced and gender is mainstreamed in all IUC projects.

Specific objectives of the gender component:

- (4.1) Coach female candidates for predoc programs and PhD's
- (4.2) Provide training to staff of BDU's Gender office
- (4.3) Follow –up and implementation of the gender component within the BDU-IUC projects
- (4.4) Develop a Gender Policy of BDU
- (4.5) Organise a workshop for gender action plan
- (4.6) Organise visit training and workshops in Ethiopia

What has been done so far

- Experience sharing of BDU staff with Flemish Universities
- Discussion with female academic staff (MSc and PhD holders)
- Gender Office staff training
- Work in progress: Developing of gender action plan

In the future

- Discussing draft gender policy with various stakeholders of BDU Q 3-4, 2018; Q1-2 2019
- Gender mainstreaming training BDU (e.g. for staff & PhD)



Picture above: Meeting Dr. Almaz (BDU) March 2018 with Sara De Clerck (University of Hasselt)

Picture below: Focus group discussion August 2017 with Prof. Draulans (KU Leuven) and female academic staff of BDU