



Fund for Innovation
and Transformation

Fonds pour l'innovation
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CEED CONCORDIA

Blended Learning Solution to Advance Gender Equality in Education in Uganda

Context

In 2019 the Ugandan National Teacher Policy made it mandatory for all in-service teachers to get a bachelor's degree in Education Primary by 2029, to retain their current teaching jobs. Due to significant barriers in acquiring university degrees, 82% of current teachers in southwestern Uganda are at risk of losing their jobs in 2029.

The Innovative Solution

Funded by FIT, CEED Concordia and their local partners the Faculty of Education, Kabale University, Uganda, tested an innovative blended e-learning solution that is cost-effective, gender sensitive, decentralized and designed for the context of Uganda. E-learning study material was delivered digitally, without the need for internet connectivity allowing students to work at a pace they can self-manage.

Advancing Gender Equality

The Gender Equality Strategy worked to reduce barriers to education through women forums and the involvement of women in the planning and monitoring of the innovation. Additionally, the innovation worked to change men's attitudes regarding women's decision-making power and access to education and the workforce. Barriers included distance to access school, duties in the home (cooking, cleaning, caring for family), and the negative perceptions on gender roles from the community. It was found that working with male community leaders resulted in broader community change.

Testing Framework

The innovation utilized a pre-post methodology tracking the enrollment, as well as ease of access and use of students to the innovative testing. Statistical analysis on previous years and the men-to-women ratio of BEP-holding teachers was conducted to determine whether the hypothesis was valid. Surveys and interviews assessed the success of the capacity-building and sensitization campaigns.



COUNTRY
Uganda

AMOUNT
\$172,000

TESTING PERIOD
11 months
Ended September 2022



GENDER RESPONSIVE (GE2)

THEME: EDUCATION

Results and Impact

A total of 287 (125 men and 162 women) teachers registered in the innovative Bachelor of Education Primary program, using three study centres that housed 476 one-hour Electronic Learning Videos. At baseline, only 13% of the women teachers surveyed felt it safe to continue their education compared to 83% of men, due to certain factors such as domestic responsibilities and family pressure. By endline, the percentage was 93% for women and 97% for men. Moreover, the project helped to improve on gender sensitivity by involving more men to support women education. As a result, some 255,000 men were reached by the radio and media campaigns aimed at promoting women's access to education.

Key Lessons

1. Due to financial barriers faced by private school teachers, the innovation pivoted to target public school teachers who continued being paid over the two years of Covid related school closures. .
2. Through various outreach efforts, including radio campaigns, the project's trained male community leaders proved to be the best way to educate community members on the importance of women having equal access to educational opportunities.
3. The data collection team realised that by organizing a gathering, not only could they gather information for efficiently, in-person collection also lowered costs and saved time.

“With this project, which has enabled me to return to the university and upgrade my qualification to the Bachelor of Education Primary (BEP), I am very sure that my job security is guaranteed when the National Teacher Policy enforcement begins. I am now studying while working full time and taking care of my children and husband. This is truly a life-changing project. I thank the Government of Canada for funding it”

– a woman teacher from Kabale district

PARTNER ORGANIZATION

Faculty of Education, Kabale University, Uganda,
Action for Development (ACFODE)

TARGET PARTICIPANTS

109 teachers (62 women, 47 men)

FOR MORE INFORMATION

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ABOUT FIT

The Fund for Innovation and Transformation supports Canadian small and medium-sized organizations (SMOs) testing innovative solutions that advance gender equality in the Global South.



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