



**JARAMOGI OGINGA ODINGA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

DOCUMENT : PROCEDURE FOR GENDER MAINSTREAMING AND DEVELOPMENT

DOC. NO : JOOUST/AA/GMD/OP 26

AUTHORIZED BY : DEPUTY VICE-CHANCELLOR

ACADEMIC AFFAIRS

SIGNATURE:

ISSUED BY : DIRECTOR

SIGNATURE:

GENDER MAINSTREAMING & DEVELOPMENT

0.1 DOCUMENT DISTRIBUTION

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0.2 DOCUMENT CHANGES

DATE	CHANGES	AUTHORIZED BY
27/04/2012.	Method 6.3, 6.4, and 6.6 restructured to incorporate aspect of efficiency and effectiveness	
29/4/2013	Procedure reviewed to reflect change of status from BUC to JOOUST	
30/4/2015	Procedure reviewed for adequacy	

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- 1.0 Purpose:** To ensure the implementation of the gender mainstreaming rule within the University
- 2.0 Scope:** This procedure covers all areas of gender mainstreaming across all the functional units in the University.
- 3.0 Reference:**
- 3.1 ISO 9001:2008 Standard
 - 3.2 JOOUST Quality Manual
 - 3.3 JOOUST Statutes
 - 3.4 Government Rules on Gender Mainstreaming

4.0 Terms and Definitions

- 4.1 BUC** Bondo University College
- 4.2 JOOUST** Jaramogi Oginga Odinga University of Science and Technology
- 4.2 QMR:** Quality Management Representative
- 4.3 VC:** Vice-Chancellor
- 4.3 DVC, AA** Deputy Vice-Chancellor, Academic Affairs
- 4.4 DGMDC** Director, Gender Mainstreaming and Development Centre
- 4.5 FHs:** Functional Heads (DVC, Deans, Directors, Registrars, Heads of Sections/Units, Chairpersons of Departments)
- 4.6 Functions:** Operative units within the University such as Divisions, Schools/Departments and Directorates

5.0 Responsibility

The Director of GMDC shall be responsible for the implementation of this procedure.

6.0 Method: Procedure for Gender Mainstreaming and Development

- 6.1 The Director shall be the Secretary of the Board governing the GMDC in consultation with administration.
- 6.2 The Director shall observe that there is equity in gender staff appointments and promotions through close collaboration with HRM by having representation in the Appointments and Promotions Committee

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- 6.3 The Director shall enhance gender equity in students administration and management by representation in Students Union body.
- 6.4 The Director shall highlight and lobby against any cases of gender harassment.
- 6.5 The Director shall ensure incorporation of gender equity and inclusivity in research and curriculum through advocacy and lobbying especially during the Deans Committee and Senate meetings.
- 6.6 The Director shall promote research in gender and environmental management issues.

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