



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

DOCUMENT : PROCEDURE FOR GENDER MAINSTREAMING AND DEVELOPMENT

DOC. NO : JOOUST/AA/GMD/OP 23

AUTHORIZED BY : DEPUTY VICE-CHANCELLOR

ACADEMIC AFFAIRS

SIGNATURE:

ISSUED BY : DIRECTOR

SIGNATURE:

GENDER MAINSTREAMING & DEVELOPMENT

0.1 DOCUMENT DISTRIBUTION

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(i)	Original	QMR
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0.2 DOCUMENT CHANGES

DATE	CHANGES	AUTHORIZED BY
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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 References:

- i. ISO 9001:2015 Standard
- ii. JOOUST Quality Manual
- iii. JOOUST Statutes
- iv. Government Rules on Gender Mainstreaming

4.0 Abbreviations, Acronyms and Definitions

- i. DGMDC Director, Gender Mainstreaming and Development Centre
- ii. DVC(AA) Deputy Vice-Chancellor, Academic Affair
- iii. FHs: Functional Heads (DVC, Deans, Directors, Registrars, Heads of Sections/Units, Chairpersons of Departments)
- iv. Functions: Operative units within the University such as Divisions,
- v. JOOUST Jaramogi Oginga Odinga University of Science and Technology
- vi. QMR: Quality Management Representative
- vii. VC: Vice-Chancellor

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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