



EEU

GENDER EQUALITY PLAN

*Approved by the order of the rector of the University on
March 2, 2022 No. 05/01-01*

Content

I. Definition of terms used in this document	3
II. Scope of regulation.....	3
III. The goal of the Plan.....	4
IV. Key principles of the Plan	4
V. Planned goals.....	4
VI. Gender Equality Plan objectives	5
VII. Implementation and monitoring of the Plan.....	5

I. Definition of terms used in this document

1. gender – a social aspect of the relation between sexes which is expressed in all spheres of public life and implies opinions formed about different sexes through socialization.
2. gender equality – a part of human rights that implies equal rights and duties, responsibilities and equal participation of men and women in all spheres of personal and public lives.
3. gender mainstreaming – a process of integrating a gender equality perspective at all equal opportunities – a system of means and conditions for achieving equality of rights and freedoms for men and women.
4. equal treatment – recognition of equal rights and opportunities for both sexes in family relations and other aspects of social and political life when determining education, labour and social conditions, as well as the inadmissibility of discrimination on the grounds of sex.
5. sexual harassment – any unwanted verbal, non-verbal or physical behaviour of sexual nature with the purpose or effect of violating the dignity of a person or creating an intimidating, hostile, or offensive environment.

The terms used in this document (hereinafter referred to as the Plan) have the meaning determined by the legislation of Georgia.

II. Scope of regulation

East European University (hereinafter referred to as the University) Gender Equality Plan is based on the fundamental guarantees of equal rights, freedoms and opportunities for women and men provided for in the Constitution of Georgia, determined by the international commitments made by Georgia and the gender equality policies of Georgia. The University strives to establish the principles of gender equality in its organizational structure and to ensure the development and implementation of appropriate policies to achieve equality between women and men. Working on the promotion of gender equality and empowerment of women will have a particularly positive impact on the achievement of the goals and objectives of the University and will have a direct impact on the University's main stakeholders.

As stated by the Law of Georgia on Gender Equality, the country must “ensure that there is no discrimination in any aspect of public life; create proper conditions for the realization of equal rights, freedoms and opportunities for men and women; prevent and eliminate any discrimination.” The Gender Equality Plan will help the University within the limits of its competence to carry out relevant activities related to achieving gender equality and eliminating all forms of discrimination.

The Gender Equality Plan is based on the Convention on the Elimination of All Forms of Discrimination against Women, concluding recommendations on the fourth and fifth periodic reports of the Committee on the Elimination of All Forms of Discrimination against Women, Laws of Georgia on Gender Equality and Elimination of all Forms of Discrimination, also on other legislative and normative acts; the Plan reflects the policy – national action plans of the government of Georgia in the field of gender equality: Gender Equality Council of the Parliament of Georgia 2018-2020 Action Plan; National Human Rights Strategy (Resolution of the Parliament of Georgia #182, 17,04,2018); Action plan of the Government of Georgia on the protection of human rights (2018-2020), (Resolution of the Government of Georgia #182, 17,04,2018); The 2018-2020 National Action Plan of Georgia for Implementation of the UN Security Council Resolutions on Women, Peace and Security (Resolution of the Government of Georgia #173, 10.04.2018).

III. The goal of the Plan

The goal of this Plan is to implement the state policy on gender equality and support its integration into the activities of the University. The Plan will guide the University to promote better determination and address different needs and priorities for women, men, boys and girls.

This Plan and respective three-year Action Plan will be used by the University as a framework while defining its directions and priorities. The progress of the implementation of the Action Plan will be assessed on an annual basis and the Action Plan will be updated once in three years.

IV. Key principles of the Plan

1. Promotion and observance of gender equality

This principle envisages implementation of gender mainstreaming in the processes of development, implementation and monitoring of the University's policy. Proceeding from the principle mentioned above the collection of data and its analysis need further segregation in terms of gender of both the beneficiaries of the University and its employees. This analysis will allow the University to assess the efficiency of its work in terms of meeting various needs and priorities of beneficiary women, girls, men and boys, on the one hand, and on the other, to assess the gender balance of the University employees including position-wise.

2. Prevention and elimination of discrimination, including sexual harassment

1. Any kind of discrimination within the University expressed by making a distinction in recognition of rights and fundamental freedoms, by providing unequal opportunities, or lessening or neglecting these opportunities and is exercised in either direct or indirect form, is unacceptable. Both prevention and elimination of discrimination within the University is feasible by creating equal opportunities both for men and women and by ensuring actual application of equal rights.
2. Any form of sexual harassment within the University is fundamentally unacceptable. The University is committed to setting up an efficient mechanism of elimination of and reaction to sexual harassment within its structure.

V. Planned goals

Planned goals of the University:

1. To set up institutional mechanism for gender equality within the University and ensure its efficient functioning;
2. To promote creation of the environment in the University based on the principle of gender equality including training of its employees and increasing their awareness on the issues of gender equality and women's economic empowerment; introduce a system of regular collection of sex-disaggregated data;
3. To introduce an effective cooperation and communication mechanism on the issues of gender equality; improve transparency of the University's activities in compliance with the communication strategy;
4. To promote identification of sexual harassment or any other forms of discrimination in the University within its competence and to react adequately; take adequate preventive measures.

VI. Gender Equality Plan objectives

Scheduled tasks:

1. Develop a Gender Equality Plan and the implementation of the action plan within the university; involvement of the Ethics Commission to address the issues of respect for the principles of gender equality;
2. To ensure efficient functioning of the Ethics Commission for Gender Equality Issues set up in the University in order to coordinate the implementation of the Action Plan;
3. To promote the competence of the University's management staff and employees in the field of gender equality, women's rights, women's economic empowerment and other issues;
4. To process the information from gender perspective, to implement the regular collection of gender-disaggregated data and analysis system in the University;
5. To develop and approve mechanisms for employee performance evaluation, promotion procedures, equal pay and other incentives;
6. To Conduct information sessions and training for the beneficiaries, including women from vulnerable groups, on entrepreneurial skills, increasing the awareness on women's economic empowerment, and developing the necessary knowledge through close collaboration with non-governmental organizations;
7. To introduce a system of regular collection of sex-disaggregated data in relevant programs;
8. To provide information on the principles of women's empowerment to funded enterprises;
9. To introduce an effective mechanism for communication and cooperation on issues of gender equality with the public sector, international, local and other types of organizations working on relevant issues;
10. To provide public with regularly updated information about gender issues, progress of gender-sensitive strategies and the outcomes;
11. To create an effective policy against sexual harassment or any forms of discrimination as well as relevant appeals handling mechanism in the University;

VII. Implementation and monitoring of the Plan

1. To address the goals and objectives of the Gender Equality Plan, the University implements a Gender Equality Action Plan, as well as ongoing programs and projects that reflect gender aspects.
2. The funding source of the Gender Equality Plan is budgetary and non-budgetary sources, as well as other resources.
3. The implementation of this plan is led by the Gender Equality Commission. Certain amendments, particularly, integration of gender aspects, will be introduced in the current internal normative acts of the University, if needed. The Commission for Gender Equality Issues set up in the University is responsible for coordinating the implementation of the action plan.
4. As a result of monitoring the implementation of the plan, the efficiency of the measures will be regularly evaluated and the Plan will be updated-upgraded in the light of new circumstances.
5. An employee training schedule on increasing awareness on gender equality has already been drawn up).