

**Regarding the approval of gender equality plan of
Ivane Javakhishvili Tbilisi State University**

Date: 10/04/2023

Order N: 76/01-01

In accordance with the legal provisions delineated in Article 22(1) of the Law on Higher Education in Georgia, and Article 51(1), Article 52(1) and (3), Article 54(1), Article 55, Article 56(2), Article 57 of General Administrative Code of Georgia, as well as the directive titled “Regarding the approval of the charter of the legal entity of public law - Ivane Javakhishvili Tbilisi State University,” endorsed by the Minister of Education and Science of Georgia through the order dated September 11, 2013, with reference number (No. 135/N), and further in conjunction with Article 14(1), sub-clauses a) and o) of Article 8, Article 9 of the Ivane Javakhishvili Tbilisi State University Charter, and on the basis of the Letter 7737/10 from the Head of the Department of Foreign Relations issued on March 23, 2023,

I hereby issue the following order:

1. To approve the "Gender Equality Plan of the State University of Tbilisi named after Ivane Javakhishvili" (**Annex No.1**)
2. The University Information Technology Department is required to publish the order on the official website of the university.
3. The University Chancellery is required to place the order in a place accessible to all.
4. The order shall enter into force upon its issuance.
5. This order may be appealed by the interested party within one month from the date of its entry into force in accordance with the law at the Tbilisi City Court (address: Tbilisi, 64 Davit Aghmashenebeli Avenue).

Ivane Javakhishvili Tbilisi State University Gender Equality Plan

Article 1. Definition of Terms

Gender Equality Plan of Ivane Javakhishvili Tbilisi State University (hereinafter referred to as "the University") (hereinafter referred to as "the Plan") adopts the following definitions as per the legislation of Georgia:

- a. **Gender:** Refers to the social aspect of the relationship between the sexes, manifesting in all spheres of public life and encompassing societal views regarding different genders shaped by socialization.
- b. **Gender equality:** Constitutes a fundamental component of human rights, encompassing equal rights and responsibilities, and equitable participation of men and women across all domains of personal and public life.
- c. **Gender mainstreaming:** Refers to the systematic evaluation of anticipated outcomes for both women and men across all sectors and levels of planned actions, including legislation, policies, or programs.
- d. **Equal opportunities:** Refers to a framework of resources and conditions aimed at achieving equality in rights and freedoms for men and women.
- e. **Equal treatment:** Signifies the acknowledgment of equal rights and opportunities for both genders in determining educational, occupational, and social circumstances, family dynamics, and other spheres of public and political life. It entails the prohibition of discrimination based on gender.
- f. **Sexual harassment:** Encompasses any unwelcome verbal, non-verbal, or physical behavior of a sexual nature that either aims to or results in the violation of an individual's dignity or creates an intimidating, hostile, humiliating, degrading, or offensive environment for them.

Article 2. General Provisions

1. The Plan is based upon the fundamental guarantees ensuring equal rights, freedoms, and opportunities for men and women as defined by the Constitution of Georgia and the legislation of Georgia. It defines the legal mechanisms and prerequisites for their implementation in the university environment.
2. The objective of the Plan is to institutionalize the principle of equality within the university, which entails equal rights, responsibilities, duties, and equal participation for men and women across the university landscape. This Plan embodies the university's vision, which is aimed at eliminating all forms of gender-based discrimination within the university environment and ensuring gender equality, which encompasses equality between women and men.

Article 3. Strengthening and protecting gender equality

1. The principle of gender equality entails the integration of gender mainstreaming into the processes of university policy formulation, implementation, and monitoring. Based on this principle, the enhancement of data collection and gender-disaggregated analysis within the university is imperative. This analysis serves a dual purpose: firstly, it enables the university to assess the effectiveness of its activities in addressing the diverse needs and priorities of men and women, and secondly, it facilitates the evaluation of gender balance among employees, including within the official hierarchy.
2. Within the university environment, any form of discrimination, whether manifested through differential recognition of rights and fundamental freedoms, unequal access to opportunities, or through direct or indirect means, is strictly prohibited. The prevention and eradication of discrimination can be realized by ensuring equal treatment for both women and men within the university environment. This entails establishing equal opportunities and the practical application of an equal rights framework.
3. Any instance of sexual harassment within the university is deemed unacceptable.

4. The representative council of Ivane Javakhishvili Tbilisi State University has ratified both the "Ivane Javakhishvili Tbilisi State University Code of Ethics" and the "Ivane Javakhishvili Tbilisi State University Internal Rules and Norms of Disciplinary Responsibility." The University's Code of Ethics applies to all academic, scientific, administrative and support staff, teachers, researchers, invited lecturers, students, as well as individuals and guests in permanent or temporary legal relations with the University. The University's goal is to foster a student-centered environment free from discrimination based on race, skin color, gender, origin, ethnicity, language, religion, political or ideological beliefs, social status, wealth, position, place of residence, or any other characteristic, as well as to prohibit hate speech. Furthermore, the University's Code of Ethics prohibits all forms of discrimination, including sexual or any other forms of harassment. The internal rules of the university and the norms of disciplinary responsibility delineate measures to address violations of the ethical standards outlined in the University's Code of Ethics.

Article 4. Primary approaches for achieving gender equality

In order to achieve gender equality, the University outlines the following priorities:

- a. Establishment of an institutional mechanism for gender equality and ensuring its efficient functioning;
- b. Provision of support for raising awareness and enhancing the skills of university academic, scientific, administrative and support staff, teachers, researchers, invited lecturers, and students on issues concerning women's rights, gender equality, and women's economic empowerment;
- c. Implementation of a systematic approach for the regular collection of gender-disaggregated data;
- d. Implementation of an effective cooperation and communication mechanism addressing gender equality issues;
- e. Promotion of the detection of sexual harassment and other potential forms of discrimination within the university environment, accompanied by appropriate responses within the scope of authority, and execution of preventive measures.

Article 5. Primary objectives

According to the Plan, the main objectives of the University are:

- f. Formulation of a gender equality strategy and action plan within the university; creation of a commission for gender equality matters and appointment of a gender advisor (if possible);
- g. Enhancement of the competence of university management bodies, academic and scientific personnel, administrative and support staff, teachers, researchers, invited lecturers, and students on gender equality issues, women's rights, and related topics;
- h. Development of mechanisms for evaluating the performance of university management bodies, academic and scientific personnel, administrative and support staff, teachers, researchers, invited lecturers, while promoting equal pay and encouraging employees;
- i. Strengthened university policy against sexual harassment and other potential forms of discrimination within its premises, and establishment of an effective mechanism for receiving and addressing relevant complaints.