

Georgian Technical University

Gender Equality Plan (GEP)

*To Ensure an Equal, Non-Discriminatory, and Family-Friendly Oriented
Environment and Academic Relations*

Table of Contents

Preamble	2
Legislative Framework for Gender Equality at Georgian Technical University	2
Gender Equality Plan at Georgian Technical University: Objective and Approach.....	2
Tasks and Measures for Implementing the Gender Equality Plan at Georgian Technical University.....	3
1. Creation of the Gender Equality Commission	3
2. Promotion and Implementation of the Approach for Women at Georgian Technical University	3
3. Implementation of Gender Equality Principles in Quality Assurance and Evaluation Mechanisms	4
4. Integrating Gender Aspects in Research and Teaching Processes	4

Preamble

Georgian Technical University considers the principle of equality as one of the key indicators of teaching and science quality. The university is committed to ensuring equal opportunities, eliminating discrimination, and fostering a culture of respect for diversity in research, teaching, and university management.

As an open, inclusive, and intercultural institution, Georgian Technical University opposes any form of discrimination based on personal or social characteristics. The university aims to create favorable conditions and a motivational working environment for both students and employees, actively opposing any discrimination based on ethnicity, gender, religion, worldview, age, special needs, or gender identity.

The university's commitment to gender equality is reflected in its mission, vision, and code of ethics. This document further extends this commitment by outlining a comprehensive approach to implementing gender equality at both institutional and academic levels.

Legislative Framework for Gender Equality at Georgian Technical University

Georgian Technical University implements the principle of gender equality in accordance with the Constitution of Georgia and national legislation, which ensures "equal rights and opportunities for men and women". The university adheres to the Law of Georgia on Higher Education, which implies:

1. Prohibition of any discrimination in the field of higher education based on academic, religious, ethnic affiliation, gender, social origin, or other grounds.
2. Equal treatment regardless of a person's ethnicity, gender, social origin, political or religious views, etc.
3. Compliance with the Law on Combating Crimes Against Sexual Freedom and Inviolability, prohibiting the employment of individuals convicted of such crimes and/or deprived of the right to work at an educational institution by the Court.

The university also follows the Law on Gender Equality, ensuring equal access to education for women and men and free choice of education at all stages.

Gender Equality Plan at Georgian Technical University: Objective and Approach

This plan aims for the systematic implementation of gender equality principles and relevant values across all university operations, including teaching, research, and management. The plan aligns with the European Commission's Gender Equality Strategy for 2020-2025 and the

European Research Area's guidelines for ensuring gender equality in administrative, teaching, research, and innovation spheres. Key focus areas include:

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career development
- Integrating the gender dimension into research and teaching content
- Measures against gender-based violence, including sexual harassment

Tasks and Measures for Implementing the Gender Equality Plan at Georgian Technical University

1. Creation of the Gender Equality Commission

The principle of gender equality is declared as an essential prerequisite for the strategic development of the university and is also embedded in the university's Code of Ethics, guaranteeing the protection of this principle. Georgian Technical University will establish a Gender Equality Commission to oversee the development and implementation of gender equality policies. The Commission's main tasks for the **next five years** include:

- Supporting decentralized structures and initiatives that promote gender equality in teaching, research, and management processes
- Introducing the university's gender equality concept and implementing an effective monitoring system
- Implementing effective mechanisms against cases of gender discrimination and establishing preventive measures
- Ensuring maximum faculty involvement in developing and monitoring gender equality mechanisms at both administrative and academic levels

2. Promotion and Implementation of the Approach for Women at Georgian Technical University

To increase women's involvement in university activities, Georgian Technical University will develop a comprehensive plan to promote women in management, teaching, and research processes. Measures to be implemented over the **next five years** include:

- Conducting surveys among students and staff to assess the state of gender equality and identify barriers to women's involvement
- Promoting equal access to career development for women through information campaigns and special training
- Studying the impact of the COVID-19 pandemic on women's participation in university activities and developing solutions to address these challenges

These measures will provide the Gender Equality Commission with valuable insights to develop effective policies for promoting women's involvement and advancing gender equality at the university.

3. Implementation of Gender Equality Principles in Quality Assurance and Evaluation Mechanisms

Georgian Technical University plans to integrate gender equality principles into its quality assurance and evaluation mechanisms. Gender equality will be a key indicator in reports, concepts, and development plans for both academic and administrative staff. This integration will ensure that gender equality is a fundamental aspect of the university's strategic development and social responsibility.

4. Integrating Gender Aspects in Research and Teaching Processes

The university has implemented several initiatives to promote gender equality in research and teaching, including the biennial international scientific conference "World and Gender," which has been held every other year at the university since 2012. The conference addresses the challenges facing the modern world in the field of gender equality and mainstreaming. The main topics of the conference include:

- Gender Equality and Legislation
- Gender Paradigms and Dilemmas
- Women and Politics

The reports presented at the conference are published as a collection by the university's publishing house. Future plans include:

- Raising awareness about gender diversity
- Developing career development concepts compatible with family-friendly values
- Enhancing cooperation and communication on gender equality issues between administrative and academic staff
- Implementing mechanisms for timely identification and prevention of gender discrimination

These initiatives will contribute to the continuous development of the university's gender equality policies and the effective work of the Gender Equality Commission, ensuring high involvement of researchers and integration of the latest research findings.