

GENDER EQUALITY PLAN

INDEX

INTRODUCTION

Context analysis and gender situation

GEP Elaboration

Thematic areas and their development

Plan for the gender quality

Legend

INTRODUCTION

In the Community legislation the basic principle of gender equality is established as one of the cornerstones on the basis of which the whole project of European Union is founded. Although the *Treaty establishing the European Community* (EEC), signed in Rome on 25th March of 1957, acknowledged an embryo form of equality, it is only when the Lisbon Treaty came to force, in 1st December 2009, that equality between women and men was strongly recognised as one of the core values of the European Union (art. 2 of the European Union Treaty). On the other hand, among the goals for work fixed by the European Union in the framework of the Strategy for the growth Europe 2020, three growth drivers are set (smart, sustainable, inclusive growth), in whose context the chance of implementing positive actions to reach an overall employment rate of 75% for women and men between 20 and 64 years are expressly foreseen. In fact, the increase of the women's employment level represents one of the most relevant indicators of the socio-economic development of a Country. A concrete application of this principle to planning and implementing Structural and Investments Funds, is represented by the requirement of art. 7 of the EU regulation 1303/2013, which concerns the respect of the horizontal principle for "Promotion of equality between men and women and non-discrimination".

At a national level On March 26, 2010, the Parliament of Georgia adopted the Law on Gender Equality, the purpose of which is to prevent discrimination based on gender in all spheres of public life.

DETERMINATION PHASES OF GEP

1) Context analysis and determination of GEP

The Context analysis outlined that on the total number of employees of the State Silk Museum of Tbilisi out of 17 persons there 14 women and 3 men. The male presence is not predominant; The female profile is predominant in all the main following profiles: management, curatorial profiles, administration, educational department. The administration of museum is respecting and following all the national and international rules of gender equality but since in general in the country of Georgia it's a very minimal salary at the museums' and in the cultural field, there are lack of number of male co-workers.

At the managerial level there is a prevalence of the female gender.

2) GEP Elaboration

The current Plan, issued consistently with the other policy papers, provides tools apt to positively influence the working environment favouring shared values of equality and personal respect, and the organization of the work, rethought in a social and gender dimension. Thus, starting from the five thematic areas recommended by the European Commission and called as indicated by the same Commission, we prepared a document useful in the phase of proposal of projects for the next program Horizon Europe. We followed a logic scheme, which begins with managerial activities and focuses on the research sector, as the privileged recipient of the attentions to Gender Equality; then, it accompanies the growth of awareness during the working path of the employees, from recruitment, then, during the career progressions, by sustaining at the same time the balance between work and private life, and finally facing the possible onset of behavioural pathologies in the workplace, leading to the gender violence.

3) Thematic areas and their development

European indications are interpreted as follows:

Thematic area (TA)	Objectives	Actions
TA1 – Gender balance in the managerial positions and decision bodies	TA1.1 Promoting actions to increase gender equality in the decision process. Promoting gender equality in the decision bodies of the Museum. Revision of the content of the website for a major Gender equality.	<ul style="list-style-type: none">- Promoting the Gender equality in the formation of the decision bodies of the Museum- Revision of the content of the website for a major conformity to Gender equality
TA2 - Integration of the Gender dimension in research and training programmes	TA2.01- Support to initiatives for a major Gender equality in the personnel dedicated to research	<ul style="list-style-type: none">- Major equality in the evaluation of the working curriculum

	<p>programmes. Major equality in the cv evaluation of working activities</p> <p>TA2.02 – Transfer of competences in the case of retirements, relocations, etc.</p> <p>TA2.03 - Integration of the Gender culture in the research and dissemination activities</p>	<ul style="list-style-type: none"> - - - - - Promoting the transfer of knowledge among colleagues according to the principles of Gender equality <ul style="list-style-type: none"> - Support to the integration of the Gender variables in research - Dissemination of the research contents in the respect of the Gender indications
TA3- Gender equality in recruiting and career progressions	<p>TA3.01- To ensure equal opportunities in the decision process of the job positions awarded through competition</p> <p>TA3.02- Equal opportunities in the career development</p>	<ul style="list-style-type: none"> - To ensure a correct composition of the examination board for recruiting or career progressions - Favours career progressions of employees through monitoring about the examination boards and providing assigned tasks to employees.
TA4– Balance private life/work and culture	TA4.01- Exploitation of measures aimed at reconciling life/work necessities. Spreading new organization solutions also through smart working.	<ul style="list-style-type: none"> - Smart working - Analysis of alerts regarding possible irregular behaviours

	TA4.02 – Increasing the perception of the organizational well-being.	
T5 – Combating gender-based violence enclosed sexual harassment	AT5.01- Awareness about the themes of Gender equality and tools to support it from the whole Museum staff	Institution of a Counselling service for conflict mediation, and management of relationships between the personnel and the Administration to offer a psychological consultancy in case of work problems and to avoid the risk of exclusion of the employees from the working environment.

Gender equality in the personnel dedicated to research programmes. Major equality in the cv evaluation of working activities	equality in the personnel dedicated to research programmes. Major equality in the cv evaluation of working activities	Direction	Research ers Personne l		X	X	X	Director Responsible Offices	Initiatives to support Gender Equality for the researchers responsible of projects	Objective 5. Gender equality
TA2.02 – Transfer of competences in the case of retirements relocations, etc	Promoting the transfer of knowledge among colleagues according to the principles of Gender equality	Responsible offices Direction	Director		X	X	X	Director	Checks on coaching dedicated to knowledge transfer, without gender distinction	Objective 4. Quality instruction
TA2.03 - Integration of the Gender culture in the research and dissemination activities	Support to the integration of the Gender variables in research Dissemination of the research contents in the respect of the	Responsible offices Direction	Personnel		X	X	X	Responsible offices	Number of courses/events dedicated to dissemination of the research contents in the Museum	Objective 5. Gender equality Objective 13. Fight against the climatic change

	Gender indications									
TA3.01- To ensure equal opportunities in the decision process of the job positions awarded through competition	To ensure a correct composition of the examination board for recruiting or career progressions	Responsible offices Direction	Employees		X	X	X	Direction	To insert in the performances Plan incentive for an equal composition of the examination boards Spreading of indications on the use of a correct language according to the Gender Equality to write the calls for applications	Objective 5. Gender equality Objective 10. To reduce inequalities
TA3.02- Equal opportunities in the career development	Favouring career progressions of employees through monitoring about the examination boards and providing assigned tasks to employees	Responsible offices Direction	Employees		X	X	X	Direction	Two-year progressions made for profiles and levels	Objective 5. Gender equality Objective 10. To reduce inequalities
TA4.01- Exploitation	Smart working								Percentage of work	

<p>n of measures aimed at reconciling life/work necessities. Spreading new organizational solutions also through smart working</p> <p>TA4.02- Increasing the perception of the organizational well-being.</p>	<p>Analysis of alerts regarding possible irregular behaviours</p> <p>Analysis of alerts regarding possible irregular behaviours</p>	<p>Responsible offices</p> <p>Direction</p>	<p>Employees</p>		<p>X</p>	<p>X</p>	<p>X</p>	<p>Direction</p>	<p>carried out as smart working/presence</p> <p>Number of surveys in a three-year period on: level of satisfaction of the work mode well-being on the working place</p>	<p>Objective 5. Gender equality</p> <p>Objective 8: Decent work and economic growth</p>
<p>AT5.01- Awareness about the themes of Gender equality and tools to support it from the whole Museum staff</p>	<p>Staff meetings and discussion in case of work problems and to avoid the risk of exclusion of the employees from the working environment.</p>	<p>Responsible offices</p> <p>Direction</p>	<p>Employees</p>			<p>X</p>	<p>X</p>	<p>Direction</p>	<p>Institution: yes/no</p> <p>Perception of a reduction of internal conflictual and increase of the welfare perceived by workers</p>	<p>Objective 5. Gender equality</p> <p>Objective 8: Decent work and economic growth</p>

