



GENDER EQUALITY COUNCIL

ACTION PLAN 2018-2020

Approved by the Gender Equality Council on April 17, 2018

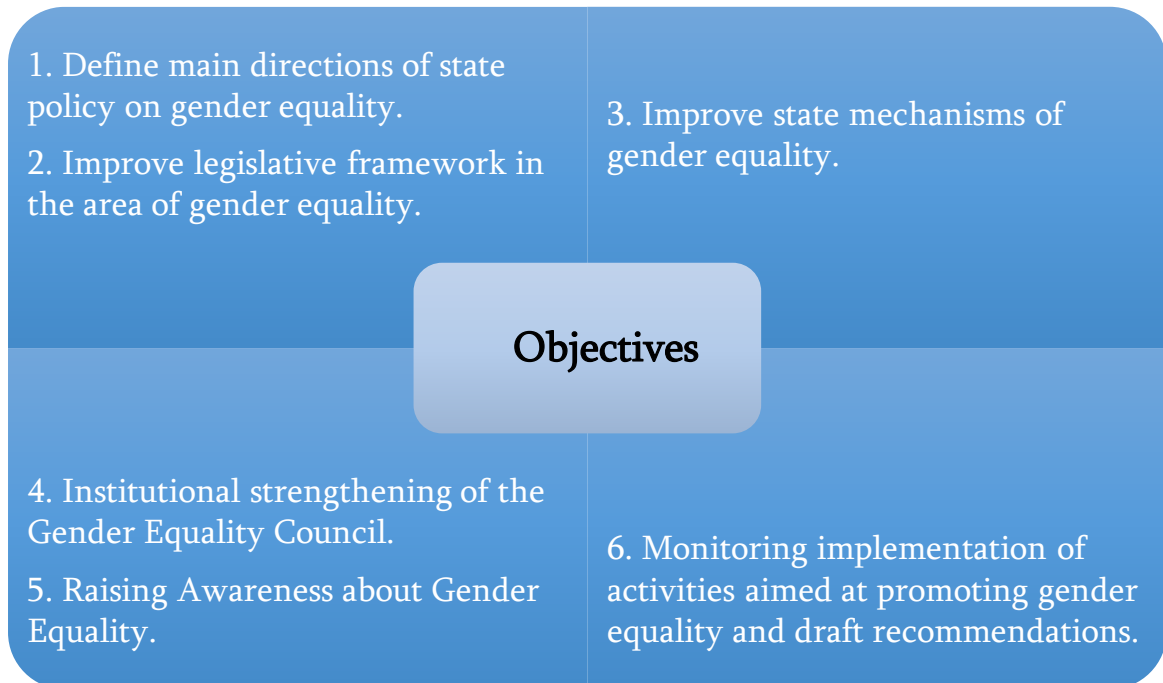
Mission of the Gender Equality Council

The mission of the Gender Equality Council of the Parliament of Georgia is to facilitate raising public awareness about gender equality, implementing initiatives supporting women's participation and promoting gender issues among external and internal audiences. The Council aims to ensure consolidation of various stakeholders' efforts in the course of effective and outcome-oriented communication on gender issues.

Vision of the Gender Equality Council

Gender Equality Council of the Parliament of Georgia is a reliable, transparent and competent body, which plays a leading role in the formation of the state gender policy agenda as well as in accurate, effective communication of positive changes achieved in the country with respect to gender equality.

Major Objectives of the Gender Equality Council



Content

Mission of the Gender Equality Council.....	1
Vision of the Gender Equality Council.....	1
Major Objectives of the Gender Equality Council	1
1. Define main directions of state policy on gender equality	3
2. Improve legislative framework in the area of gender equality	5
3. Improve state mechanisms of gender equality	7
4. Institutional strengthening of the Gender Equality Council.....	9
5. Raising Awareness about Gender Equality	11
6. Monitoring of implementation of state policy on gender equality	12

1. Define main directions of state policy on gender equality

Goal: Define gender equality policy and implement the state concept on gender equality efficiently.

Objective	Activity	Indicator	Responsible party	Timeframe
1. Parliament to set main directions of state policy on gender equality and support adoption of a new state concept on gender equality	1.1. Approve the draft new State concept on gender equality in Georgia	1.1.1. Concept is reviewed at the Council sitting; 1.1.2. Consultations/review are held with the stakeholders; 1.1.3. New State concept on the gender equality is approved under the Parliament's resolution.	Council with donor technical assistance.	2018 I Quarter
	1.2. Approve and implement the Action Plan of the Gender Council for years 2018-2020;	1.2.1. The plan is reviewed and approved by the Council members; 1.2.2. Donor coordination meeting was held; 1.2.3. The plan is presented to all stakeholders; 1.2.4. Annual report on the Plan fulfillment is published; 1.2.5. Annual review of the Plan was held and respective changes were introduced.	Council	1.2.1, 1.2.2, 1.2.3, 2018 Quarter I. 1.2.4 – January 2019, January 2020, December 2020. 1.2.5. – December 2018, December 2019
	1.3. Institutionalize Gender Impact Analysis (GIA) methodology in the Parliament	1.3.1. Each Parliamentary committee implemented gender impact analysis for at least one draft law (GIA on 15 draft laws was conducted annually); 1.3.2. GIA is introduced into a new draft of the explanatory note. 1.3.3. Training course on gender impact analysis is designed at the Training Center of the Parliament;	Council; Heads of Committee Offices; With donor technical assistance.	1.4.1 – 2018, 2019, 2020 1.4.2. – 2018 1.4.3. – 2018 1.4.4. – 2018-2019

		1.3.4. New GIA trainers are trained on the basis of the pilot program (at least 1 employee from each committee office)		
	1.4. Develop the Pay Gap calculation methodology	1.4.1 Needs assessment and environment analysis is conducted in in cooperation with the National Statistic Office. 1.4.2. Based on international practice, standard for calculation of Pay Gap is developed. 1.4.3. Pay Gap calculation methodology is piloted.	Council; Department of Statistics; With donor technical assistance.	2018-2019
	1.5. Institutionalize methodology for gender analysis of the state budget	1.5.1. Parliamentary Budget Office developed pilot methodology for gender analysis of the budget; 1.5.2. Budget Office carried out pilot gender analysis of the program annexes of the state budget; 1.5.3. Gender analysis (pilot) of the Parliament's budget was performed; 1.5.4. Gender analysis of the state budget was conducted.	Council; Parliamentary Budget Office; With donor technical assistance.	1.6.1., 1.6.2., 1.6.3. – 2018 1.6.4. – 2019
	1.6. Gender self-assessment of the Parliament of Georgia	1.6.1. Methodology developed within the framework of the Open Governance Partnership Council (OGP) initiative includes gender component; 1.6.2. Conducted self-assessment includes gender component. 1.6.3. Assessment was conducted at least twice.	Open Governance Partnership Council (OGP); Gender Council; With donor technical assistance.	1.7.1 and 1.7.2. – 2018 1.7.3. – 2018-2020

2. Improve legislative framework in the area of gender equality

Goal: Eliminate legislative gaps and improve legislative framework aimed at gender equality

Objective	Activity	Indicator	Responsible party	Timeframe
2. Improve the legislative framework in the area of gender equality and support its harmonization with international agreements	2.1. Improve legislative framework with respect to legislative gaps identified in the baseline study: “Gender Equality in Georgia: Barriers and Recommendations” (protecting women’s rights and ensuring gender equality).	2.1.1. Legislative initiatives with respect to sexual harassment are drafted and initiated; 2.1.2. With respect to the article on femicide consultations were held and necessary work was done. 2.1.3. The initiative is prepared with respect to the definition of rape.	Council with donor technical assistance.	2018-2020
	2.2. Advocating legislative changes supporting women’s increased political participation.	2.2.1. Amendments to the Electoral Code regarding the mandatory gender quota is passed in the parliament.	Council	2018
	2.3. Revision of the Law on Gender Equality	2.3.1. Draft amendments recommended by the baseline study - „Gender Equality in Georgia: Barriers and Recommendations“are drafted and initiated. 2.3.2. The Council has carried out necessary advocacy measures to increase support to the draft law. 2.3.3. Provisions for strengthening gender equality mechanisms at the local level are adopted. 2.3.4. Changes to the law on Gender Equality passed in the parliament.	Council with donor technical assistance.	2.3.1 and 2.3.2 – 2018 2.3.3. - 2019

	2.4. Working on legislative changes with respect to parental leave	<p>2.4.1. New model on parental leave is developed;</p> <p>2.4.2. Consultations were held with all stakeholder groups and parties;</p> <p>2.4.3. Draft amendments are prepared and initiated on approving a new model of parental leave.</p>		2018-2020
	2.5. For the purpose of economic empowerment of women - draft the package of legislative amendments of the Labor Code of Georgia and the other laws based on current studies.	<p>2.5.1. Consultations on amendments were held with the government, private sector and the other stakeholders;</p> <p>2.5.2. Draft amendments and supplements are prepared and initiated for the Labor Code of Georgia and the other laws;</p>	Council with donor technical assistance.	
	2.6. Support adoption of draft laws initiated by the Human Rights and Civil Integration Committee based on the Ombudsman's legislative proposal	2.6.1. The Council supported adoption of draft laws initiated by the Human Rights and Civil Integration Committee based on the Ombudsman's legislative proposal.	With donor technical assistance.	2018

3. Improve state mechanisms of gender equality

Goal: Ensure coordination and cooperation between state mechanisms of gender equality existing in different levels of government.

Objective	Activity	Indicator	Responsible party	Timeframe
3. Ensure coordinated and consistent work of state machinery on gender equality	3.1. Establish mechanism for cooperation between the Gender Equality Council and Gender Equality Councils of high councils of Abkhazia and Adjara (Autonomous republics), gender equality councils at municipality levels and public servants in charge of gender equality issues as well as women members of Municipality Assemblies (Sakrebulo);	3.1.1. Pilot councils at Sakrebulo level are selected. 3.1.2. Donor coordination meetings were held; 3.1.3. Operational manual for municipality Gender Councils are developed. 3.1.4. The first introductory meeting was held with representatives of all Assembly councils. 3.1.5. Annual conference of Councils is being held; 3.1.6. Assembly Council members were on study trips abroad;	Council; Civil Society; City Assemblies; With donor technical assistance.	2018-2019-2020
	3.2. Establish coordination mechanisms with the inter-agency commission working on issues of gender equality, violence against women and domestic violence.	3.2.1. Regular coordination meetings are held. 3.2.2. Memorandum of Understanding is signed. 3.2.3. Meetings were held with the inter-agency commission; 3.2.4. Gender Equality Council is aware of Commission plans and respective recommendations were sent to the commission;	Council and Commission with donor technical assistance.	2018

		3.2.5. Action plans approved by the Commission are consistent with Gender baseline study (2017), action plan and state concept on gender equality.		
	3.3. Establish cooperation mechanisms with the Special Department of the Ministry of Internal Affairs	3.3.1. Special Department of the Ministry of Internal Affairs in cooperation with the Council developed a manual for persons working on gender-based violence; 3.3.2. In cooperation with the Special Department the needs for trainings and other measures for raising awareness were assessed.	Council; Ministry of Internal Affairs; With donor technical assistance.	2018-2019

4. Institutional strengthening of the Gender Equality Council

Goal: Ensure effective operation of Gender Equality Council of the Parliament

Objective	Activity	Indicator	Responsible party	Timeframe
4. Institutional strengthening of the Gender Equality Council	4.1. Establish the GEC Secretariat as a structural unit of the Parliament.	4.1.1. Gender Equality Council is formed as subject of the Parliament and its work is supported by the GEC Secretariat (also a separate staff unit). 4.1.2. In the course of the revision of the Rules and Procedures of the Parliament, functions and the role of the Council were revised and approved.	The Parliament	2018
	4.2. Approval and implementation of the GEC Communication Strategy	4.2.1. Communication strategy of the Gender Council is approved; 4.2.2. Action plan of the Communication Strategy is approved; 4.2.3. The action plan is reviewed and updated on annual basis; 4.2.4. Social media strategy of the Council is approved and implemented; 4.2.5. Implementation of the Council's communication strategy is evaluated.	Council with donor technical assistance.	2018-2020
	4.3. Enhance cooperation with the Consultative Council (NGOs)	4.3.1. Consultative Council members attend the Council sessions and events;	Council	

		4.3.2. Thematic groups consisting of Consultative Council members are established.		2018-2020
	4.4. Strengthening international cooperation	<p>4.4.1. Council members took part in international events;</p> <p>4.4.2. Council Chairperson and members took part in global summit of women;</p> <p>4.4.3. Council Chairperson or members took part in annual session of the UN Committee on the Status of Women;</p> <p>4.4.4. Council members took part in FEMM Committee Session of the European Parliament.</p>	<p>Council;</p> <p>Ministry of Foreign Affairs.</p>	2018-2020
	4.5. Coordinated work with donor organizations	4.5.1. Council coordinated the implementation of the Action Plan with various donors		2018-2020

5. Raising Awareness about Gender Equality

Goal: Raised awareness and sensitivity about gender equality

Objective	Activity	Indicator	Responsible Party	Timeframe
5. Taking part in events aimed at raising awareness on gender equality and supporting women	5.1. Support awareness raising activities in support of women's political participation	<p>5.1.1. Council members took part in public meetings and discussions, which support the bill on mandatory gender quota;</p> <p>5.1.2. Council members took part in TV-Radio programs, shows and debates aimed at supporting women's increased political participation;</p> <p>5.1.3. Following the approval in the parliament one final international conference was held on mandatory gender quota.</p>	Council with donor technical assistance.	2018-2019
	5.2. Organizing thematic public meetings in the regions of Georgia.	<p>5.2.1. Twenty-five meetings were held in regions on domestic violence and violence against women, political participation of women.</p> <p>5.2.2. As part of regional meetings, meetings with local women were held.</p>	Council with donor technical assistance.	2018-2020
	5.3. Support and participate in events dedicated to awareness raising on domestic violence and violence against women.	5.3.1. Council members took part in awareness raising events and activities.	Council with donor technical assistance.	

		5.3.2. Gender Equality Council has the most recent and updated statistics on violence against women.		
	5.4. Strengthening cooperation and coordination with international networks and organizations working on gender equality and women's rights	5.4.1. Bilateral cooperation is established with 5 networks and organizations	Council	2018-2019
	5.5. Support awareness raising of actors working on domestic violence and violence against women and femicide cases (investigation, court, prosecutor's office, legal aid).	5.5.1. The GEC in cooperation with other respective agencies has created relevant courses on awareness raising and developed relevant guidelines.	With donor technical assistance.	2018-2019
	5.6. Raising awareness about sexual harassment	5.6.1. Activities on existing regulations on sexual harassment (including unacceptability of sexual harassment) concerning both public and private sectors were carried out.	Council with donor technical assistance.	2018-2020
	5.7. Actively engage in awareness raising campaigns carried out by partner international organizations, civil society etc.	5.7.1. GEC Members took part in "Mencare" campaign activities by UNFPA 5.7.2. GEC Members took part in different awareness raising campaigns by UNJP of UNDP.	Council with donor technical assistance.	2018-2020

6. Monitoring of implementation of state policy on gender equality

Goal: Informing the Gender Equality Council about the progress of state policy implementation

Objective	Activity	Indicator	Responsible party	Timeframe
6. Monitoring over implementation of the Public Gender Policy	6.1. Implementation progress report on National Action Plan of the Government of Georgia with respect to UN resolutions on “Women, Peace and Security” by the assistant to PM on Human Rights and Gender Equality.	6.1.1. The Council heard the Report 6.1.2. Council received the shadow report prepared by the civil society.	Council; Civil Society.	2018
	6.2. Hearing the report of Inter-agency Commission on Gender Equality, Violence against Women and Domestic Violence.	6.2.1. Council has discussed the interim and annual reports of the Commission.	The inter-agency Council working on the issues of gender equality, violence against women and domestic violence.	2018 2019 2020
	6.3. Develop a methodology for monitoring fulfillment of liabilities assumed by the Government of Georgia at international and local levels in the area of gender equality	6.3.1. Methodology for monitoring fulfillment of liabilities assumed by the Government of Georgia at international and local levels in the area of gender equality is developed	Council with donor technical assistance.	2018-2019
	6.4. Engaging the GEC in monitoring fulfillment of obligations assumed by the GoG at international and local levels in the area of gender equality	6.4.1. Council is engaged in the parliamentary monitoring process;	Council	2018-2020
	6.5. Engaging the Council in a monitoring effective enforcement of the legislation on early marriages.	6.5.1. The Council has received updates on enforcement of legislation on early marriages from respective state bodies.	Council	