

**Gender Equality
Strategy and Action Plan**

**The Ministry of Internally Displaced Persons from
The Occupied Territories, Accommodation and Refugees
Of Georgia**

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I. Definition of terms

1. **Gender** – a social aspect of relation between sexes which is expressed in all spheres of public life and implies opinions formed about different sexes through socialisation.¹
2. **Gender equality** – a part of human rights which implies equal rights and duties, responsibilities and equal participation of men and women in all spheres of personal and public lives.²

¹ Law of Georgia on Gender equality, Article 3, (a), 2010.

² Law of Georgia on Gender equality, Article 3, (b), 2010.

3. **Gender mainstreaming** – consideration of principles of the gender equality in all spheres and at all levels of policy-making and its implementation.³

4. **Gender budgeting** – Gender budgeting means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.⁴

5. **Equal opportunities** – a system of means and conditions for achieving equality of rights and freedoms for men and women. ⁵

6. **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.⁶

7. **Sexual harassment** - includes such unwelcome sexually determined behaviour as physical contact and advances, sexually coloured remarks, showing pornography and sexual demand, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem; it is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment, including recruitment or promotion, or when it creates a hostile working environment.⁷

The terms used in this document (hereinafter, Strategy and Action Plan) have the meanings as defined by the Georgian legislation.

II. Scope of regulation

The document of the Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (hereinafter, the Ministry) – Gender Equality Strategy and the Action Plan - is based on the fundamental guarantees of equal rights, freedoms and opportunities for women and men determined by the Georgian Constitution and legislation; it takes into account international commitments of Georgia and the policy of the Georgian government in the field of gender equality. The Ministry is doing its best to establish the principles of gender equality in the system of the Ministry and ensures development and implementation of the policy for

³ *Parliament of Georgia, The State Concept on the Gender Equality*, Definition of Terms, 2006.

⁴ European Commission, *Opinion on Gender Budgeting*, Advisory Committee on Equal Opportunities for Women and Men , 2003.

⁵ Law of Georgia on Gender equality, Article 3, (g), 2010.

⁶ Law of Georgia on Gender equality, Article 3, (h), 2010.

⁷ The United Nations *Committee on the Elimination of Discrimination against Women*, General recommendation No. 19, 1992, Article 11, Paragraph 18.

achieving equality of rights and freedoms for women and men. Within the competence of the Ministry, the work to support gender equality and expand the opportunities for women has especially beneficial impact on the Ministry's beneficiaries.

Beneficiaries of the Ministry are: Internally Displaced Persons (IDPs), families affected by and displaced as a result of natural disasters (eco-migrants), repatriates, returned migrants, refugees or humanitarian status holders and asylum-seekers. The beneficiaries of the Ministry are very often in need of special care and attention from the government and thus, it is important that the government address protection of the rights for women, girls, men and boys more vigorously taking into account diversity of their needs and priorities.

In compliance with the Law of Georgia on Gender Equality, the state should “ensure that there is no discrimination in any aspect of public life; create proper conditions for realisation of equal rights, freedoms and opportunities for men and women; prevent and eliminate any discrimination.”⁸

The Strategy for Gender Equality will help the Ministry to carry out relevant activities in the limits of its competence for achieving gender equality and eliminating all forms of discrimination.

The Strategy for Gender Equality is based on the Georgian Constitution and the international commitments of Georgia, Laws of Georgia on Gender Equality and Elimination of all Forms of Discrimination, also on other legislative and normative acts; the Strategy reflects the policy – national action plans⁹ of the government of Georgia in the field of gender equality.

III. The goal of the strategy

The goal of this Strategy is to implement the state policy on gender equality and support its integration into the activities of the Ministry.

The Strategy will promote better determination and address different needs and priorities for women, men, boys and girls.

⁸ Law of Georgia on Gender Equality, Article 2, 2010.

⁹ National Action Plan of Georgia on Gender Equality; National Action Plan to implement UN Security Council Resolutions on Women, Peace and Security; Resolution of the Government of Georgia, #339, 2016, Action Plan to Implement Measures to Combat Violence against Women and Domestic Violence and for Protection of the Victims, Resolution of the Government of Georgia, #341, 2016.

This Strategy and respective two-year Action Plan will be used by the Ministry 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 two years.

IV. Key principles of the strategy

a) Promotion and observance of gender equality

This principle envisages implementation of gender mainstreaming in the processes of development, implementation and monitoring of the Ministry'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 Ministry and its employees. This analysis will allow the Ministry 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 Ministry employees including position-wise.

b) Prevention and elimination of discrimination

Any kind of discrimination within the system of the Ministry while selecting the staff, or at the working place or while implementing the activities of the Ministry is unacceptable. Discrimination is expressed by making 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.

Both prevention and elimination of discrimination within the Ministry system is feasible by creating equal opportunities both for men and women and by ensuring actual application of equal rights.

c) Prevention and elimination of sexual harassment

Any form of sexual harassment within the Ministry system is fundamentally unacceptable. The Ministry is committed to set up an efficient mechanism of elimination of and reaction to sexual harassment within the Ministry system.

V. Strategic goals

1. To set up institutional mechanism for gender equality in the Ministry system and ensure its efficient functioning and to promote gender equality principles in its activities;
2. To promote creation of the environment in the Ministry system based on the principle of gender equality (including training of its employees and increasing their awareness on the issues of women's rights and gender equality);
3. To ensure the implementation of the Ministry's international obligations under the legislation and commitments in the field of gender equality, within its competence;
4. To improve transparency of the Ministry's activities in compliance with the communication strategy;
5. To establish close collaboration with non-governmental sector, international and local organizations working on relevant issues in the process of discussing the issues of gender equality;
6. To promote identification of sexual harassment or any other forms of discrimination in the system of the Ministry within its competence and to react adequately;
7. To ensure implementation of internal survey and analysis on the issues of gender equality in the Ministry system and in compliance with the analysis to implement gender budgeting in the process of budget planning of the ministry;

VI. Strategic objectives

1. To set up institutional system, promoting gender equality in the Ministry from April 2017, which is expressed through creating a position of an Advisor to the Minister on gender issues in the central office of the Ministry and in the territorial bodies – appointing contact persons on gender issues;

2. To ensure efficient functioning of the Commission on Gender Equality Issues set up in the Ministry in order to coordinate implementation of this Strategy and the Action Plan;
3. To promote the competence of the Ministry high-rank officials and employees in the field of gender analysis, gender-sensitive planning, monitoring and evaluation; to arrange educational/informational measures for the Ministry employees on the issues of women's rights and gender equality;
4. To implement the commitments stipulated in the National Action Plan on the Measures to be implemented for Combating Violence against Women and Domestic Violence and Protection of Victims/Survivors
5. To implement the UN Security Council Resolutions on Women, Peace and Security and commitments stipulated in National Action Plan and commitments stipulated in Gender Equality National Action Plan;
6. To provide public with regularly updated information about gender issues, progress of gender-sensitive strategies and the outcomes according to the communications strategy of the Ministry;
7. To involve the representatives of the civil society in the implementation and monitoring process of the Strategy for Gender Equality and the Action Plan, including through development and implementing joint measures;
8. To create an effective policy against sexual harassment and relevant appeals handling mechanism in the Ministry and to increase the employees' awareness in this regard;
9. To plan the strategies, programs and projects developed by the Ministry in the light of gender needs and analysis, which will reflect diversity of needs and priorities of women, men, boys and girls;
10. To process the information from gender perspective, to implement the regular collection of gender- disaggregated data and analysis system in the Ministry;

VII. Implementation and monitoring of the strategy

1. To achieve the goals and objectives defined by the Strategy for Gender equality, the Ministry and its structural units including LEPL IDP Livelihood Agency will take an active part in the development of the detailed and realistic Action Plan for the implementation of the Strategy for Gender Equality and in the process of the Action Plan implementation. Gender issues will be addressed in the ongoing programs and projects.
2. The funding source of the Strategy for Gender Equality and the Action Plan will be budgetary and non-budgetary sources, as well as institutional and other resources.
3. The implementation of this Strategy is the responsibility of the Commission for Gender Equality Issues. Certain amendments, particularly, integration of gender aspects, will be introduced in the current internal normative acts of the Ministry, if needed. The Commission for Gender Equality Issues set up in the Ministry is responsible for implementation of the Action Plan and has a coordinating role.
4. As a result of monitoring of the Strategy implementation, the efficiency of the measures will be regularly evaluated and the Strategy will be updated-upgraded in the light of new circumstances

VIII. Action Plan of 2016-2017

Objectives	Activities	Indicators (of objectives)	Timeline	Budget
Strategic goal 1: To set up an institutional mechanism of gender equality in the Ministry system and ensure its efficient functioning and to promote gender equality principles in its activities;				47.704.00 GEL
Objective 1. From April 2017 the gender equality promoting institutional system is set up in the Ministry	1.1 By April 2017 the Ministry shall create a position of a gender advisor to the Minister and appoint a person with the relevant qualification; 1.2. Job description of the gender advisor to the Minister	1.1. The gender equality promoting institutional system is in place in the Ministry from April 2017 Basis: The gender equality promoting institutional	2017	1.1 14.100.00 GEL 1.2 1.75.00 GEL 1.3 31.500.00 GEL

	<p>shall be developed and approved;</p> <p>1.3 In each territorial body of the Ministry, an employee having the relevant qualification shall be allocated, who will act as a contact person on gender issues in the region;</p>	<p>system is not in place in the Ministry in 2016</p> <p>Goal: By April 2017 there is a position of a gender advisor, the person with the relevant qualification is appointed and in each territorial body of the Ministry a contact person on gender issues in region is allocated.</p>		
<p>Objective 2. Efficient functioning of the Commission for Gender Equality Issues set up in the Ministry is ensured in order to coordinate implementation of this Strategy and the Action Plan;</p>	<p>2.1. The Statute of the Commission for Gender Equality Issues, the Strategy for Gender Equality and the Action Plan shall be developed in the Ministry;</p> <p>2.2. Regular work of the Commission shall be ensured and the Commission shall monitor the implementation of the decisions made by the Commission;</p> <p>2.3. A special annual report on the performance of the Commission shall be prepared for the Minister;</p> <p>2.4. Necessary resolutions to implement the recommendations of the</p>	<p>2.1. The evidence that the commission on gender issues set up in the Ministry is functioning efficiently</p> <p>Basis: As of August 2016, One Commission meeting was held, neither the Strategy for Gender equality, nor the Action Plan has been approved.</p> <p>Goal: To arrange at least 4 meetings a year and to prepare adequate protocols; to develop</p>	2016-2017	<p>2.1 1.113.00 GEL</p> <p>2.3 816.00 GEL</p>

	<p>participatory gender audit shall be developed and the monitoring shall be carried out on the execution of the decisions.</p>	<p>the Strategy for Gender Equality and the Action Plan 2.2. % participatory gender audit recommendations implemented</p> <p>Basis: As of August 2016, % of % participatory gender audit recommendations were implemented</p> <p>Goal: To implement minimum 60% of participatory gender audit recommendations</p>		
<p>Strategic goal 2: To promote creation of the environment in the Ministry system based on the gender equality principle (including training of its employees and increasing their awareness on the issues of women’s rights and gender equality);</p>				<p>3.920.00 GEL</p>

<p>Objective 3. The competence of the Ministry authorities and the employees has been raised in the field of gender analysis, gender-sensitive planning, monitoring and evaluation; educational/ informational measures on the issues of women's rights and gender equality for the employees of the Ministry have been carried out.</p>	<p>3.1. Raising the competence of the Ministry authorities and the employees in the field of gender analysis, gender-sensitive planning, monitoring and evaluation; 3.2. Arranging educational/ informational measures on the issues of women's rights and gender equality for the employees of the central territorial bodies of the Ministry.</p>	<p>3.1 Percentage of the Ministry employees who have undergone special training on the issues of gender and women's rights</p> <p>Basis: As of August 2016, The activities carried out did not have a systematic nature and were based only on the initiative of international and local NGOs</p> <p>Goal: By the end of 2017 at least 60% of the employees will be trained in the direction of conducting gender-sensitive analysis, planning and monitoring; furthermore, they will be informed about women's rights.</p>	<p>2016-2017</p>	<p>3.1 1.310.00 GEL 3.2 2.610.00 GEL</p>
<p>Strategic goal 3. To ensure implementation of International commitments in the field of gender equality and envisaged by the legislation on gender equality within the competence of the Ministry;</p>				<p>69.032.00 GEL</p>
<p>Objective 4. To implement the commitments stipulated in the National Action Plan on the Measures to be</p>	<p>4.1. The Ministry being the agency implementing prevention of violence against women and domestic</p>	<p>4.1 Percentage of the activities accomplished in compliance with the commitments stipulated by the Action Plan</p>	<p>2016-2017</p>	<p>4.1 1.024.00 GEL 4.2; 4.3 815.00 GEL</p>

<p>Implemented for Combating Violence against Women and Domestic Violence and Protection of Victims/Survivors</p>	<p>violence, proceeding from the National Action Plan, shall develop annual internal action regulations and shall integrate them into the internal institutional action plan;</p> <p>4.2. Together with the relevant agencies the Ministry shall organize educational and informational meetings in Tbilisi and regions with the IDPs on the issues of violence against women (including the issues of early marriage) and domestic violence, also for the purpose of promotion of government services</p> <p>4.3. The Ministry shall ensure distribution of special materials on prevention of domestic violence, such as informational handbooks among beneficiaries.</p>	<p>Basis: Completed 45% of the activities envisaged by Action Plan</p> <p>Goal: At least 80% of the activities envisaged by the Action Plan has been accomplished by December, 2017</p>		
<p>Objective 5. The commitments of the UN Security Council Resolutions on Women, Peace and Security and commitments stipulated</p>	<p>5.1 To organize consulting meetings twice a year with IDPs, women who suffered from conflicts and with their family members in regard to</p>	<p>5.1 Percentage of accomplished activities in terms of commitments stipulated in the Action Plan</p>	<p>2016-2017</p>	<p>5.1 722.00 GEL 5.2 920.00 GEL 5.3 51.200.00 GEL 5.4 14.315.00 GEL</p>

<p>in Gender Equality National Action Plans have been accomplished</p>	<p>the sexual or other gender related violence and other security related risks, such as war residues, restriction of freedom of relocation and threats of illegal detention; 5.2 The Ministry being an assisting agency shall provide organization of at least 10 free consulting meetings of legal assistance for women and girls residing in the regions by the boundary line; 5.3. The Ministry shall provide internally displaced women and girls and their family members with the regular provision of legal assistance; 45.4 The Ministry shall ensure increase of awareness of the availability of vocational and educational programs for the internally displaced and conflict-affected women, as well as their financial support so that they could take part in the vocational-educational programs and shall award small grants on the basis of co-financing, which will facilitate the economic strengthening of women;</p>	<p>Basis: Completed 45% of the activities envisaged by Action Plan</p> <p>Goal: At least 80% of the activities envisaged by the Action Plan shall be accomplished</p>		
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Strategic goal 4. To improve transparency of the Ministry's activities in compliance with the communications strategy;				1.267.00 GEL
Objective 6. Public is provided with regularly updated information about gender issues, progress of gender-sensitive strategies and the outcomes in compliance with the communications strategy of the Ministry;	6.1 The information on gender issues shall be regularly updated on the website of the Ministry, in the electronic and print digests of the news, in the newspapers of the national level and social media	6.1. Number of circulated publications, news on the website of the Ministry, social network and media. Basis: 5 news on Gender Issues. Goal: at least 8news/publications on Gender Issues	2016-2017	6.1 1.267.00 GEL
Strategic goal 5. To establish close collaboration with non-governmental sector, international and local organizations working on the issues of gender equality while discussing the issues of gender equality;				3.630.00 GEL
Objective 7. Representatives of the civil society are involved in the implementation and monitoring process of the Strategy for Gender Equality and the Action Plan, including in developing and implementing joint measures;	7.1. Collaboration with the organizations working on the gender issues at the regional/local level and provision of their regular involvement in the activities planned by the Ministry; 7.2. Arranging meetings with the beneficiaries of the Ministry in participation and in collaboration with the relevant and stakeholder structures/ organizations both in Tbilisi and the regions;	7.1 Number of joint initiatives accomplished by the Ministry, civil society and non-governmental organizations; Basis: 2 joint initiatives Goal: at least 4 joint initiatives	2016-2017	7.1 1.815.00 GEL 7.2 1.815.00 GEL

Strategic goal 6. To promote identification of sexual harassment or any other forms of discrimination in the system of the Ministry within its competence and to react adequately; to carry out relevant preventive measures;				1.060.00 GEL
Objective 8. An efficient mechanism for the policy against sexual harassment and relevant appeals handling is created in the Ministry and the employees' awareness in this regard is being increased;	8.1. Piloting online internet courses against sexual harassment for the employees of the Ministry; 8.2. Developing and approving special regulations for the Ministry	8.1 Number of employees trained in the Ministry on the topic of sexual harassment Basis: 0% in 2016 Goal: 100% of the relevant employees in 2017 8.2 Special regulations for the Ministry system are developed/approved Basis: To be defined in 2017 Goal: To develop/approve special regulations for the Ministry system by 2017	2016	8.1 UNWOMEN 8.2 1.060.00 GEL
Strategic goal 7. To ensure implementation of internal survey and analysis on the issues of gender equality in the Ministry system and in compliance with the analysis to implement gender budgeting in the process of budget planning of the Ministry;				15.421.00 GEL
Objective 9. The strategies, programs and projects developed by the Ministry are implemented in the light of gender needs and	8.1. Implementing gender mainstreaming of the strategies, policy documents and internal regulations of the	9.1 Number of such documents and programs	2016-2017	9.1 14.551.00 GEL 9.2 870.00 GEL

analysis, which reflect diversity of needs and priorities of women, men, boys and girls;	Ministry; 8.2 Using gender budgeting principles in the process of budget planning	Basis: 3 Documents Goal: 6 Documents		
Objective 10. The information in the light of gender perspective is being processed in the system of the Ministry, regular collection of gender-disaggregated data is being implemented and the system for the analysis of such data is in place.	10.1 Developing methodology for the collection of gender-disaggregated data taking into account the best International practices; 10.2 Introducing an efficient system for the collection of gender-disaggregated data in the direction of information processing and analysis;	Data processing system is introduced; available analytical material is being used in the process of budgeting and program development; Basis: To be defined in June, 2017 Goal: To be defined in 2017		10.1 294.00 GEL 10.2 3.505.00 GEL
			SUM	145.833.00 GEL