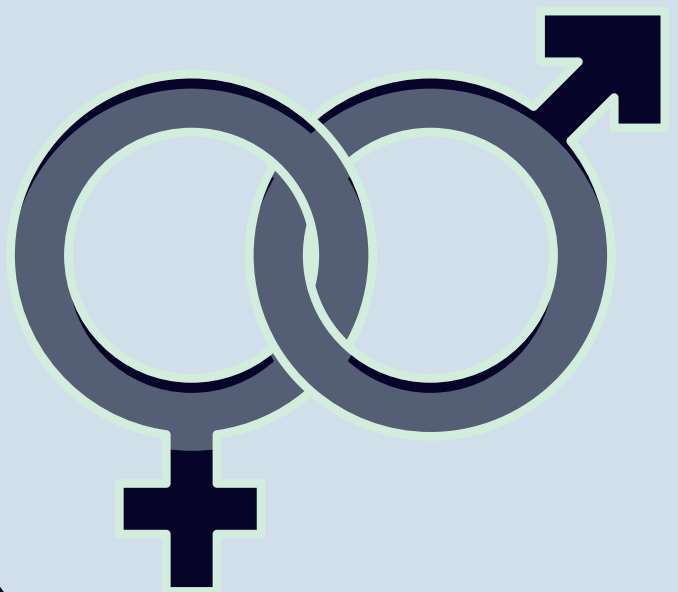


EQUAL RIGHTS FOR EVERYBODY



2024-2027

Gender
Equality
Action Plan

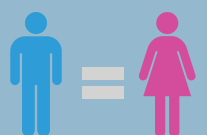


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Key Terms

Gender Equality¹

Gender equality refers to equal rights, opportunities, socio-economic resources, and opportunities available to all genders in a specific context or society. Gender equality is understood as encompassing matters related to gender and sexual orientation.

In a state of gender equality, people are free to develop their abilities and make choices without the limitations set by stereotypes, gender norms, or prejudices. Gender equality is widely recognized as a fundamental human rights concern and a precondition for advancing development, reducing poverty, and promoting sustainable development. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration and that achievement of development outcomes does not depend on an individual's sex or gender identity and/or expression.

Safe Work Space²

Safety at the workplace comprises all the values, attitudes, rules, managerial systems and practices, participatory principles and working behaviors that are conducive to creating a safe and healthy working environment – a place where people can produce with a high degree of quality and productivity.

Harassment³

Harassment is any unwelcome conduct that might reasonably be expected or is perceived to cause offense or humiliation to another person when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive work environment. Harassing behavior may be an isolated incident or may occur repeatedly. It need not be habitual. It is not the intention of the harasser that defines whether a particular type of conduct constitutes harassment. Harassment may take many forms, including but not limited to words, gestures or actions that tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another. Harassment may be directed at one or more persons based on a shared characteristic or trait.

Sexual Harassment

Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Further information on GEO's definition of Sexual Harassment can be found in "[Sexual Harassment Prevention Policy of GEO](#)".

¹ UN Women, OSAGI Gender Mainstreaming - Concepts and definitions; & ABC of women workers' rights and gender equality, by ILO, 2000, Geneva: ILO.

² https://www.ilo.org/legacy/english/protection/safework/worldday/facts_eng.pdf

³ <https://www.icc-cpi.int/sites/default/files/2022-05/ICC-AI-2022-003%20%28ENG%29%20-%20ADDRESSING%20DISCRIMINATION%2C%20HARASSMENT%2C%20INCLUDING%20SEXUAL%20HARASSMENT%2C%20AND%20ABUSE%20OF%20AUTHORITY.pdf>

Introduction of the Document

Georgia's Environmental Outlook (GEO) is a Non-Profit Legal Entity aiming at promoting effective environmental governance and inclusive sustainable development, as well as fostering the introduction of best practices as a response to emerging environmental challenges in Georgia. GEO unites professionals with extensive work experience in water resources management, waste management, forestry, and other fields of environment and nature protection, policy-making and planning, project management, strategic communications, stakeholder engagement, awareness raising, and institutional capacity building.

This Gender Equality Plan is committed to eliminating gender-based discrimination and promoting gender equality, empowering all individuals, regardless of their gender and sexual orientation. Acknowledging that human capital is pivotal in driving organizational success, GEO recognizes that gender equality is intertwined with fundamental human rights and is advocating for non-discrimination and equal opportunities for all genders. With that in mind, GEO stands in support of equal rights and fair treatment of all. Gender equality not only enhances productivity but also adds value to human assets, optimizing management systems and loyalty among employees, and supporting better decision-making to form a healthy working environment.

Through its Gender Equality Plan, GEO is committed to creating an inclusive workplace, where all can thrive and participate fully in decision-making processes. Gender inequalities, such as limited rights and restricted access to essential resources like energy, water, and sanitation, have adverse effects on human health, the environment, and sustainable development. Therefore, GEO pays particular attention to gender issues being mainstreamed in its projects and activities.

GEO actively engages in workshops and training sessions centered around themes of non-discrimination, women's empowerment, gender equality, harassment prevention, and human rights. Additionally, having a "Sexual Harassment Prevention Policy" document ensures a safe and respectful work environment for all.

Currently, 100% of our permanent employees (Staff Members) and Board Members including the Head of the Board are women, showcasing our commitment to breaking gender barriers and promoting female leadership. Internal set-up is being balanced by external experts brought in for project-based short- or long-term assignments. To advance gender equality further, we continue to challenge the beliefs and attitudes that are undermining progress.



Gender and other social inequities (e.g., racial, ethnic, age, income, geographic location) compound vulnerability to climate change impacts. [...] Addressing inequities in access to resources, assets, and services as well as participation in decision-making and leadership is essential to achieving gender and climate justice.

IPCC, *Climate Change 2022: Impacts, Adaptation and Vulnerability* (AR6, WG3), Chapter 18

Breakdown components of our gender equality intervention plan and highlight the strategies we have developed to promote gender parity and social justice:

1. Education and Awareness in the Workplace

2. Advocacy and Policy Influence

3. Economic Empowerment:
Provide equal pay for equal work

4. Equal working opportunities

5. Parenting protection and Facilitating Work-Life Balance

6. Prevention of the practice of harassment at work

1. Education and Awareness in the Workplace:

On our journey towards promoting gender equality, we recognize that the workplace serves as the first and most crucial space for raising awareness. By providing opportunities to staff members to participate in awareness-raising trainings and workshops on gender issues, they gain insights into how gender stereotypes manifest in the workplace and affect organizational culture and individual well-being. With knowledge and awareness, individuals are better equipped to identify instances of discrimination and inequality and to address them effectively and in a timely manner.

Action:

- Ensure all staff are aware of gender equality policies.
- Include gender-sensitivity in all job specifications.
- Provide opportunities for staff members to participate in awareness-raising, training workshops on gender equality.
- Have a human resources policy that promotes equal career opportunities for all.

2. Advocacy and Policy Influence:

When designing and implementing environmental projects, we are analyzing how our activities address gender equality considering such factors as access to natural resources, participation in environmental decision-making and gender-sensitive vulnerability to environmental risks. We also analyze project outcomes and impacts on gender equality in a view of women's participation in natural resource management, access to eco-friendly technologies, and women's leadership in environmental protection. Developing strategies for promoting women's leadership and empowerment in environmental initiatives is crucial. For that reason, GEO ensures that gender mainstreaming is part of project planning, implementation, and decision-making processes.

We promote networking activities among diverse groups of policymakers through networking platforms, such as conferences, workshops, and online forums, where individuals and organizations come together to share knowledge and experiences about gender equality. By connecting with individuals from diverse backgrounds and communities, networking enables the mobilization of collective action to promote gender equality and social justice.

Action:

- Mainstream gender issues in all projects and relevant activities implemented by GEO.
- Taking a proactive stance to increase the visibility of gender-sensitivity in proposed new policies and laws.
- Use social media and a range of other media outlets to create a positive image of successful practices of gender equality.

3. Economic Empowerment: Provide equal pay for equal work

Equal pay for equal work is not just a matter of economic fairness but a fundamental human rights principle. In the fight for gender equality, the gender pay gap persists as a stark reminder of systemic inequalities in the workforce. This issue is not only a moral imperative but also essential for building an inclusive and sustainable

society. Pay discrimination based on gender undermines the principle of equal opportunity and perpetuates stereotypes and biases about mostly women's worth and contributions in the workforce. When workers are compensated fairly for their contributions, regardless of gender, sexual orientation, race, or other characteristics, it creates a sense of trust and respect within the organization.

We ensure that all our employees are compensated fairly and equitably based on their skills, qualifications, and contributions, without any discrimination based on the abovementioned characteristics.

Action:

- Provide equal pay for equal work.
- Ensure that all members/consultants can effectively balance their professional duties and family obligations in general and in particular during caregiving, without compromising their employment status. This will be done through flexible work arrangements and leave policies.

4. Equal working opportunities

By breaking down barriers to entry, such as discrimination and exclusion, equal access to employment enables individuals from diverse backgrounds to get the same opportunities. A fair and objective assessment process is essential for achieving equal access to employment. It involves using standardized criteria, structured interviews, and unbiased evaluation methods to assess candidates' suitability for roles. By eliminating any kind of subjectivity, we ensure that the most qualified individuals are selected for employment, regardless of their gender or background.

By investing in employee development, the organization empowers individuals to reach their full potential and bridge skill gaps that may exist due to historical disparities between genders in access to education and training. Therefore, GEO pays close attention that its staff members are provided with continued training opportunities.

Flexible working arrangements, parental leave policies, and support for caregiving responsibilities are at the core of GEO's organizational culture. This is an important condition to achieve equal working opportunities. This is further elaborated in the chapter below.

Action:

- Ensure equal access to employment.
- Provide conditions for continuous capacity development for employees irrespective of their gender.

5. Parenting protection and Facilitating Work-Life Balance

Supporting parenting protection and work-life balance leads to increased employee productivity, engagement, and loyalty. When employees feel supported in managing their family responsibilities, they experience less stress and are better able to focus and perform effectively in their roles, leading to a more motivated and committed workforce.

We are offering parental leave, flexible work arrangements, and other support mechanisms to help break down traditional gender roles and stereotypes that limit a person's career advancement. When both men and women have equal opportunities to balance their work and family responsibilities, it reduces the burden of caregiving disproportionately placed on women.

Action:

- Create family-friendly policies. Offering parental leave, flexible work arrangements, implementing flexible working hours and methods (allowing to work remotely or hybrid, choosing workday hours, reducing the weekly workload).
- Promote a culture of encouraging parenting.

6. Prevention of the practice of harassment at work

Prevention of harassment in the workplace is essential for creating a safe and respectful environment where employees feel valued, supported, and empowered. Prevention efforts, such as awareness training, reporting mechanisms, and accountability measures, help to dismantle these barriers. By upholding gender equality principles and strengthening legal protections, we try to create inclusive workplaces where everyone can contribute to their fullest potential, regardless of gender.

Action:

- Prevent and combat the practice of other offenses to physical or moral integrity, freedom, honor or dignity.
- Educate staff about different forms of bias and strategies to combat sexual and gender-based harassment Working collectively to combat bias and stereotypes.
- Create reporting mechanisms that allow staff to raise concerns, document, and act on gender balance issues they identify.

Objective 1		
Measure	Indicator	Timeframe
Ensure all staff are aware of gender equality policies	Staff members are aware of GEO's gender policy and action plan	Continuous
Include gender awareness in all job specifications	Terms of References include a provision on gender-sensitivity.	Continuous
Provide opportunities for staff members to participate in awareness-raising, and training workshops on gender equality	Number of staff members who undertook trainings on gender-related matters	Continuous
Have a human resources policy that promotes equal career opportunities for all genders	Balanced staff and expert composition	2024 Dec

Objective 2		
Measure	Indicator	Timeframe
Mainstream gender issues in all projects and relevant activities implemented by GEO	Projects are fully or partially gender mainstreamed. Fully mainstreamed means that a gender perspective was taken into account across all aspects of project management: background analysis of the project's topic; the design of the substance; the implementation (partners and participants); and the evaluation; Partially mainstreamed refers to projects that are only gender mainstreamed in terms of their participation aspects and/or are only gender mainstreamed to a small extent.	Continuous
Taking a proactive stance to increase the visibility of gender issues in proposed new policies and laws	GEO's official communication to legislative or executive bodies to incorporate gender considerations in proposed policies and laws concerning environmental matters.	Continuous
Design stakeholder engagement activities in a way that creates inclusive spaces for dialogue, collaboration, and knowledge-sharing among diverse groups		Continuous
Use social media and a range of other media outlets to create a positive image of successful practices of gender equality	Number of Facebook and LinkedIn posts on the subject matter	Continuous

Objectives 4 and 5		
Measure	Indicator	Timeframe
Provide equal pay for equal work	Salary and expert rate of all is proportional to their work	Continuous
Ensure that staff members can effectively balance their professional duties and family obligations in general and in particular during caregiving, without compromising their employment status	Number of staff members that make use of flexible working and leave policies	Continuous
Create family-friendly policies. Offering parental leave, flexible work arrangements, implementing flexible working hours and methods	Number of staff members that make use of flexible working and leave policies	Continuous
Promote a culture of encouraging parenting	“follow a parent to work” day once a year	Continuous

Objective 6		
Measure	Indicator	
Educate staff about different forms of bias and strategies to combat sexual and gender-based harassment	Number of staff trained	2024 Dec
Create reporting mechanisms that allow staff to raise concerns, document, and act on gender balance issues they identify	Reporting mechanism in place	2025

