



Sulkhani-Saba Orbeliani
UNIVERSITY

Approved by:
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Gender Equality Plan

Tbilisi

2025

Contents

Introduction and Purpose	3
Gender Equality in the Context of Sulkhan-Saba Orbeliani University	4
Gender Analysis (Gender Audit).....	5
Goals and Objectives.....	8
Action Plan	9
Monitoring and Evaluation	11

Introduction and Purpose

Sulkhan-Saba Orbeliani University, as an educational institution committed to the principles of freedom and human dignity, acknowledges the importance of gender equality as an essential foundation for a fair, safe and inclusive academic environment.

The Gender Equality Plan (GEP) is aligned with the European Union's Horizon Europe requirements and is based on the guidelines developed by UN Women. It is also in accordance with internal university documents and approaches such as:

- Internal Labor Regulations
- Code of Ethics and Conduct
- Rules for Employee Selection and Evaluation
- Disciplinary Responsibility Measures
- Leave and Career Development Policy

This document is an integral part of the institutional development framework, aimed at identifying and addressing gender imbalances across all levels of the university management, academic and administrative staff, student life, and research activities.

The Plan outlines the current situation, sets specific goals and actions, and provides mechanisms for monitoring and evaluation all directed toward strengthening a gender-sensitive institutional culture.

The Gender Equality Plan (GEP) reflects the university's commitment to creating and strengthening an organizational culture in which the opportunities of staff and students are not determined by gender, and each individual is granted equal conditions for development.

Gender Equality in the Context of Sulkhan-Saba Orbeliani University

Mission, Vision, and Values of the University

Vision

Sulkhan-Saba Orbeliani University, as a higher education institution loyal to the principles of human dignity and freedom, fosters an environment for professional, research, and creative development based on the values of equality and diversity. The Gender Equality Plan supports the realization of this vision, as the university's development is grounded in an organizational culture where each individual, regardless of gender, is provided the opportunity to grow.

Mission

The university's mission is to create, disseminate, and transfer knowledge within a free, open, and inclusive environment. The GEP is an integral component of this mission, ensuring the elimination of gender stereotypes, equal access to academic and work environments, and fair participation rules for both staff and students.

Values in the Context of Gender Equality

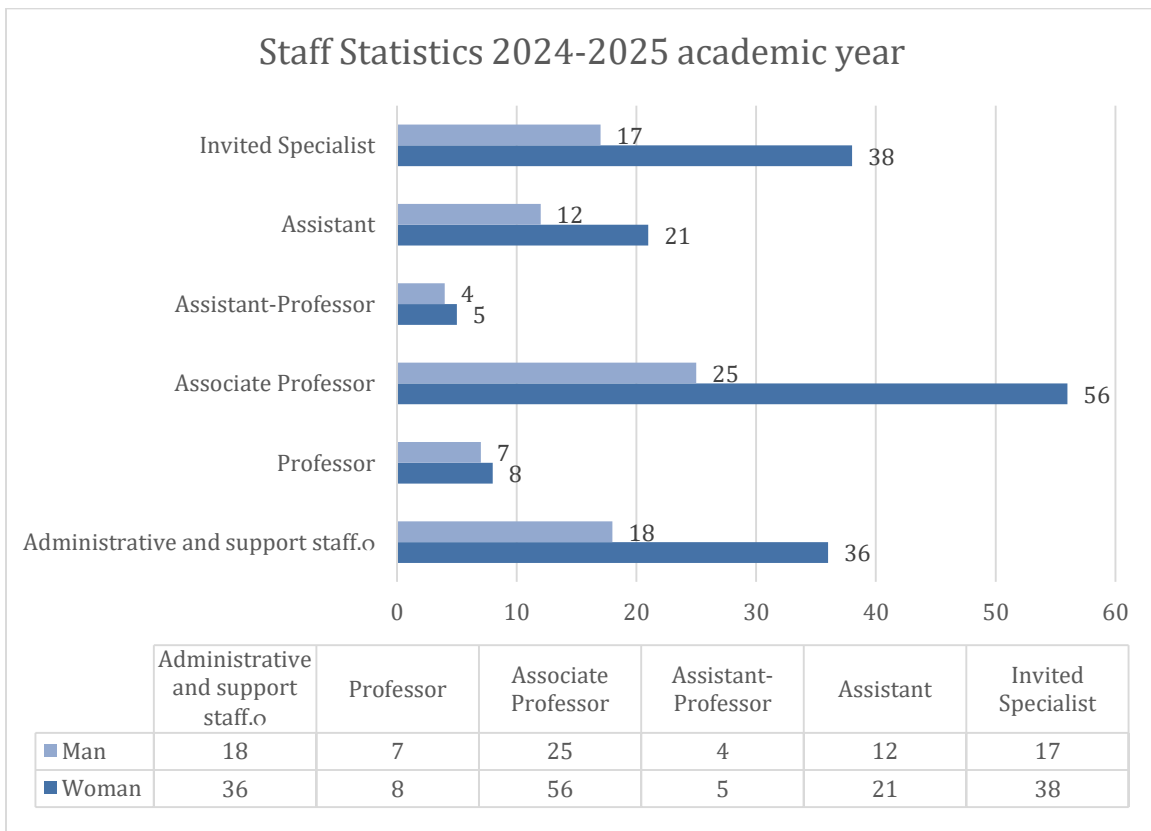
University Values	Interpretation through the Lens of Gender Equality
Freedom	Every employee and student have the opportunity to feel fully accepted, regardless of gender, identity, or personal choices.
Quality	Equal opportunities for career advancement and academic development enhance the university's overall quality.
Transparency	Avoiding gender bias in selection, evaluation, and decision-making processes.
Equality and Diversity	Strengthening an organizational culture that respects diversity and ensures equal opportunities.
Collaboration	Gender equality can only be achieved through cooperation and the active involvement of all stakeholders at institutional and individual levels.
Creativity	Openness to new approaches that address contemporary gender equality challenges.

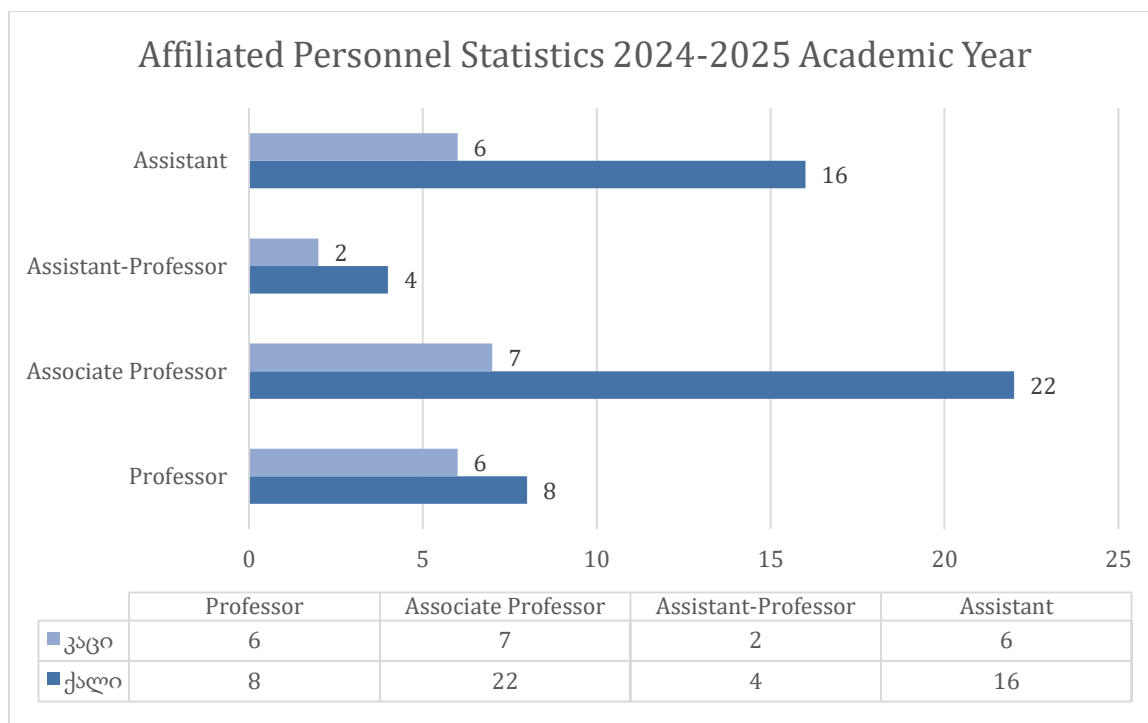
Empathy and Compassion	Developing social and emotional intelligence necessary for a gender-sensitive environment.
Trust	All employees feel heard, and their needs are acknowledged.
Inclusiveness	Targeted actions to integrate talented individuals into the university, regardless of gender or identity.

Gender Analysis (Gender Audit)

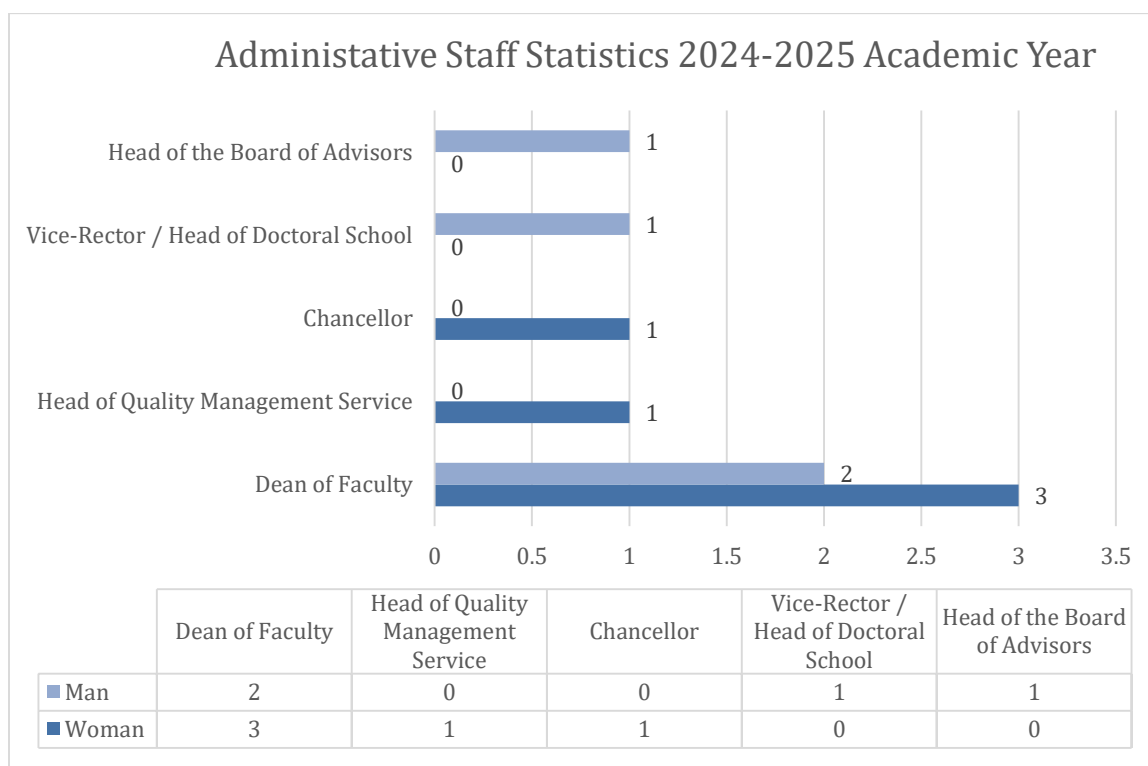
The first stage in the development of Sulkhan-Saba Orbeliani University's Gender Equality Plan was the analysis of gender-disaggregated data, focusing on the gender distribution among staff (both administrative and academic) as well as students.

The findings are as follows:





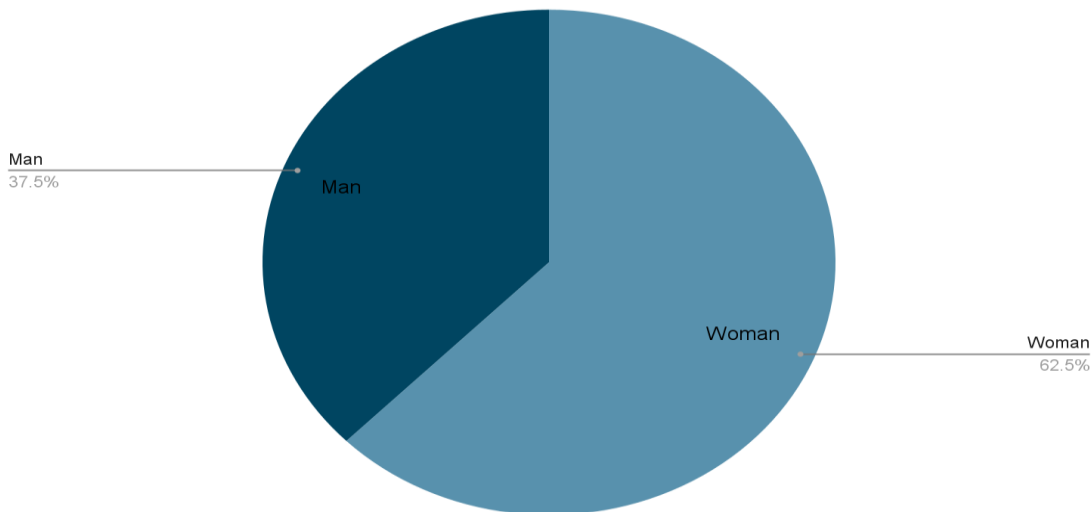
In each category, the number of women exceeds that of men, indicating a significantly strong representation and role of women within the university.



The study also analyzed the proportional representation of women and men among the administrative staff, revealing that the numbers are equally balanced in this segment as well.

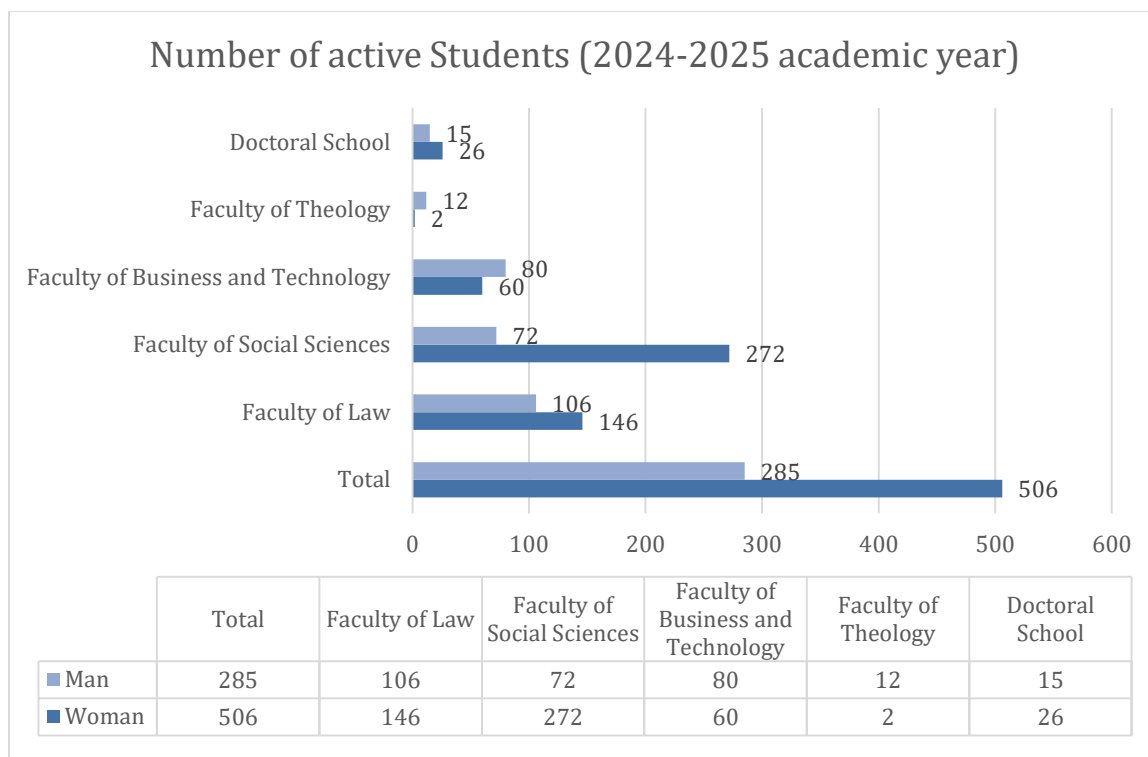
Furthermore, a gender-based analysis of the heads of structural units indicates that women hold a notably strong presence in leadership positions.

Heads of structural units



As part of the gender analysis, the average salaries of women and men were examined, both across all positions and specifically within managerial roles. Based on the findings, it was determined that the average salaries of male and female employees are equal. It is important to note that in any position where both men and women are employed simultaneously, their salaries are equal.

The number of active students was also analyzed by gender, and the data reveals that in most faculties, the number of female students exceeds that of male students. A relatively different trend is observed in the Faculties of Theology and Business and Technology.



Goals and Objectives

Outlined below are systematized objectives aligned with the university's values and internal documents. Each goal includes specific tasks and is directly linked to the action plan.

Goal 1: Establishment of the Gender Equality Council

- Form the Gender Equality Council from qualified and interested university personnel.
- Authorize the Council to review and, if necessary, revise the goals outlined in this document.
- Ensure the Council oversees the monitoring and evaluation of the GEP.

Goal 2: Raise Awareness on Gender Equality Issues

- Enhance awareness among staff and students on gender equality and unconscious bias.
- Identify and address gender stereotypes through training and internal campaigns.

Goal 3: Strengthen a Safe and Free Environment

- Establish a Commission on Prevention and Response to Sexual Harassment.
- Analyze current conditions and draft an action plan.
- Raise awareness about gender discrimination and sexism.

- Introduce an anonymous reporting/protected response mechanism.

Goal 4: Support Life Transitions

- Improve existing maternity and paternity leave policies, with particular attention to enabling usage by male staff.
- Offer flexible working conditions to support work-life balance.
- Develop conditions for hybrid or excused work arrangements in cases where a child is ill.

Action Plan

Strategic Goal	Objective	Specific Actions	Timeline	Responsible Entity/Structure
Establishment of the Gender Equality Council	Formation of the council with interested and qualified staff	- Dissemination of information about council formation - Receipt, review, and selection of applications	Fall Semester, 2025–2026 Academic Year	HR Department; Management Team
	Council reviews the defined objectives and the action plan, and modifies them if needed	- Review and analysis of existing documents - Adjustments as necessary	Spring Semester, 2025–2026 Academic Year	Gender Equality Council; Management Team
	Council ensures monitoring and evaluation of the GEP	- Request and assess implementation reports - Update the action plan if required	Annually	Gender Equality Council

Strategic Goal	Objective	Specific Actions	Timeline	Responsible Entity/Structure
Raising Gender Awareness	Increase awareness among staff and students on gender equality and unconscious bias	<ul style="list-style-type: none"> - Conduct training on gender equality and unconscious bias - Plan and implement awareness campaigns - Develop and distribute informational brochures 	Annually	HR Department; Student Affairs Office; PR and Marketing Department
	Identification and elimination of gender stereotypes via internal campaigns and training	<ul style="list-style-type: none"> - Conduct university-wide research to identify stereotypes - Develop an action plan for stereotype mitigation 	Every 2 years	Gender Equality Council
Ensuring a Safe and Supportive Environment	Formation of a commission to prevent and respond to sexual harassment	<ul style="list-style-type: none"> - Dissemination of information - Identify appropriate personnel and establish commission 	Year 2026	HR Department; Management Team
	Situation analysis and development of an action plan by the commission	<ul style="list-style-type: none"> - Assess current conditions - Develop and implement an action plan 	Year 2026	Relevant Commission; Gender Equality Council

Strategic Goal	Objective	Specific Actions	Timeline	Responsible Entity/Structure
	Awareness raising on gender discrimination and sexism	- Conduct relevant training for staff and students	Every 2 years	HR Department; Student Affairs Office
	Introduction of an anonymous/protected reporting system	- Develop and implement the reporting system	Year 2026	Relevant Commission; Gender Equality Council
Support for Life Transitions	Promote equality in parental leave policies	- Encourage and monitor paternity leave	Fall Semester, 2025–2026 Academic Year	HR Department
	Improve work-life balance	- Offer flexible working conditions based on university operations	Fall Semester, 2025–2026 Academic Year	HR Department
	Provide remote or respectful working options for parents during child illness	- Develop and implement relevant policy	Year 2025–2026	HR Department; Management Team

Monitoring and Evaluation

The Gender Equality Council reviews the proposed plan, its objectives, and the outlined action steps, conducts an in-depth analysis, and, if necessary, updates the document before its final approval.

The Council also annually requests a report on the implementation of the tasks defined in the action plan, evaluates the current situation and the achieved results, and submits an updated version of the action plan to the management team for approval