

The Georgian Foundation for Strategic and International Studies (Rondeli Foundation)

Gender Equality Plan (GEP) 2023-2024

The Georgian Foundation for Strategic and International Studies - GFSIS (Rondeli Foundation) has prioritized gender equality as one of its core principles and practices and as an essential theme related to the realization of its mandate: seeking to uphold its strategic and operational dimensions, deliver more gender-equitable results, and contributing to achieving the Sustainable Development Goals in terms of accelerating progress in gender equality on a local level.

Rondeli Foundation aims to empower gender equality principles by strengthening its internal capacities while striving to carefully mainstream gender into the design, implementation, and monitoring phases of each initiative, thereby Rondeli Foundation strives to empower women (SDG 5) and reduce all forms of discrimination (SDG 10) internally or externally.

The Aim and Structure of the Gender Equality Plan

The gender equality plan (hereinafter, GEP) is defined as a set of commitments and actions that aim to promote gender equality in an organization through a process of structural change.¹ Accordingly, GEP is a systematic and strategic instrument that establishes priorities and concrete objectives and the specific measures that will be implemented to improve gender equality within Rondeli Foundation and its field of work.

The GEP of Rondeli Foundation is based on the gender assessment carried out in 2022, which establishes a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and allows recommendations for addressing these through improvements and innovations. Drawing on the findings gathered in the gender assessment, Rondeli Foundation's approach to GEP is based on the four areas of intervention:

- Transforming the organizational culture
- Ensuring more balanced gender representation in management, recruitment, career advancement, and events
- Integrating gender in research, training, and educational/informational content
- Combating sexual and gender-based harassment

Focusing on those areas will enable Rondeli Foundation to better mainstream gender through project cycles, promote behavioral change, and ensure the sustainability of its performance in all areas of its work internally and externally. The monitoring and evaluation of the GEP will be performed by the designated person each year and will be reflected in the annual report of Rondeli Foundation.

¹ EIGE, What is Gender Equality Plan, see: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

GEP is intended to be a living document that will be updated regularly to accommodate new actions, needs, perspectives and developments.

GFSIS'S GENDER EQUALITY PLAN FOR 2023-2025: MAIN PRIORITIES AND KEY PLANNED ACTIONS (TIMEFRAME)

Priority Area 1: Transformed organizational culture, diversity, and performance							
Main Issues/Problems		Need for improvement of overall knowledge of the GFSIS staff on gender equality (gender assessment, 2022)					
Goals/Priorities		Gender is to be mainstreamed throughout all projects and GFSIS working areas					
Planned Action	Responsibilities	indicators	Means of Verification	Timeline			
				2023		2024	
				I	II	I	II
Capacity building for GFSIS staff on the local context of gender equality	Gender Advisor of GFSIS	At least 50% of GFSIS staff has raised awareness on GE in Georgia	Pre and post-tests Participants feedback		X		
Capacity building for GFSIS projects coordinators, assistants, interns on gender mainstreaming in the project cycles	Gender Advisor of GFSIS	At least 50% of GFSIS staff has raised awareness on GM and uses its tools in practice	Pre and post-tests Participants feedback		X		
To improve GFSIS communication strategy and make it gender sensitive	Gender Advisor/Strategic communication team	GFSIS communication strategy is gender sensitive	Updated communication strategy		X		
Ensure gender sensitizing PMEL guide and Results Framework of GFSIS	Projects Coordinator/Strategic communication team/ Gender advisor	GFSIS PMEL guide and Results Framework is gender sensitive		X			

Priority Area 2: More balanced gender representation in management, recruitment, carrier advancement, and events				
Main Issues/Problems		Existed lack of more balanced policies for carrier advancement and event arrangements		
Goals/Priorities		Gender representation in management, recruitment, carrier advancement, and events is more balanced		
Planned Action	Responsibilities	Indicator	Means of Verification	Timeline

				2023		2024	
				I	II	I	II
Make all phases of recruitment and promotion procedures gender sensitive	Gender Advisor of GFSIS/Head of Administration	Human resource policy to promote equal career opportunities for all genders is elaborated; Training and mentorship programs that help employees to accommodate work demands on their return from maternal, paternal and family-leave is ensured				X	
Improve gender balance in all events organized by GFSIS	Project Coordinators//Strategic communication team	Gender balance in every event is ensured and monitored regularly	Collected data on participation disaggregated by gender	X	X	X	X

Priority Area 3: Integrating gender in research, training, and educational/informational content							
Main Issues/Problems		The lack of an intersectional and gender-sensitive approach through educational/academic/informational content					
Goals/Priorities		Promote gender equality through research, training and education					
Planned Action	Responsibilities	Indicator	Means of Verification	Timeline			
				2023		2024	
				I	II	I	II
Training, workshops, and study courses arranged by GFSIS specifically focus on gender equality in the respective area	Projects Coordinators	Gender perspective is included in all educational activities where relevant	Number of trainings, study courses with the (direct/indirect) focus on gender issues Pre and post tests Participant feedback		X	X	X
Capacity building and/or educational materials for	Projects coordinators/Invited Specialists	Gender perspectives are integrated into the	Number of research/academic documents with		X	X	X

GFSIS researchers on how to mainstream gender through research and policy analysis		GFSIS research and academic materials	the (direct/indirect) focus on gender issues				
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Priority Area 4: Combating sexual and gender-based harassment							
Main Issues/Problems		The lack of formal policy on sexual harassment at the workplace					
Goals/Priorities		Ensuring gender equality and safety at the workplace by setting the clear, effective, and institutional procedures on sexual harassment					
Planned Action	Responsibilities	Indicator	Means of Verification	Timeline			
				2023		2024	
				I	II	I	II
Develop a new institutional system with an additional informal complaint procedure to complement the formal one in place	Gender Adviser/Management team/Invited Specialists/Speakers	Sexual harassment response and prevention document of GFSIS is elaborated	Sexual harassment response and prevention document is disseminated through working e-mails		X	X	
Raising awareness/information about sexual harassment at the workplace	Management team/Invited Specialists/Speakers	Informational meetings with GFSIS staff on sexual harassment policy is performed	The number of participants in the informational meeting on sexual harassment at the workplace			X	