

Gender Related Issues

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Gender equality

The Donor Organization Asian Development Bank (ADB) requires activities regarding gender issues, considering equal participation of men and women in project planning and implementation



What does gender mean/ explanation for gender

In modern science the term "gender" differs from biological understanding of sex. Gender is the social phenomenon and is one of the basic dimensions of social structure of the society, together with other cultural and socio-demographic data (race, age, ethnicity) of social system



Gender roles

- Determination of roles of gender (men and women) is subjective and is of specific-historical character. Each society has its own habits, traditions and regulations that define the socio-sexual roles
- There are some behaviors that are deemed as to be either of male or female character and are appropriate for them, thus there do exist the gender stereotypes



Gender Mainstreaming

- Studying of gender related issues reveals requirement for development of technologies that will help the woman to re-socialize, increase their role and status in society: equal participation of women and men, equal and effective implementation of their rights and abilities



Gender Mainstreaming

Equal rights and/**freedom**/ latitude of women and men are determined by the Constitution of Georgia and International Treaties that Georgia has joined in order discrimination on gender identity to be eliminated



Gender statistics

- Statistical data in gender context is quite limited. There is required the detailed statistical information on number of population, age groups, employment, education, poverty and people below the poverty level, refugees, disabled persons and other vulnerable groups



Gender statistics



Gender statistics

- Average salary for men in our country is defined to make up 1 387,4 GEL, while the same for women - 859.5 GEL.
- The highest-paid fields are financial and construction sectors
- The salary of men in the financial sector amounts to 2521,8 GEL and of women - 1322.8 GEL.
- The share of the state sector in average salary formation is very high
- Average salary of women employed in this sector is 1101,0 GEL and of men - on average, 1 281,6 GEL.



Gender Action Plan

The Asian Development Bank has developed the Gender-related Action Plan (GAP):

- Introduce gender perspectives in infrastructure planning and construction
- Create employment opportunities for women
- Collect sex-disaggregated data to measure impact of the project



Gender Action Plan

- Conduct public outreach/safety education campaigns for young women and men on road safety, anti-harassment and safe mobility issues
- Specific needs of women are addressed in all design and construction
- Provide equal employment opportunities for women and men (women are encouraged to apply and contractors are oriented on equal employment)



Gender Action Plan

- Create the multi modal committee with women representatives set up in Batumi with an action plan prepared
- Affirmative action to provide opportunities for qualified women to hold the decision-making positions in a traditionally male-dominated sector



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Thank you for your attention

