

New Vision University
Gender Equality Plan
2022-2024

Table of Contents

Foreword	3
Glossary of Terms	4
Gender Balance at NVU	5
Implementation, monitoring and review	8
Strategic Objective 1 – Establishing and maintaining Organizational Culture, Structures and Practices Supporting Gender Equality	9
Strategic Objective 2 – Fostering women’s career development	10
Strategic Objective 3 – Support of the work-life balance	11
Strategic Objective 4 – Ensuring Gender Equality in Recruitment and Career Progression of men and women	12
Resources and Legislative norms	14

Foreword

New Vision University, since the day of its establishment, has been striving for establishing an open working and learning environment, adhering to its core values of equality, equity and diversity.

Every decision taken by the university is guided by the principles of equal opportunity. NVU is an active advocate for equality and equity, aiming at making positive changes in the society. NVU takes the responsibility to spread its principles and share values to the community and raise awareness on the issues of diversity and equality. To foster and maintain equitable working and learning environment and to ensure common understanding of the guiding principles of the university, NVU developed the Diversity and Equality policy and the following gender equality plan (GEP). The GEP does not cover the definitions for sexual harassment and gender-based violence, discrimination based on sex, gender and gender identity or the university's measures against them, as the issues are elaborated in the diversity and equality policy. The gender equality policy sets the concrete actions and measures to be taken by NVU to promote, achieve and maintain gender equality, it provides with the measurable indicators, timeline and identifies responsible units/persons for the implementation of the activities.

As the following document is the first gender equality plan developed at NVU, it is focused more on the establishment of the organizational culture fostering gender equality, together with formal processes, procedures and structures and sets the grounds for a more elaborate plan for the next cycle, based on the achievements and progress made throughout the first cycle.

NVU, while developing the plan was guided by the relevant legislative norms of Georgia and norms established by the European commission, as well as the study of good practice within universities. The constitution of Georgia defines the fundamental rights of people and together with the prohibition of discrimination based on race, skin color, sex, origin, ethnicity, language, religion, political or other views, social status, property status or rank, place of living or any other characteristic, guarantees the equal rights and opportunities for men and women, states the obligation of state to ensuring the equality of men and women and elimination of inequalities (chapter 2, article 11). We also adhere to the principles laid out in the law of Georgia on gender equality and confirm our commitment to the realization of the aims of the law.

Therefore, NVU takes the responsibility to foster gender balance, fight against gender-based violence, discrimination and shares the commitment of Georgian government and gender-equality committee, as well as the commitment of European Commission to promoting gender equality and aims to contribute to the achievement of goals of the EU Gender Equality Strategy.

Gender Equality Plan of NVU was developed by the strategic development and internationalization committee, with involvement of university community and has been approved by the representative council.

Glossary of Terms

The definitions of terminology are as provided in the law of Georgia on Gender Equality

Gender - a social aspect of the relationship between the sexes, which is expressed in all spheres of public life and implies socialized views on this or that sex;

Gender equality - a part of human rights, which implies equal rights and responsibilities of women and men, responsibility and equal participation in all areas of personal and public life;

Direct Discrimination - the treatment or creation of conditions which place a person in an unfavorable position on the grounds of sex while exercising the rights established by the legislation of Georgia in comparison with persons of the different sex in equal conditions or equate persons in substantially unequal conditions, unless such conditions are created for the purpose prescribed by law for the maintenance of order and morality, has an objective and reasonable justification and is necessary in a democratic society, and the means used are proportionate to the attainment of such purpose;

Indirect Discrimination - A situation in which a provision in a neutral form and substantially discriminatory, criterion or practice places a person in an unfavorable position on the grounds of sex as compared to persons of the different sex or in a situation of equal equality with persons of substantially unequal circumstances, except for the circumstances, when it is intended to protect morality, has an objective and reasonable justification and is necessary in a democratic society, while the means used are proportionate to the attainment of such purpose;

Special measure – a measure aimed at correcting discriminatory consequences and targeting those in need of special protection based on gender;

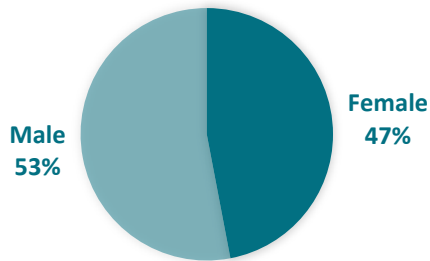
Equal opportunities - a system of means and conditions for achieving equal rights and freedoms for women and men;

Equal treatment - Recognition of equal rights and opportunities for both sexes in education, employment and social conditions, in family relationships and other areas of public and political life, and non-discrimination on the grounds of sex.

Gender Balance at NVU

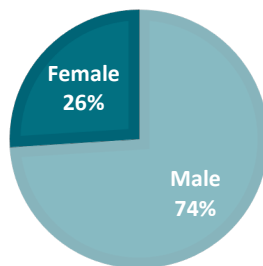
The starting point for developing New Vision University Gender Equality plan, was the analysis of the gender-related data. Gender distribution of NVU staff (academic and administrative, invited) and Students was studied and analyzed.

TOTAL ACADEMIC STAFF

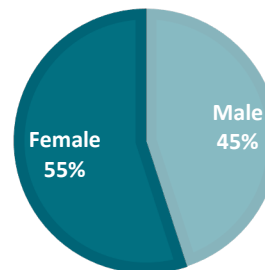


From the analyses of gender distribution of academic staff, we can claim that the gender distribution is even. From the total academic staff, 47% are female and 53% are male. However, if we look at the gender distribution among different academic ranks, we will observe discrepancy.

PROFESSORS

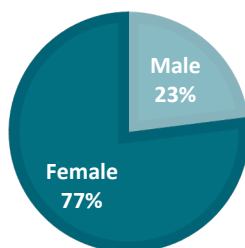


ASSOC. PROFESSORS

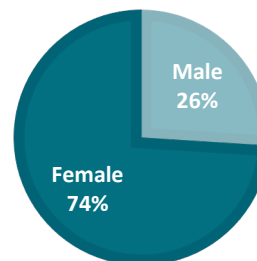


The least portion of Female Academic staff is represented in the professors of the university. While gender balance is mostly achieved among associate professors, we observe great difference in the distribution among assistant professors and assistants.

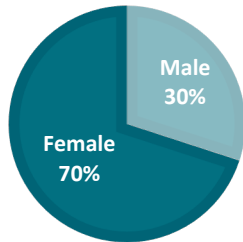
ASSISTANT PROFESSORS



ASSISTANTS



We have also analyzed the data on a gender distribution of invited lecturers and administrative staff. We could say that gender distribution is equal in case of invited lecturers, with the Females representing 56%. Female employees represent the majority of administrative staff, with 70%.



Administrative Staff

Female	70%
Male	30%

Decision-Making Bodies

There is a balance in gender representatives of Academic council- out of 10 members, 4 are women and 6 – men. Head of the academic board – Male.

In the representative council, out of 14 members, 8 are women (57%) and the representative council is headed by the female.

Administrative Departments, Committees, Centers and Schools

The gender balance was studied for the top positions in administrative departments, committees, community engagement centers and schools. The gender balance is usually maintained and, in some cases, males are the underrepresented gender.

From 10 administrative departments, women are heads of eight departments, so 80% of the administrative departments are headed by women. From a total of 7 community engagement centers, 4 are headed by males and three by females.

Gender-related Data on Students

	Female	Male
Students	45%	55%
Graduates	42%	58%

Based on the analysis of gender balance among students and graduates, it is clear that the gender balance among students is maintained. However, it is important to observe the numbers according to the departments/study programs at the university. We observe discrepancies among disciplines.

Educational Program	Female	Male
PhD in Law	68%	32%
Comparative Private and International Law	65%	35%
BA in Law	56%	44%
Medical Doctor	44%	56%
MBA	20%	80%
Business and Information Technologies	10%	90%
Politics and International Relations	28%	72%
PhD in Medicine	53%	47%
Medical Rehabilitation and Healthcare Management	40%	60%
Dental Medicine	42%	58%
Business Administration	27%	73%
Pharmacy	33%	67%
Physical Medicine and Rehabilitation	25%	75%
Nursing Care	30%	70%

Implementation, monitoring and review

NVU has defined 4 strategic objectives for the gender equality plan 2022-2024. The GEP also defines actions to be taken within each strategic objective for the following three years. The strategic objectives for the GEP are:

Strategic Objective 1 - Establishing and maintaining Organizational Culture, Structures and Practices Supporting Gender Equality

Strategic Objective 2 - Fostering women's career development

Strategic Objective 3 – Support of the work-life balance

Strategic Objective 4 – Ensuring Gender Equality in Recruitment and Career Progression of men and women

Together with the concrete actions, the GEP sets the timeline of implementing the actions and relevant responsible units or persons. NVU takes the responsibility to allocate relevant financial and human resources, as needed for the attainment of the plan. The unit/person identified in the plan is responsible for the final results and reporting, however, the commitment of NVU community as a whole is needed for the successful implementation of the actions defined in the plan. Accordingly, every member of NVU community is expected to carry out relevant actions and follow the directions/recommendations of the equality officer or other unit/person defined in the plan in order to achieve the goals of the plan.

Monitoring of the success of attainment of the strategic priorities of the plan will be carried out annually. The responsible unit/person will provide the information on the actions taken and the results, based on the success indicators as defined in the plan to the Equality Officer, who, in turn will develop a report on the progress and present the report to the academic and representative councils.

Based on the reports and relevant recommendations of the Equality Officer, the amendments and additions to the plan can be initiated. The amendments will be planned and implemented by the working group.

Strategic Objective 1 – Establishing and maintaining Organizational Culture, Structures and Practices Supporting Gender Equality

	<i>Success Indicators</i>	<i>Responsible Unit/Person</i>	<i>Implementation</i>
Stronger organizational support for gender equality Identify a dedicated person at the university responsible for the gender equality issues	Appointed person – Equality Officer	Representative council	2022
Review the GEP and its effectiveness yearly, to make any changes and amendments if needed	Report	Working Group	Annual
Develop and implement effective mechanisms for the cases of violation of gender equity principles	Official, shared and implemented mechanisms	Equality Officer	2022
Yearly collection of gender disaggregated quantitative and qualitative data on gender representation in: academic, administrative, support staff, decision-making bodies, students, including PhD students.	Data analysis results - Report	Equality Officer	Annual
Organization and provision of trainings to staff aimed at increasing awareness on gender equality	Rate of Staff Participation (at least 20% yearly)	Equality Officer	2023; 2024
Integration of the GEP as the mandatory component of new staff induction	100% of the new staff introduced to the GEP	HR department	Annual
Carry out a study on the effectiveness and results of the GEP and carried out activities	Report	Equality Officer	2024
Promoting the integration of a sex and gender perspective in teaching curricula	Availability of Materials, Guides, Trainings and	Schools	2022

	Workshops on the integration of gender equality and diversity issues in curriculum design, learning activities and/or program of study, as support for teaching staff		
Integration of a sex and gender perspective in teaching curricula	Updated curricula	Schools Academic Board	2023
Fostering safe environment for all – spreading information on NVU diversity and anti-discrimination policies and procedures against gender-based violence and harassment, monitoring the implementation	Complaints addressed timely and attentively and in accordance with NVU policies and procedures	Equality Officer	Annual

Strategic Objective 2 – Fostering women’s career development

<i>Activities</i>	<i>Success Indicators</i>	<i>Responsible Unit/Person</i>	<i>Implementation</i>
Organizing events, sharing good practice and success stories of women researchers, scientists, academics, leaders	High rate of attendance on events	Public Outreach Committee	Annual
Launching a campaign for supporting women in academic and research careers	Number of Participants in the campaign	Research and Innovations Committee Public Outreach Committee	2023
Develop and implement support activities for mothers (employees, students)	Rate of use of the support activities	HR department Student Services Center	2024

Track and monitor the progression rate and suspension rate of women PhD students	Report on the study	Student Services Center	Annual
Study the good/best practice at supporting women academics and researchers	Report on the good practice	HR department	2023
Monitor the rate of participation of women in research grant application	Report on women participation in research grants	Research and Innovations Committee	Annual
Monitor the balanced representation in the leadership and decision-making at the university	Annual reports At least 40% of females present at the decision making bodies	HR department	Annual

Strategic Objective 3 – Support of the work-life balance

<i>Activities</i>	<i>Success Indicators</i>	<i>Responsible Unit/Person</i>	<i>Implementation</i>
Ensuring flexible working hours for parents of small children, men and women based on their demand – 2 hours additional free time daily	Employees benefiting from the flexible working hours or remote work	HR department	2022
Ensure flexible working hours or remote work for employees with special-needs family members	Employees benefiting from the flexible working hours or remote work	HR department	2022
Establish a practice of survey of employees coming back from the parental leave (men or women) on their needs	Results of the survey and relative recommendations	HR department	2022
Encourage men to take parental leaves	Men taking parental leaves	HR department	Annual

Psychological support to employees suffering from stress, anxiety and other challenges from the tight work schedule and work-related stress	Employees benefiting from services	Psychological Support Center	Annual
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Strategic Objective 4 – Ensuring Gender Equality in Recruitment and Career Progression of men and women

<i>Activities</i>	<i>Success Indicators</i>	<i>Responsible Unit/Person</i>	<i>Implementation</i>
Develop a campaign based on good practice, for using incentives in case of underrepresented sex	Campaign ready	HR department	2023
Increasing awareness on gender bias in careers and promoting breaking the bias in career paths – challenging masculinized and feminized areas	Activities carried out to address the existing challenge of underrepresented areas	Public Outreach Committee	2023
Ensure gender-balanced composition of committees for recruitment (e.g. contest committee)	The gender-balanced composition of the recruitment committees, annual report of the equality officer.	HR department, Equality Officer	Annual
Monitoring remunerations and other employee benefits in gender dimension.	Report on the analysis of pay scale based on gender, relevant recommendations	HR department, Equality Officer	Annual

Ensure that men/women employees employed in the same positions and/or with similar scopes of tasks, duties and employment terms receive similar remunerations.

Equal pay among men and women with similar qualifications and on similar positions

HR department

Annual

Resources and Legislative norms

1. European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, 2021, <https://data.europa.eu/doi/10.2777/876509>
2. Gender Equality in Georgia: Barriers and Recommendations. 2021. Parliament of Georgia, with the support of international partners - United Nations Development Programme (UNDP) and the United Nations Population Fund (UNFPA) in the frameworks of the UN Joint Programme for Gender Equality funded by the Government of Sweden, the Government of the United Kingdom, the National Democratic Institute (NDI) and the United States Agency for International Development (USAID) through the East-West Management Institute (EWMI). https://www.ge.undp.org/content/georgia/ka/home/library/democratic_governance/gender-equality-research.html
3. Law of Georgia on Gender Equality, 2010. <https://matsne.gov.ge/ka/document/view/91624?publication=9>
4. Constitution of Georgia. <https://matsne.gov.ge/ka/document/view/30346?publication=36>