

Gender Equality Policy

ENVISO is committed to gender equality, addressing vulnerability and alleviating poverty in its projects. Projects will nationally, where possible, always work towards inclusion and representation of vulnerable people and the poor as project stakeholders and beneficiaries.

Gender Equality

Gender Equality is a fundamental principle in all ENVISO's activities and an essential requirement in all its partnerships and project-based operations in Georgia and overseas. All activities and operations of ENVISO, its partners and associates are to be gender inclusive and free from any type of discrimination. ENVISO's policy of gender equality will ensure that ENVISO will establish cooperation and partnerships only with organizations that share the same commitment, values and principles in all procedures, activities, and operations.

ENVISO's Policy of Gender Equality

ENVISO's Policy of Gender Equality is based on international agreements and policies of human rights and women's and children's rights. Our policy is in line with the policies of the EU, OECD, World Bank, Asian Development Bank and other regional Development Banks, and other international development financing institutions.

Gender Equality Policy

Underlying ENVISO's gender equality policy is the global goal of gender equality. ENVISO's policy builds upon the principles in the UN Declaration of Human Rights, specifically the UN Convention on the Elimination of All Forms of Discrimination against Women, and it aims to promote the UN Sustainable Development Goals (SDGs), particularly SDG No. 5 Achieve gender equality, and empower all women and girls.





The term Gender refers to the social, behavioural, and cultural attributes, expectations, and norms with being male or female, and the relationship between them, as opposed to the biological definition of sexes. Gender identities and relations are not biologically defined, but they are social constructions that evolved over time differently in different socio-cultural

Gender mainstreaming is a fundamental strategy that is applied in all ENVISO's operations and activities, based on the goal of achieving gender equality. Gender mainstreaming means that the implications of any planned activity for men and women will be assessed. ENVISO's gender mainstreaming approach is to systematically integrate the perspectives of both men and women in all its operations through gender assessment and analysis carried out during the planning phase of any project/activity. Results from the gender analysis are then integrated into the project design. In this way the concerns and experiences of both men and women are made an integral part of design, implementation, monitoring and evaluation of all project-based activities and operations.

Gender analysis as part of the gender mainstreaming approach will reveal and clarify the differences between and among men, women, boys, and girls in terms of socio-economic and cultural setting, power, resources, opportunities, and constraints. This analysis will also reveal contextual differences related to social class, race, ethnicity, age, religion, and vulnerability, be it related to men or to women. However, because women all over the world in all countries and societies are - to a various extent - disadvantaged compared to men, gender mainstreaming means that special attention is paid to the situation of women and girls. All ENVISO's project-based operations will therefore contain specific components and activities, targeted action and assistance benefitting women and girls, as well as minority and disadvantaged groups.

In ENVISO's operations and activities gender mainstreaming also means that we:

- promote gender balance in all our staff recruitment, and
- provide working conditions that suit the needs of both men and women.

This means that the workplace will be welcoming, safe and free from any harassment based on gender, race, ethnicity, age, or other labels separating people.

Core Labour Standards

ENVISO with its partners and associates will in its staffing and all project-related labour recruitment follow the International Labour Organisation's (ILO) core labour standards. These contain:

- (i) freedom from forced labour
- (ii) freedom from child labour
- (iii) freedom from discrimination at work
- (iv) freedom to form and join a union and to bargain collectively

This means that ENVISO will neither tolerate any use of child labour (persons below the age of 18), nor tolerate any forced or discriminatory labour recruitment, and that ENVISO will ensure equal payment for equal work (equal payment for men and women undertaking the same work). ILO core labour standards are a requirement to be applied in all projects, activities, and operations by ENVISO, its partners and associates.

Guidelines for Detection of Sexual Harassment, Abuse and Exploitation

ENVISO will in all its activities and operations strive for a working environment that is tolerant, multi-cultural and gender equal, building upon diverse qualities and skills of individuals from different backgrounds, both men and women.

Anyone engaged with ENVISO, its partners or associates is expected to retain high ethical and moral values, principles, and standards of behaviour. ENVISO will not tolerate any form of discrimination or harassment, be it related to race, age, gender, nationality, ethnicity, religion or political belonging or other affiliation. ENVISO will never tolerate its staff, partners or associates allowing or getting involved in any form of sexual or other harassment based on gender, age, race, ethnicity, or other differences. Any behaviour of sexual nature that offends the integrity of another person is severely forbidden. Any abuse or exploitation, utilising the vulnerability of another person is strictly unacceptable. Such utilisation can be based on gender, age, socio-economic status, or other fragilities: Examples are sexual trafficking of girls and women, use of child labour, use of under-paid labourers lacking knowledge of their rights to minimum wages, or labour trafficking under slavery-like conditions.

All employees and staff of ENVISO, its partners and associates will be informed and made aware of ENVISO's code of conduct, gender equality policy and zero tolerance to harassment, abuse, and exploitation. All employees and staff will be sensitised to be alert and report any suspected occurrence of inappropriate behaviour within ENVISO, its partners and associates, or within any related activities and operations.

Information and Reference Sources

- Asian Development Bank gender policy: <https://www.adb.org/themes/gender/policy>
- Council of Europe: European Consensus of Development 2017:
https://ec.europa.eu/international-partnerships/european-consensus-development_en
- Freedom, empowerment and opportunities. Action Plan for Women's Rights and Gender Equality in Foreign and Development Policy 2016–2020. Norwegian Ministry of Foreign Affairs.
- Gender Equality, Poverty Reduction, and Inclusive Growth. World Bank Group Gender Strategy 2016–2023. World Bank.
- ILO Core Labour Standards: <https://www.ioe-emp.org/en/policy-priorities/international-labour-standards/>
- NORAD on gender: <https://norad.no/en/front/thematic-areas/democracy-and-good-governance/gender-for-development/>
- OECD on gender equality and development: <https://www.oecd.org/dac/gender-development/>

- United Nations (UN) Declaration of Human Rights: <https://www.un.org/en/universal-declaration-human-rights/>
- United Nations (UN) Sustainable Development Goals: <https://sustainabledevelopment.un.org/sdgs>
- United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW 1979): <https://www.un.org/womenwatch/daw/cedaw/>
- World Bank on gender: <https://www.worldbank.org/en/topic/gender>

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