

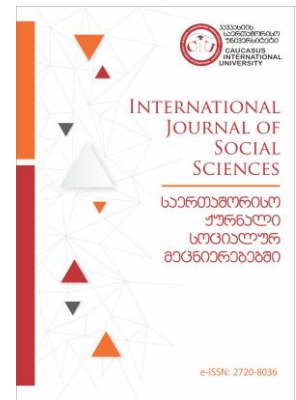


# International Journal of Social Sciences

Caucasus International University  
Volume 3, Issue 2

Journal homepage: <http://journal.ciu.edu.ge/>

DOI: <https://doi.org/10.55367/YVRV9738>



## Promoting the Development of Gender Policy in Georgia (According to a Review of Analyses Conducted by The Fraunhofer Institute for Systems and Innovation Research ISI)

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### ABSTRACT

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Countries that are ready to adopt new policies like aging and gender policies, should think about joint work on aims with research institutions that will include gender elements.

Gender studies and research needs specific comparison method. We can assume that evaluation culture and logical model (impact stories) can lead to the development of a research system.

Impact stories can be useful in identifying the problem, finding outputs, expecting the income of intervention, and the long-term impact of the intervention on the promotion of gender equality in the working environment.

Reflective practice and gender policy documents can help the public or private sector to implement gender-responsive programs.

Experience-based (Scientific) age can also be used in terms of the promotion of gender equality in the labor market. Experience age concept can cause effective development of gender equality, elimination of aging stigmas, and promotion of state's ageing and gender policies.

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**Keywords:** *Innovative researches. Impact stories. Gender policy.*

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**საქართველოში გენდერული პოლიტიკის განვითარების ხელშეწყობა  
(ფრაუნჰოფერის ინსტიტუტის მიერ ჩატარებული ანალიზის მიმოხილვის მიხედვით)**

ირინა ბათიაშვილი  
დოქტორანტი, კავკასიის საერთაშორისო უნივერსიტეტი

**ა ბ ს ტ რ ა ქ ტ ი**

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ქვეყნები, რომლებიც მზად არიან შეიმუშაონ მოსახლეობის დაბერების შესახებ პოლიტიკა და გენდერული პოლიტიკა, უმჯობესია გაანალიზონ ზოგად მიზნებთან მიმართებაში (მიზნები უნდა შეიცავდეს გენდერულ ელემენტს) კვლევით ინსტიტუტებთან თანამშრომლობის მნიშვნელობა. გენდერული ხასიათის კვლევებს და ზოგადად კვლევით სისტემას სჭირდება სპეციფიკური შედარებითი მეთოდის შემუშავება. შეიძლება ვივარაუდოთ, რომ შეფასების კულტურამ და ლოგიკურმა მოდელმა (ზეგავლენის ისტორიებმა) გამოიწვიოს კვლევითი სისტემის განვითარება.

ზემოქმედების ისტორიები სასარგებლო მექანიზმია: პრობლემის იდენტიფიცირებისთვის, პრობლემის გადაჭრის გზების მოძიებისთვის, ინტერვენციის მოსალოდნელი შედეგის იდენტიფიცირებისთვის და სამუშაო გარემოში გენდერული თანასწორობის ხელშეწყობაზე ინტერვენციის გრძელვადიანი ზემოქმედებისთვის. სარკისებური პრაქტიკის კონცეფცია და გენდერული პოლიტიკის შესახებ დოკუმენტები დაეხმარება საჯარო და კერძოს სექტორს გენდერულად მგრძობიარე პროგრამების განხორციელებაში. გამოცდილებაზე დაფუძნებული ასაკი შესაძლებელია დაინერგოს შრომის ბაზარზე გენდერული თანასწორობის ხელშეწყობის მიზნით. გამოცდილების ასაკის კონცეფციამ შეიძლება გამოიწვიოს გენდერული თანასწორობის ეფექტიანი განვითარება, დაბერებასთან დაკავშირებული სტიგმების აღმოფხვრა და მოსახლეობის დაბერების შესახებ სახელმწიფო პოლიტიკის და გენდერული პოლიტიკის დანერგვის ხელშეწყობა.

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*საკვანძო სიტყვები: ინოვაციური კვლევები. ზეგავლენის ისტორიები. გენდერული პოლიტიკა.*

## 1. Introduction

A gender policy is a mechanism that allows organizations to set a targeted strategy for maintaining gender balance and gender-inclusive culture in the day-to-day activities and/or implementation of the projects within the organization (company).

According to the Fraunhofer Institute analysis of gender specific patterns in publishing and impact of gender and age on research system, we can assume that using experience-based (scientific) age in a working environment will create equal grounds for women's employment.<sup>2</sup> Also, by the review of the EFFORTI Project, it can be seen how the impact stories chain<sup>3</sup> can be translated into the gender policy of private and public companies.

Questions are: Can financial incentives, joint tasks of state and research (private) sector, and interventions through impact story and gender policy lead to equal opportunities for men and women? Why is it essential to integrate more women into the research system and facilitate higher qualifications among women? why the term "experience-based (scientific) age" is more beneficial for women?

The policy-making process that responds to the needs of women and men; the gender mainstreaming; identifying inequalities and analyzing them; finding ways, measures, and solutions to eliminate inequalities and discrimination; having a successful strategy for developing gender equality in the workplace; promoting women's economic empowerment; having clear action plans and concrete goals - these measures will lead to the elimination of discrimination and these will bring in the future equal environment. The integration of a gender perspective in the equal environment will be easier and then gender policy's foremost aim will be to help both genders to have a decent life, economic empowerment, and decent work.

gender analytics can lead to inclusive innovation.

This gives organization the possibility to create what we call pockets for reflective practice.<sup>4</sup>

In my opinion, the gender analytics lens should be integrated in actual work day-to-day of the public and private sectors.

trainers who can share their practice about gender policy and gender analytics, and experts who have the privilege of teaching executive programs - these are Individuals who create the space for reflective practice.

The gender analytics lens gives three different opportunities to organizations in the present and real-time:<sup>5</sup>

- It helps reinforce the meaningfulness and importance of that concept.
- It allows to look at the terrain in which you're operating day to day from a curiosity lens. The curiosity lens finds the situations where analysis did not look at gender issues.
- It raises the ability to make a contribution to the organization's outcomes.

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<sup>2</sup> tailored performance criteria that take into account specific career paths and barriers lead to more gender-fair systems.

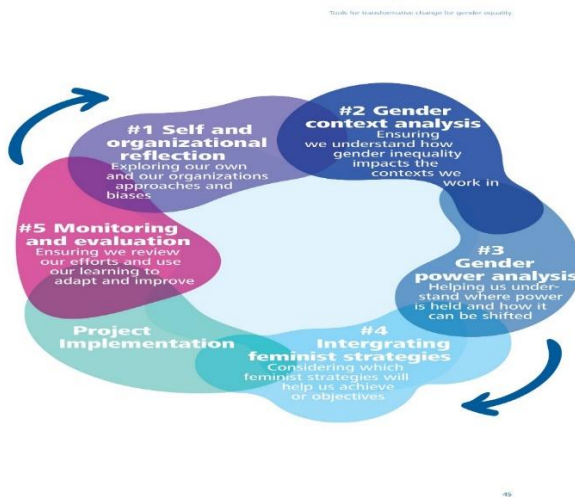
<sup>3</sup> The impact stories show what kind of effects can be expected, given a specific national or organizational context. The first step, however, is to define a clear GE target, second step is the reflection about suitable instruments to achieve the objectives.

<sup>4</sup> Information from the University of Toronto Course on "Gender Analytics for Innovation" (offered through courser). Certificate of Participation: [coursera.org/verify/J6LEPPDXTVTU](https://coursera.org/verify/J6LEPPDXTVTU)

<sup>5</sup> @Institute for Gender and the Economy and use, [genderanalytics@rotman.utoronto.ca., https://www.coursera.org/specializations/gender-analytics#courses](https://www.coursera.org/specializations/gender-analytics#courses)

Gender analytics covers qualitative and quantitative data collection and analysis. By comprehension, extension, and application we can take the gender analytics lens and apply it to everyday working environments.<sup>6</sup> The gender analytics lens helps to make yourself an object for analyzing, it creates space for reflective practice. In my opinion, this gives you the possibility to ask yourself questions in real time, for example, is the GE concept part of your everyday work? Gender Analytics Lens, Curiosity Lens, and Reflective Practice give the possibility for employers and employees to make their own contributions to the organization's outcome. In my opinion, It creates an opportunity for the leadership of the company to be more inclusive and innovative.

To eliminate gender inequality, any legal entity and physical person must start seeing their reflection, which includes the attitudes, behavioral habits, biases, stigmas, and deep-rooted beliefs that accompany the employee's work; Reflective practice can be seen in Tools for Transformative Change for Gender Equality.<sup>7</sup> Accordingly, reflective practice can be defined as the development of gender-sensitive policies individually in every company and public sector using its reflection and practice.



Tool Picture from: Harvey R., Safier C., Transformative Change for Gender Equality Learning from Feminist Strategies, Friedrich-Ebert-Stiftung (FES), 2021.

"Gender mainstreaming does not only aim to avoid the creation or reinforcement of inequalities, which can have adverse effects on both women and men. It also implies analysing the existing situation, with the purpose of identifying inequalities, and developing policies which aim to redress these inequalities and undo the mechanisms that caused them".<sup>8</sup>

The intervention "Schemes for women returning from career breaks" (EFFORTI) can be useful for Georgia in the part of Employment Policy. The following research recognizes that women are a more disadvantaged group in the labor market, because of family life, unpaid domestic work, maternal leave, and caregiving activities. Women have less chance for competitive calls and vacancies regarding long

<sup>6</sup> Information from the University of Toronto Course on "Gender Analytics for Innovation" (offered through coursera). Certificate of Participation: [coursera.org/verify/J6LEPPDXTVTU](https://coursera.org/verify/J6LEPPDXTVTU)

<sup>7</sup> Harvey R., Safier C., Transformative Change for Gender Equality Learning from Feminist Strategies, Friedrich-Ebert-Stiftung (FES), 2021.

<sup>8</sup> - European institute for gender equality -what is gender mainstreaming - 2019-11-28. <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>

break, less experience and in some positions age-limit factor. The intervention "Schemes for women returning from career breaks" should aim at introducing programmes for women and older women that will compensate female employees in the highly competitive fields for the time loss in their careers, which is due to childcare or other responsibilities resulting in career breaks. In my opinion, due to this, the State should promote work-life balance and job satisfaction of women and integration of more female employees in labor market. Also motivation elements should be reflected in the scheme for example: "...the Hungarian Academy of Sciences (HAS) introduced an age-limit extension for researchers with children in 2009. In the case of applicants who have been on parental leave, the age limit of every call, scholarship and grant of the HAS and its research institutes is extended by 2 years for each child under the age of 10".<sup>9</sup> The activities of the measure can include: career development workshops and trainings; flexible working hours; part-time and telework opportunities; longer term secure contracts.<sup>10</sup>

16th - 17th-century greats Thomas Hobbes and John Locke name equality between people as one of the main characteristics of the natural state of man. In the work "Two Treatises of Government", when discussing the nature of civil society, John Locke outlines two fundamental principles: human freedom and equality. <sup>11</sup>John Locke relates divine rationality to our natural state and finds this as a rule of justice (a capacity for a sense of justice) that since every man is free and equal, no one has the right to interfere with the life, health, liberty, and property of another.<sup>12</sup> I emphasized the work of John Locke because this is one of the roots of the equality principle in the philosophy and history of mankind.

## **The German Policies for Non-University Research Organizations**

Countries that are ready to adopt new policies like aging and gender policies, should think about joint work on aims with research institutions that will include gender elements. According to the resolution of the Parliament of Georgia on the approval of the National Strategy for the Protection of Human Rights of Georgia (2022-2030), in the process of preparing and adopting thematic strategic documents and action plans, it is especially important to promote inclusiveness and the participation of relevant interested parties.<sup>13</sup> From this point of view, significant importance is given to the involvement of civil society, which implies the active participation of professional and academic circles, the non-governmental sector, and human rights organizations in the process of preparing decisions. For this

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<sup>9</sup> Project acronym: EFFORTI , Project full title: Evaluation Framework for Promoting Gender Equality in R&I , Project number: 710470, Programme: Horizon 2020 - Science with and for Society (SWAFS), Objective: GERI-3-2015, "Evaluation of initiatives to promote gender equality in research, policy and research organizations", Type of action: RIA, grant agreement No 710470, EFFORTI - Deliverable 4.4 Collection of good practices and lessons learned, Authors: Striebing, Clemens; Reidl, Sybille; Groó, Dora; Palmen, Rachel; Kalpazidou Schmidt, Evanthia; Graversen Krogh, Ebbe; Bühner, Susanne; Stelzner, Lena; Holzinger, Florian; Rigler, Dorotyya; Høg Utoft, Ea.

<sup>10</sup> Project acronym: EFFORTI , Project full title: Evaluation Framework for Promoting Gender Equality in R&I , Project number: 710470, Programme: Horizon 2020 - Science with and for Society (SWAFS), Objective: GERI-3-2015, "Evaluation of initiatives to promote gender equality in research, policy and research organizations", Type of action: RIA, grant agreement No 710470, EFFORTI - Deliverable 4.4 Collection of good practices and lessons learned, Authors: Striebing, Clemens; Reidl, Sybille; Groó, Dora; Palmen, Rachel; Kalpazidou Schmidt, Evanthia; Graversen Krogh, Ebbe; Bühner, Susanne; Stelzner, Lena; Holzinger, Florian; Rigler, Dorotyya; Høg Utoft, Ea.

<sup>11</sup> Дж.Локк "Два трактата о правлении" (Соч.в трёх т.3), "Мысль", Москва, 1988.

<sup>12</sup> Irakli Batiashvili. Western Political Philosophy, Frani, Tb., 2022, 160.

<sup>13</sup> Resolution of the Parliament of Georgia on the approval of the "National Strategy for the Protection of Human Rights of Georgia (for the years 2022-2030)", Parliament of Georgia, 2663-XI06-X03, 23/03/2023.

purpose, it is recommended to create consultative platforms with interested persons according to sectors and these platforms will be intensively used. Also, The National Human Rights Protection Strategy of Georgia adopted for the years 2022-2030 also emphasizes the issue of gender and age equality, improvement of social conditions, accordingly the development of a general strategy for the protection of human rights based on facts. Therefore, in-depth research of the mentioned issues is of high importance for the state. Strategic intelligence based on scientific evidence is a new and positive trend. The use of research and innovation and the funding of research organizations are recognized throughout Europe for the well-being of citizens, and the enhancement of state power. The result of using research and innovation is targeted funding and creating an effective teaching system. Also important in this direction is the record of the German constitution underlining essential joint tasks of the federal government and local government, which includes education, research, and employment. Experience-based age can be introduced to promote gender equality in the labor market. The concept of age-based experience can lead to the effective development of gender equality, the elimination of stigmas related to ageing, and the promotion of the implementation of national ageing and gender policies.

### **Importance of The PFI**

German Constitution has freedom of science as an autonomous value. Basic Law for the Federal Republic of Germany<sup>14</sup>:

"Article 5 [Freedom of expression, arts and sciences]

(3) Arts and sciences, research and teaching shall be free. The freedom of teaching shall not release any person from allegiance to the constitution".

This value gives ground to scientific research institutes to deepen research by their choice, find innovative methods and new research areas, explore problems of the 21st century and give solutions from a theoretical scientific way, which then is translated into practice and relevant sectors. Private Institutes are also financed by the state, but despite this, they have the freedom of choosing their own research area. On the other hand, institutes are controlled by the policies of the state. State has its own Pact of Research and Innovation and every institute should follow aims derived from this Pact.<sup>15</sup> In the following Article regarding the scientific age concept (concerning the experience), PFI aims and women authors' experience difficulties will be discussed in the Presentation "The German research landscape and the Pact for Research and Innovation"<sup>16</sup> and Article "Gender-specific patterns in patenting and publishing"<sup>17</sup>.

Basic Law for the Federal Republic of Germany underlined essential tasks which should be governed together by the federation and the states<sup>18</sup>.

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<sup>14</sup> Basic Law for the Federal Republic of Germany in the revised version published in the Federal Law Gazette Part III, classification number 100-1, as last amended by the Act of 28 June 2022 (Federal Law Gazette I p. 968).

<sup>15</sup> The Pact for Research and Innovation (PFI IV) 2021-2030). [Pakt für Forschung und Innovation \(gwk-bonn.de\)](https://www.gwk-bonn.de)

<sup>16</sup> Dr. Frietsch R., Dr. Buehrer S., The German research landscape and the Pact for Research and Innovation, Presentation, Fraunhofer Institute for System and Innovation Research ISI, 15.09.2023

<sup>17</sup> Frietsch R., Haller I., Funken-Vrohling M., Grupp H., Gender-specific patterns in patenting and publishing, Research Policy, 38 (2009) 590–599.

<sup>18</sup> Basic Law for the Federal Republic of Germany in the revised version published in the Federal Law Gazette Part III, classification number 100-1, as last amended by the Act of 28 June 2022 (Federal Law Gazette I p. 968).

## Joint Tasks

### Article 91b

[Education programmes and promotion of research]

(1) The Federation and the Länder may cooperate on the basis of agreements in cases of supraregional importance in the promotion of sciences, research and teaching. Agreements primarily affecting institutions of higher education shall require the consent of all the Länder. This provision shall not apply to agreements regarding the construction of research facilities, including large scientific installations.

(2) The Federation and the Länder may mutually agree to cooperate for the assessment of the performance of education systems in international comparison and in drafting relevant reports and recommendations.

(3) The apportionment of costs shall be regulated in the pertinent agreement."

The Pact for Research and Innovation (PFI) is one of the most important instruments for joint tasks of federal and state in the field of research and strengthening Germany as a science location. The PFI combines unique financial planning security and framework conditions for the Pact organisations with common research policy objectives.<sup>19</sup>

PFI IV 2021-2030 aims:<sup>20</sup>

- dynamic output - finding new issues, searching for effective solutions and implementation of tasks.
- knowledge transfer means - "Strengthen transfer in business and society: make successful transfer activities visible and communicate more intensively; Continue and expand existing transfer paths".
- Strengthening infrastructure for research: "management, maintenance and expansion of research infrastructures (including data infrastructures and repositories) as well as their use".
- Winning the best heads - Attracting the best minds, which needs to provide sustainable academic careers and equal opportunities. (Includes: Ensuring structures and processes suitable for equal opportunities and family-friendliness.<sup>21</sup>)
- Strengthening collaboration - "Deepen networking" - Joint research. Deepen coworking and collaborating with domestic universities, research institutes, and foreign business and science partners.

Every year is monitored and evaluated the ongoing process of institutes about these issues. Every year reports institute what does regarding to this aims. It is jointly work of state and private sector on general aims. specific aims can be added by institute. "In all three phases, promoting gender equality plays a crucial role".<sup>22</sup>

It should be mentioned, that scientific excellence is the central core of the goal of "Promoting dynamic development". The pact organizations should develop innovative, relevant questions, to see the

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<sup>19</sup> [Pact for Research and Innovation - BMBF](#)

<sup>20</sup> Dr. Frietsch R., Dr. Buehrer S., The German research landscape and the Pact for Research and Innovation, Presentation, Fraunhofer Institute for System and Innovation Research ISI, 15.09.2023

<sup>21</sup> Dr. Frietsch R., Dr. Buehrer S., How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany, Evaluation and Program Planning, Vol. 79, 2020, ISSN 0149-7189, 1-27 pg. <https://doi.org/10.1016/j.evalprogplan.2019.101769>

<sup>22</sup> Dr. Frietsch R., Dr. Buehrer S., How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany, Evaluation and Program Planning, Vol. 79, 2020, ISSN 0149-7189, 1-27 pg. <https://doi.org/10.1016/j.evalprogplan.2019.101769>

area of research and to develop the digitalization of the science system. As mentioned in the overview of PFI, today's world and society depend on scientific innovations, because it has challenges like war, climate crisis, and pandemic.<sup>23</sup> Scientific findings and research should be transferable to business and society: "The better this is achieved, the more innovative, resilient, and sustainable a society is". Until 2030 the budgets of the pact organisations are increased by three percent (17 billion euros of additional funding will be made available for research). Research organizations have their own target agreements with the federal and state governments regarding the aims mentioned above. This agreement includes implementing a wide range of measures. what is the essence of these measures? These measures give rise first - finding of new objects for research, development of new research areas, development of new collaborations with companies, and second - modernization and refinement of human resources policy, promotion of young scientists and linking them to new digital strategies and third - expansion of international networks and finding efficient connections.

The main aim of PFI and the concreted action plan with aims is to strengthen the competitiveness of the German Research System. "It addresses the DFG as the most important source of third-party funds in Germany and the publicly funded non-university research institutions Fraunhofer-Gesellschaft, Max Plank Society, Helmholtz Association, and Leibniz Association".<sup>24</sup> In my opinion, such a PFI Instrument can be the bridge between freely operating science research institutions and the state to collaborate on the core aims. Regarding 6 aim (Ensuring structures and processes that are suitable for equal opportunities and family-friendliness) - it has short-term and long-term impacts. The first impact is the increasing number of women in research teams and decision-making positions according to the cascade principle. The second impact is the direct effect on structural changes and the creation of various measures (outputs) for the outcome. But the main long-term impacts can be the improved GE (Gender Equality) and women more representation in all career levels, Cultural Change at research-performing organizations (RPO), and acceptance of GE among leadership.<sup>25</sup> The article: "How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany" shows the Growth of the gender equality effect over the years: "The share of women in management positions in science rose from a total of 2.0 % in 1992 to 17.8 % in 2016. The four research organizations differ greatly in their development between 1992 and 2016".

## Experience-based Age Concept

The presentation "The German research landscape and the Pact for Research and Innovation"<sup>26</sup> gives examples on impact of gender and age difference on work and research. the presentation shows that by name can be defined researchers' gender, but by biological age, researcher's age can be confused

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<sup>23</sup>[https://www.bmbf.de/bmbf/de/forschung/das-wissenschaftssystem/pakt-fuer-forschung-und-innovation/pakt-fuer-forschung-und-innovation\\_node.html](https://www.bmbf.de/bmbf/de/forschung/das-wissenschaftssystem/pakt-fuer-forschung-und-innovation/pakt-fuer-forschung-und-innovation_node.html)

<sup>24</sup> Dr. Frietsch R., Dr. Buehrer S., How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany, Evaluation and Program Planning, Vol. 79, 2020, ISSN 0149-7189, 1-27 pg. <https://doi.org/10.1016/j.evalprogplan.2019.101769>

<sup>25</sup> Dr. Frietsch R., Dr. Buehrer S., How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany, Evaluation and Program Planning, Vol. 79, 2020, ISSN 0149-7189, 1-27 pg. <https://doi.org/10.1016/j.evalprogplan.2019.101769>

<sup>26</sup> Dr. Frietsch R., Dr. Buehrer S., The German research landscape and the Pact for Research and Innovation, Presentation, Fraunhofer Institute for System and Innovation Research ISI, 15.09.2023



with his or her scientific age. Through scientific career women may have periods of interruptions for example for maternity leave and period of her experience can be less than the same age man. this can lead to unequal competition and also collective data can be mistaken. In the presentation, statistics can be seen that collaboration difference between men and women does not differ in the authors' field. But individual women authors' products and men's differ in amount. It can be logically assessed as unequal age competition in their career ladder or lack of women in specific activities and specific professions. " Women are underrepresented in publications that mention the organizations' programs examined in the acknowledgments (controlling for affiliation, year and field-specific citation rate)"<sup>27</sup>:

## Verweise in den Danksagungen

In Veröffentlichungen, die in den Danksagungen die untersuchten Organisationen bzw. Programme der Organisationen erwähnen, sind Frauen unterrepräsentiert\* (unter Kontrolle der Affiliation, des Jahres und der feldspezifischen Zitatrate)

Ausnahme: Sonstige Danksagungen (inkl. keine Danksagungen)

Interaktionseffekte von Geschlecht und Affiliation (die gleichzeitig die Förderorganisation ist) ist für alle AUF positiv => bei internen Programmen scheinen Frauen leicht im Vorteil

Danksagungen verweisen auf	Anzahl Pub.
FhG	628
HGF	12.209
WGL	2.477
MPG	9.917
DFG	107.907
EU	57.575
Uni	32.856
DAAD	11.213
Ministerien	58.808

\* Wegen Mehrfachnennungen wurde für jede der untersuchten „Förderorganisationen“ eine eigene Regression berechnet, die jeweils den Unterschied zu allen anderen Publikationen berücksichtigt

13 15.09.2023 @Fraunhofer ISI

Quelle: Elsevier – SCOPUS; Berechnungen des Fraunhofer ISI



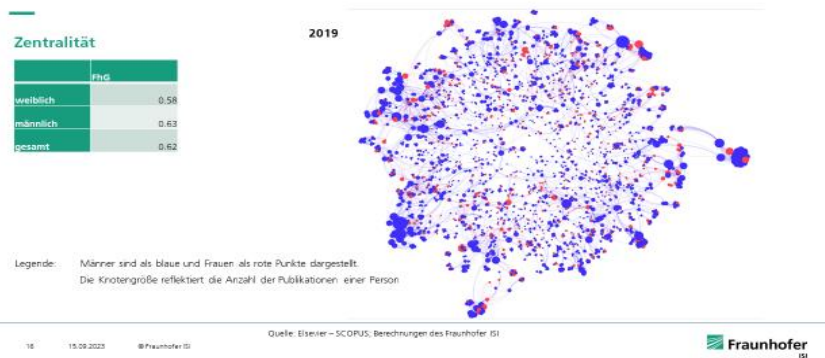
As a result, analyzing data can be visually seen that compared to the publications of men there are clearly less publications by women.<sup>28</sup> The co-publications trend is increasing. In the statistics red dots (women) are often together with blue dots (men). Does it lead to indirect discrimination affect? If co-publication is easier and only way for women less experience-scientific age to publish, can such situation create new negative stigmas? This questions may be issue of discussion and research for years.<sup>29</sup>

<sup>27</sup> Dr. Frietsch R., Dr. Buehrer S., The German research landscape and the Pact for Research and Innovation, Presentation, Fraunhofer Institute for System and Innovation Research ISI, 15.09.2023 (slide 13).

<sup>28</sup> Dr. Frietsch R., Dr. Buehrer S., The German research landscape and the Pact for Research and Innovation, Presentation, Fraunhofer Institute for System and Innovation Research ISI, 15.09.2023 (slide 16).

<sup>29</sup> Interpretation of Author.

## Netzwerkanalyse von Frauen und Männern in den Organisationen 2019



"Globalisation, advanced technologies, demographic change and migration strongly shape modern societies. To sustain their competitiveness, an optimised and effective usage of human capital is essential: education and qualifications have therefore become among the most crucial factors in recent years. In times of short comings in the labour market, with increasing demand for highly qualified personnel but a shrinking supply, not least because of the demographic trends in most industrial countries, an efficient and sophisticated use of investments in human capital is essential. In particular, facilitating higher qualifications among women and their broader participation in the labour market are amongst the most important means to overcome these shortcomings and trends".<sup>30</sup>

Contribution of women various countries depends on structural differences in labor market for example, what kind of professions are highly demanded, what kind of state's policies are integrated in labor market, what kind of skill are more affiliated to women in that country and traditions/stigmas associated to women across their entire life cycle. "Interestingly, Italy and Spain, which according to our analysis have the highest relative contribution of women, seem to have relatively low annual average incomes for researchers (European Commission, 2007a,b, p. 56). Germany and Austria, on the other hand, rank last in our sample, while in these countries the annual average remuneration is comparatively high. At least with regard to the shares of women in patenting, a negative correlation seems to be evident (see Fig. 4), with only two outliers (USA and Italy). The higher the income of (public and) private researchers, the lower the representation of women. Or to put it the other way around: if researchers are paid comparatively well, the representation of men is higher. However, this correlation is only found for patenting activities".<sup>31</sup>

<sup>30</sup> Frietsch R., Haller I., Funken-Vrohling M., Grupp H., Gender-specific patterns in patenting and publishing, Research Policy, 38 (2009) 590–599.

<sup>31</sup> Frietsch R., Haller I., Funken-Vrohling M., Grupp H., Gender-specific patterns in patenting and publishing, Research Policy, 38 (2009) 590–599.

**Table 4**  
Shares of women's 'contribution' (publications), 1996–2005.

	1996	2000	2002	2005
ITA	27.8%	26.6%	29.3%	30.5%
ESP	26.8%	27.1%	30.4%	28.0%
FRA	27.1%	27.6%	26.5%	27.7%
SWE	16.7%	21.3%	24.0%	24.5%
BEL	17.1%	22.0%	24.1%	24.2%
USA	20.6%	21.4%	22.6%	24.1%
GBR	18.4%	19.2%	20.7%	22.7%
DEN	16.1%	18.7%	20.6%	22.0%
AUS	17.3%	21.4%	22.0%	21.4%
GER	15.2%	15.2%	17.8%	19.2%
NZL	10.9%	16.4%	19.1%	18.9%
AUT	16.7%	16.0%	19.5%	18.7%
SUI	15.5%	16.6%	18.0%	18.3%
IRL	13.7%	18.1%	24.1%	17.5%

Source: Elsevier; Scopus; own computations.

## Development of Gender and Aging Policies in Georgia

The National Human Rights Protection Strategy of Georgia for 2022-2030 emphasizes gender and age equality, improvement of social conditions, sustainable and inclusive economic development and employment, accordingly the development of a general strategy for the protection of human rights based on facts.<sup>32</sup> In my opinion, this aim can give possibility Georgia to create joint task in research field with research organisations.

By specific example<sup>33</sup> about the share of women in publications, we can assume that taking into account the scientific (experience-based) age instead of the biological age, women definitely would benefit from it. As in other fields, in the labor market, women go to the career ladder more slowly than men. Women's labor activity has individual characterization: integration in the labor market, unpaid domestic work, maternity leave, child rising process and aged and gender referred stigmas which gives cross discrimination effect. From the above mentioned, it can be assumed that after raising a child, after maternity leave, women have less possibility to have the same practice as men of the same age. When the Experience level differs, competition is fictional from the beginning, and of course, women stand in a disadvantaged situation. But if employers look through an experience-based age lens, stigmas and expectations will be proportionate to the women and men with the experience age. As the Ministry of Justice of Georgia is working on older people's rights improvement through legal regulation, the above-mentioned experience-based age will help the state to integrate into the labor market older people by retraining their skills and giving the possibility for employment.

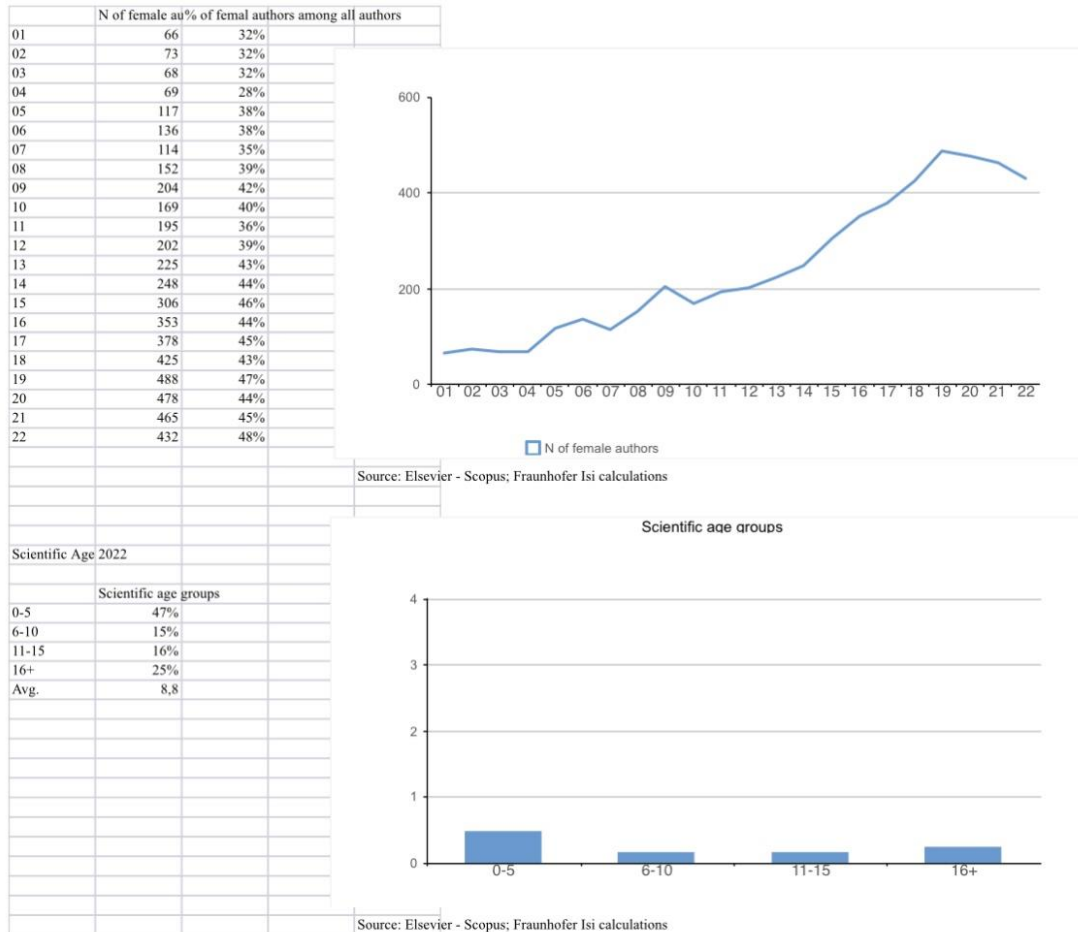
From the statistics of the shares of female authors and the age structure of authors in Georgia from Scopus Conducted by Fraunhofer ISI in September 2023 for this research paper<sup>34</sup>, it can be seen that the number of female authors among all authors has increased, but the number of all authors is in stagnation. Georgia belongs to the list of countries where researchers and professors have a relatively low average annual income. Also in the second figure, we can see (Source Elsevier-Scopus, Fraunhofer

<sup>32</sup> Resolution on the approval of the "National Strategy for the Protection of Human Rights of Georgia (for the years 2022-2030)" by the Parliament of Georgia [დადგენილება](#).

<sup>33</sup> Example - figure (table 4) from Frietsch R., Haller I., Funken-Vrohllings M., Grupp H., Gender-specific patterns in patenting and publishing, *Research Policy*, 38 (2009) 590–599.

<sup>34</sup> Data Source: elsevier - Scopus; Fraunhofer ISI calculations.

ISI Calculations), that newly entered scientists with less practice-based age have a higher percentage of publications. 16+ and higher the practice-based age women have very small indicators on publishing (25%).



"According to the March 20, 2023 interview of Mr. Matan Hammou from the Israeli Ministry of Labor that is the lead director of elderly employment. (the person responsible for the advancement of special populations in the labor market) (recorded by scientist Irina Batiashvili), the analysis of the policy of employment of the elderly in Israel:

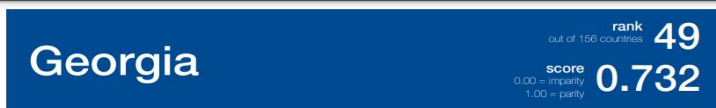
Employment has far greater effects and various connections and should not be seen only as a source of income. An employed person considers himself an active member of society and does not aspire to actively receive social protection, or actively use social and health services.

The specificity of the issue of older women is related to the problem of "ageism", how employers look at the policy of hiring new staff. For example, we are looking for a young and energetic staff for a new and dynamic company. This means that as people get older, they are neglected and at the same time negative stigmas force the elderly to miss out on employment opportunities/earning opportunities. From the interview of the Senior Manager of Unique Populations Recruitment of the Ministry of Labor of

Israel (Population Employment Administration, Work office), it can be seen that the percentage of employment of 45-year-olds is decreasing sharply".<sup>35</sup>

"As a result of gender inequality, social consequences caused by existing stereotypes about older women, unfair distribution of resources, and lack of state employment policy for older women, are against the goals of the 2030 Agenda of the United Nations for Sustainable Development. Therefore, it is better to understand this gap and further eliminate it, which will regulate and increase the potential contribution of older women in public life."<sup>36</sup>

These are the four pillars of the Forum's gender gauge (economic participation and opportunity, education, health and political empowerment).<sup>37</sup><sup>38</sup>



Work participation and leadership	female	male	value
Labour force, million people	752.8	910.6	0.45
Unemployed adults, % of labour force (15-64)	11.69	13.97	0.84
Workers employed part-time, % of employed people	42.89	28.33	1.51
Gender pay gap (OECD only), %	n/a	n/a	n/a
Proportion of unpaid work per day, female/male ratio	n/a	n/a	n/a

Advancement of women to leadership roles, 1-7

As regarding to Basic Law for the Federal Republic of Germany, Federal government shall have legal regulations, funding and reporting about fields, which should be researched to give solutions about recent problems. Gender policy as a research task is new in Georgia. In 2010 was issued Law of Georgia on Gender equality, which was amended in 2019 regarding to labor relations: In 2014 was broadened meaning of direct and indirect discrimination, in 2019 was explained by law difference between sexual harassment and harassment of a person, in 2019 was added new article about providing gender equality during the supply of goods and provision of services and their availability (article 9<sup>1</sup>).

In 2014 was issued Law of Georgia on the Elimination of all Forms of Discrimination. By this law was strengthened:

- the equality principle;

<sup>35</sup> Batiashvili I., Older Women and Integrating a Gender Perspective in Employment Policy, Law and World, Volume 9; Issue 2; Page No. 99-111, ISSN: 2346-7916 (Print) , ISSN: 2587-5043 (Online).

<sup>36</sup> Batiashvili I., "Decent Living and Employment of Older Women", materials of the international scientific conference, challenges of modern law, "World of Lawyers" publishing house, Tbilisi, 2022.

<sup>37</sup> World Economic Forum, Global Gender Gap Report 2021, INSIGHT REPORT, MARCH 2021, 198, <https://www.weforum.org/reports/global-gender-gap-report-2021>

<sup>38</sup> Batiashvili I., Older Women and Integrating a Gender Perspective in Employment Policy, Law and World, Volume 9; Issue 2; Page No. 99-111, ISSN: 2346-7916 (Print) , ISSN: 2587-5043 (Online).

- the elimination of discrimination as an essential target;
- monitoring of the process of ensuring equality;
- public defender's enrollment in the process;
- safe coexistence of equality right with other fundamental freedoms,
- safe coexistence of equality right with the Constitution of Georgia and constitutional Agreement, which defines Georgian Citizens will;
- safe coexistence of equality right with public order.

The abovementioned are core issues about integrating equality principles in everyday process. Integrating equality principle in labor market, monitoring process, setting new targets and researching safe coexistence, explaining broadly the requirements of the "living together" principle which is linked to the majority of the freedoms enshrined in the European Convention of Human Rights<sup>39</sup>, interpreting democratic society principle through the lens of domestic policy, these tasks should be deeply researched by institutions and state as joint tasks.

Expanding equality of men and women in the labor market, underlining that women are a vulnerable group, should be targeted as one of the national aim and should be researched ways to decrease discrimination against women and against older women.

"Gender relations, in fact, structure the entire life cycle and influence access to resources and opportunities. This is characterized by an ongoing, regular<sup>40</sup> and cumulative impact. Different circumstances, unequal conditions that determine the life of men and women in old age, are a result of a whole lifelong process and experience. Good health, economic security, adequate housing, a favourable environment, and access to land or other productive resources, are the grounds essential to ageing with dignity".<sup>41</sup> "UN States parties should adopt gender-sensitive and age-specific policies to ensure that older women participate fully and effectively in the political, civil and economic activities"<sup>42</sup>.<sup>43</sup>

## Evaluation Culture and Impact Story Concepts

Despite the fact that comprehensive evaluation culture can be carried out in countries which already have research institutions about innovation, first step can be to shortly analyze meaning of

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<sup>39</sup> S.A.S. v. France, [01/07/2014] ECHR, Application no. 43835/11. " "In matters of general policy, on which opinions within a democratic society might reasonably differ widely, the role of the domestic policy-maker had to be given special weight. In the present case France thus had a wide margin of appreciation". Key issues of Information Note on the Court's case-law 176: respect for the minimum requirements of life and society - living together. Ground rules of social communication and more broadly requirements of living together include protection of interaction between individuals, which is vital for expression of pluralism, tolerance and broad mindedness. Without this cannot exist democratic society.

<sup>40</sup> Office of the High Commissioner for Human Rights, Normative standards in international human rights law in relation to older persons, Analytical Outcome Paper, August 2012.

<sup>41</sup> Batiashvili I., General Overview Of The Rights Of Older Women, Ministry of Justice of Georgia, Iustitia, N1 (5), 2023, 73-88.

<sup>42</sup> Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

<sup>43</sup> Batiashvili I., General Overview Of The Rights Of Older Women, Ministry of Justice of Georgia, Iustitia, N1 (5), 2023, 73-88.

evaluation culture from the scientific article: "How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures"<sup>44</sup>.

" Evaluation cultures and evaluation capacity building vary greatly across the European Union. Western European countries, such as Austria, Germany, Denmark and Sweden, have been termed as leading countries in the evaluation as they have built up well-established evaluation cultures and carry out systematic evaluations of programmes and institutions. In contrast, in Central and Eastern European (CEE) countries, efforts continue to establish evaluation practices and further develop the current evaluation culture. In Hungary, for example, an established research and innovation evaluation practice does not exist, not one specifically considering gender equality in research and innovation evaluations with the exception of research and innovation programmes financed by the EU Structural Funds".

In the article, we can see the importance of research and innovation, which is linked to an economic positive impact on countries' sustainable development and expanding labor market. We can underline importance of use of scientific evidence in policy making process and evidence -based strategic intelligence. the result is target-based funding and effective learning. "The importance of research and innovation (R&I) for the prosperity and wealth of countries and their citizens is widely recognised. Numerous policy interventions have been designed and implemented in Europe to address systems and/or market failures (for an overview, see Research and Innovation Observatory, <https://rio.jrc.ec.europa.eu/> or OECD STI Compass, <https://stip.oecd.org/stip.html>). With the rise of the idea of evidence-based policy-making (Nutley et al. 2002; Solesbury 2001; Sanderson 2002), expectations have grown regarding the use of scientific evidence in policymaking, and evaluations are increasingly perceived as an instrument of evidence-based strategic intelligence (Kuhlmann et al. 1999). In this regard, evaluations may help to justify or re-direct funding, making public spending more efficient and effective but also enabling learning (Kuhlmann 2003)."<sup>45</sup> One of the important criteria of evolution is temporality, which means systematical and regular evaluation of policy instruments, policy mix and socio-economic performance. Afterwards every element should be consolidated, analyzed and reported with systemic perspective. Another issue mentioned in the Article is recent achievements towards further improvements of the respective evaluation cultures within European R&I systems, which will help countries to improve and promote evaluations.

"The most important developments are:

- Increasing demand for and interest in impact assessments and evidence of effectiveness.
- An acknowledged need to further develop the existing evaluation methods towards more sophisticated approaches, including control group approaches, network analysis and econometric analysis, and improved methodologies to identify mid- and long-term impacts.
- The latter relates to an observed need of a better understanding of socio-economic effects in complex settings, being aware that the complexity of measures and programmes as well as the emergence of new topics in R&I challenge evaluation research and practice."

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<sup>44</sup> Buehrer S., Kalpazidou Schmidt E., Rigler D., Rachel P., How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures, Public Policy and Administration. 2021, Vol. 20, Nr. 3, p. 368-381, ISSN 2029-2872 (online).

<sup>45</sup> Buehrer S., Kalpazidou Schmidt E., Rigler D., Rachel P., How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures, Public Policy and Administration. 2021, Vol. 20, Nr. 3, p. 368-381, ISSN 2029-2872 (online).

For creating, testing, and validating a practical conceptual framework nineteen case studies were carried out in the following countries: Austria, Denmark, Germany, Hungary, Spain, and Sweden. The case studies had specific differences:

- National, regional, or institutional scope;
- Targeted sectors - Higher Education sector, Business Enterprise sector, Government sector;
- Target beneficiary - university, company, individual researchers;
- Main objectives.

The conceptual framework included a logic frame and theory for each intervention. As a result these elements together allowed assessment of the interventions' design and implementation and the primary possible intervention outcomes regarding gender equality and R&I.<sup>46</sup> “In the frame of the EFFORTI<sup>47</sup> project and drawing on comprehensive desk research, a methodological approach was initiated to develop the conceptual evaluation framework that involved: (1) A literature review and mapping of state of the art with a wide-ranging collection of evaluation studies on gender equality intervention; (2) A collection of smart practices of interventions according to specifically defined criteria; (3) The development of a typology of gender equality interventions based on existing literature; (4) The identification and development of indicators (quantitative and qualitative for gender equality at different levels of intervention, i.e. team, organisation and country). The final conceptual evaluation framework<sup>48</sup> proposes a wide-ranging framework for capturing the complex context of interventions and their impacts”.<sup>49</sup> This evaluation elements finds the connection between gender equality intervention with specific design and evaluation and range of solutions; short-term outcomes and long-term perspective impact on strengthening principle of equality in state various policies. *Figure: Logic and Impact story*<sup>50</sup>:

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<sup>46</sup> Buehrer S., Kalpazidou Schmidt E., Rigler D., Rachel P., How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures, Public Policy and Administration. 2021, Vol. 20, Nr. 3, p. 368-381, ISSN 2029-2872 (online).

<sup>47</sup> EU funded Horizon 2020 project EFFORTI (Evaluation Framework for Promoting Gender Equality in R&I)

<sup>48</sup> For a more detailed description of the conceptual evaluation framework, see Kalpazidou Schmidt & Graversen 2020.

<sup>49</sup> Buehrer S., Kalpazidou Schmidt E., Rigler D., Rachel P., How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures, Public Policy and Administration. 2021, Vol. 20, Nr. 3, p. 368-381, ISSN 2029-2872 (online).

<sup>50</sup> Project acronym: EFFORTI, Project full title: Evaluation Framework for Promoting Gender Equality in R&I, Project number: 710470, Programme: Horizon 2020 - Science with and for Society (SWAFS), Objective: GERI-3-2015, "Evaluation of initiatives to promote gender equality in research, policy and research organizations", Type of action: RIA, grant agreement No 710470, EFFORTI - Deliverable 4.4 Collection of good practices and lessons learned, Authors: Striebing, Clemens; Reidl, Sybille; Groó, Dora; Palmen, Rachel; Kalpazidou Schmidt, Evanthia; Graversen Krogh, Ebbe; Bührer, Susanne; Stelzner, Lena; Holzinger, Florian; Rigler, Dorotyya; Høg Utoft, Ea.



The following figure represent an example of how we converted and structured an exemplary gender equality measure according to the logic of the impact story approach.

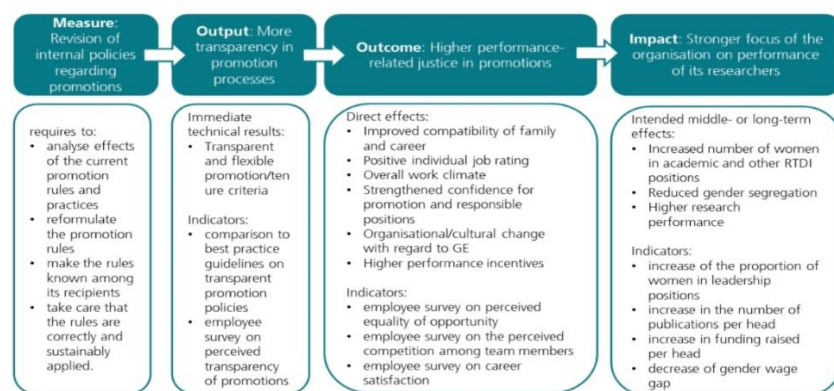


Figure: Logic of an exemplary impact story

EFFORTI Toolbox and the entire program give good practice examples, impact stories, and information on different types of intervention, suitable indicators to evaluate outputs, outcomes using evaluation logic, and basic information on the organizational and policy context.<sup>51</sup> Impact stories create impact chain. Quantitative and qualitative indicators should be relevant to all levels of the impact chains levels of impact chain: output, outcome, and impact. Applying the impact stories also reveals the efficient and relevant indicators between the variable indicators used during research, which will be part of the EFFORTI toolbox. “The intervention logic model was translated into impact stories, which (1) are ideal type impact chains, describing the outputs (immediate technical results), outcome (direct social effects) and impacts (intended middle- or long-term effects beyond the beneficiaries) of commonly used gender equality measures. Furthermore, the impact stories explain (2) how the elements of the I-O-O-I chain (input, output, outcome and impact dimensions) causally interact with each other, (3) through which indicators the expected positive effects can be verified, and (4) which positive as well as negative unintended effects have to be taken into account and how they can be fostered or, respectively, avoided”.<sup>52</sup>

The EFFORTI Impact Stories scheme shortly<sup>53</sup>: **1. Impact story name** (The name of work to be done) for example: Monitoring promotions at university. **2. Intervention definition** (why intervention

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should be done, what is key problem and what is characteristics of intervention, for example: monitoring typically involves the collection of gender-segregated data on proportions, recruitment and promotions, which can be submitted to a central monitoring body). **3. Intervention Definiton Short** (general overview). **4. Objectives**, for example: Increase the number of women in R&I positions, Implement gender-fair organisational structures. **5. Output**, (steps for solving a problem) for example: At organisational level, outputs should include the collection of gender-specific data. An immediate technical output of a monitoring scheme is the establishment of a central gender equality committee responsible for monitoring progress. **6. Output Short** (general overview). **7. Output indicators** (the name of steps which company shall implement for intervention. These steps show what should be done for intervention), for example: Distribution of staff across gender, Proportion of women in leadership positions, Existence of rewards and incentives. **8. Outcome**, for example: financial incentives promote progress and active faculty engagement in increasing the number of female professors. A financial incentives scheme will also ensure awareness regarding female professors. **9. Outcome Short** (the short overview of the result), for example: promotions support increasing the share of women in leadership positions and among professors. **10. Outcome indicators** (by these indicators should be measured result), for example: rate of change in the composition of faculty, Taken up leadership positions, Transparent promotion system, Gender monitoring/reporting in regular monitoring instrument, Percentage of women in advisory committees, Availability of positions in the organisation. **11. Impact** (what is long-term impact and what will be changed in future also by this intervention), for example: increased numbers of female professors will serve as positive role models for younger female researchers thereby increasing the number of qualified female researchers for future professor- and leadership positions. **12. Impact short**, for example: creating new research ideas in future. As women researchers in a higher degree incorporate gender and sex analysis in their research, more women in science will eventually lead to better research. **13. Impact indicators**, for example: Composition of boards or committees, Visibility of women at the university/organisation, Acknowledgement of gender issues, Percentage of research projects including gender analysis/gender dimensions in the content of research and gender balance in the research team. **14. Policy Context** (means national legislation issue in relation to supporting gender policy and new initiatives for promoting it), for example: When Copenhagen University introduced the monitoring intervention combined with the financial incentives, the university management encountered some criticism and opposition, and was reported to the Minister of Research and the Tribunal for Equal Treatment. This case also shows another important contextual issue namely the legislation. Anti-discriminatory legislation can make affirmative action initiatives difficult since these actions are perceived as discriminative against men. Therefore, an exception of the law is needed (in Denmark) every time affirmative action is initiated (Kalpazidou Schmidt et. al 2017). The problem of the leaky pipeline is obviously greater in many countries within the fields of Science, Technology, Engineering and Mathematics (STEM) but it is present in all fields. **15. Organisational Context**, for example: The management and leadership of the organisation may support the intervention, top-down initiated and through financial backing - financial incentives. The leadership of the university and the Human Resources department have to prepare the ground for such intervention in cultural and structural contexts, this means that groups which should be followers of gender policy should understand the importance of this intervention (impact story) and it should not be done by blind trust. for motivation, leadership may use some financial incentives for the fulfilment of specific aims. Financial incentives

percentage should be in relevance with aim pursued. The percentage of financial incentives should increase along with the importance of the set goal. For example: if the faculties of arts and social science recruited two female professors individually, they would be rewarded an additional professorship the following year. Moreover, if the faculties managed to raise their share of women professors by five percentage points by the end of the duration of the action plan in 2013, they would be granted a financial bonus from a central fund specifically created for the purpose.

In my opinion, the intervention type of policies may include different formats: Mainstreaming actions, gender equality action plan and gender budgeting. EFFORTI paper mentions that research shows that despite various EU activities and women's representation at a whole level, women face individually different barriers in careers.<sup>54</sup> For integrating equality in the labor market through the gender action plan two dimensions are noteworthy. HR management consists of a Field of Action and a Sub-field of action. Fields of Action of HR Management are Gender-inclusive organizational culture, Presence, Flexibility, time, and work life. Sub-fields of Action of HR management are Gender awareness and bias, Non-discrimination, Recruitment, Retention and attrition, Advancement, Work-life balance, Care & family life. Work-life balance and family life fields are crucial in the career ladder of women in older ages: Reasonable working hours; telework; flexible schedules; support the 'dual earner' family model; non-discrimination of parents; The fields of Action of gender dimension are gender dimension in education and Gender dimension in research content. The education system and experience level should be integrated into this dimension and afterward, it can be assumed that the experience age definition will strengthen and support equal conditions in the work-life balance system.

### **Core Structures of Gender Policy<sup>55</sup>**

It is worth noting that one of the goals of the draft law of Georgia on improving the rights of older persons is to integrate gender policy into ageing policy and to integrate ageing policy into gender policy. To achieve this goal, it is necessary to conduct studies (both quantitative and comparative-legal research). In order to conduct targeted innovative studies, Processing gender-age segregated information, and then use it for intervention, it is necessary to research the importance of intervention, the history of impact, the logic model, and assessment culture, and then a general template of the logic model can be formed. Also, the implementation of the document in the working environment on gender policy will help strengthen the principle of equality between men and women.

*(organization name)*<sup>56</sup>

Gender Policy<sup>57</sup>

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<sup>54</sup> Project acronym: EFFORTI , Project full title: Evaluation Framework for Promoting Gender Equality in R&I , Project number: 710470, Programme: Horizon 2020 - Science with and for Society (SWAFS), Objective: GERI-3-2015, "Evaluation of initiatives to promote gender equality in research, policy and research organizations", Type of action: RIA, grant agreement No 710470, EFFORTI - Deliverable 4.4 Collection of good practices and lessons learned, Authors: Striebing, Clemens; Reidl, Sybille; Groó, Dora; Palmen, Rachel; Kalpazidou Schmidt, Evanthia; Graversen Krogh, Ebbe; Bühler, Susanne; Stelzner, Lena; Holzinger, Florian; Rigler, Dorotyya; Høg Utoft, Ea.

<sup>55</sup> Batiashvili I., Gender Policy, deposited in the National Intellectual Property Centre of Georgia, 09/05/2022.

<sup>56</sup> Here will be written the organization's name, which will implement the mentioned gender policy.

<sup>57</sup> the author's written permission is obligatory for using this document on gender policy.

## I Description

1. *This column will contain a description and background of the organization.*

## II Legal regulation of Georgia for gender equality

2. According to the Constitution of Georgia, Georgia is a legal state and therefore protects universally recognized human rights and freedoms as eternal and supreme human values.<sup>58</sup> Also, according to the Constitution of Georgia, Georgia is a social state and takes care of strengthening the principles of social justice, social equality and social solidarity within society. Human equality and equal rights are ensured by Article 11 of the Constitution of Georgia, according to which all people are equal before the law and discrimination on any grounds shall be prohibited. The state shall provide equal rights and opportunities for men and women. As stated by the constitution, the State shall take special measures to ensure the substantive equality of men and women and to eliminate inequality.
3. Gender equality is one of the important goals of the state, and its fulfillment is associated with challenges of a multiplex (complex) nature. Gender mainstreaming is one way to achieve the goal of equality.<sup>59</sup> For gender equality and equal rights to be fully established in the labor market, it is necessary to develop and implement effective policies, appropriate programs, and concepts in the public and private sectors. Having a highly socially responsible and gender-responsive private sector is one of the best ways to achieve the goal of equality. Men become economically active at an earlier age, which creates inequality in the labor market.<sup>60</sup> This inequality is expressed both in terms of salary and in terms of career growth.
4. Among international human rights instruments, the UN Sustainable Development Goals are important in terms of implementing gender mainstreaming (SDG's), Beijing Declaration and Platform for Action (BPfA) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). These documents help the state to properly and effectively implement the necessary measures to achieve the goal of equal rights.<sup>61</sup> Georgia also undertook the mentioned obligation.
5. In 2014, Georgia adopted the Law of Georgia on Elimination of All Forms of Discrimination, which resulted in changes in various relevant normative acts. Also, relevant changes were made in the Labor Code regarding the prohibition of discrimination and harassment.<sup>62</sup> The issue of

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<sup>58</sup> Constitution of Georgia, 24/08/1995. 786.

<sup>59</sup> "Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination". - European institute for gender equality - what is gender mainstreaming - 2019-11-28.

<https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>

<sup>60</sup> Sapari, Economic empowerment of women in Georgia, Tb., 2017, 7 pg., <https://sapari.ge/wp-content/uploads/2017/12/woman-economic-geo-www.pdf>

<sup>61</sup> Public defender of Georgia, Gender mainstreaming, an overview of the obligations recognized by Georgia and the status of their implementation, 2021, <https://www.ombudsman.ge/res/docs/2021031012092173973.pdf>

<sup>62</sup> Organic Law of Georgia - Labour Code of Georgia, 4113-6ლ, 17/12/2010.

maternity or parental leave was improved, also pregnant woman is granted the right to request additional time for a medical examination if the said examination is to be performed during working time. In 2019, as a consequence of the amendments of the anti-discrimination law the law enforcement mechanisms were strengthened and reinforced by expanding the mandate of the Public Defender's Office of Georgia.<sup>63</sup>

6. The purpose of the Law of Georgia on Gender Equality is to ensure the inadmissibility of discrimination in any aspect of public life and to create appropriate conditions for the enjoyment and realization of equal rights by men and women.<sup>64</sup> That implies the substantial (real) existence of the principle of equality between men and women at the stages of economic, social, and cultural life. The Gender Equality Council of the Parliament of Georgia (GEC) is a Standing Body responsible for developing, improving and implementing the legislative framework and respective strategies for gender equality. The 2022-2024 action plan of The Gender Equality Council focuses on the issues of economic empowerment of women and the presence of gender equality in the labor market. To achieve this aim, a respective concept has been developed.
7. According to the International Labor Office Geneva publication "Aging and the Labor Markets for Older Workers, aging has a "female face" because in most countries women live longer than men. Therefore, age and gender can become the basis of double discrimination against a person.<sup>65</sup> Therefore, age and gender can become the basis of double discrimination against a person. Justice may not exist for each category of employees separately, and it should be seen as a whole in some cases. What is fair to a young employee should not create a discriminatory environment for an older employee. In the labor market, the interests of older workers should be considered on an equal basis with the interests of other vulnerable groups as far as possible, such as: Young workers, newcomers to the labor market, women, or disabled workers. Of course, in this case, the characteristics of the job, the relevant knowledge, the efficiency (effectiveness) of the employee's labor resources, and the necessary skills are considered on the same level as the interests of the employee. Only with a balanced and fair approach, taking into account the macro-economic aspects, and the interests of other social partners and employers, a fair result and a social consensus can finally be obtained. Furthermore, the interests of older workers should be an integral part of fair arrangements and employment in the labor market.
8. At the Second World Assembly on Aging in April 2002, the Madrid International Plan of Action on Aging ("MIPAA") was adopted. A new era for the protection of the rights of the elderly began. According to MIPAA, the world's main challenge is: "Building societies for all ages". MIPAA's action plan focused on three priority areas: "older people and development; advancing health and well-being into old age; ensuring enabling and supportive environments." Among the rights of older persons in the labor market, the following can be highlighted:

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<sup>63</sup> Law of Georgia on the Elimination of All Forms of Discrimination, 2391-III, 02/05/2014, <https://matsne.gov.ge/ka/document/view/2339687?publication=3>

<sup>64</sup> Law of Georgia on Gender Equality, 2844, 26/03/2010.

<sup>65</sup> International Labour Office Geneva, Samorodov A., Ageing and labour markets for older workers, ISBN 92-2-111418-X, 1999.

\*The right to work and to pursue other income-generating opportunities with no barriers based on age.

\* If offered by the employer, in the process of retirement, participate in determining when and at what pace withdrawal from the labor force takes place. To permit informed planning and decision-making.<sup>66</sup>

III Gender and energy (this column will be adapted to the sector where the company/organization operates, which will use the mentioned gender policy)

9. The right to work is essential for realizing other human rights and forms an inseparable and inherent part of human dignity, personal development, and social and economic inclusion.<sup>67</sup> Women mostly face barriers in the employment process, and their participation in the labor market is lower than that of men.<sup>68</sup> If we look closer stereotypical assumptions and perceptions about, family and caring responsibilities, exactly these stereotypes are the root of the discrimination and limitations of women involvement in labor market.<sup>69</sup> The limitation types as we see globally is different:

1. barriers to entering employment and work;
2. lower wages of formal work (formal sector) and higher rates (coefficient) of informal and insecure work;
3. fewer opportunities for advancement.<sup>70</sup>

10. As mentioned in Article 10 of the Convention on the Elimination of All Forms of Discrimination Against Women (hereinafter INSTRAW), states must take all appropriate measures to ensure that women have the same access and opportunities to education and training of the same quality as men. As of today, according to Article 22 of the Labor Code of Georgia, the employer contributes to raising the qualifications and professional development of the employee. After the end of a period of maternity leave, parental leave, or newborn adoption leave, upon the request of the employee, the employer shall ensure that the qualifications of the employee are upgraded if this is necessary for the performance of the work under the employment agreement, and does not impose a disproportionate burden on the employer. As the legal framework regulating the supply and distribution of natural gas in the energy sector is in the process of modernization, the energy sector is characterized by specificity both in the outside work and in the case of office work, and as the proper supply and distribution of natural gas are necessary for the decent life and peace of the population, considering above mentioned the company rationally and as much as possible takes care of the knowledge and skills of the employees in the company to strengthen and raise professionalism and skills of the employees so that the company can continue to function

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<sup>66</sup> Childs, J. "Elder Rights Are Not Nesting Dolls: An Argument for an International Elder Rights Convention." *Journal of Comparative and International Aging Law & Policy*, 11, 2020, p. 141-170. HeinOnline.

<sup>67</sup> Committee on Economic, Social and Cultural Rights, general comment No. 18

<sup>68</sup> UNWomen (April 2021) Women Entrepreneurs Georgia Factsheet. Online at [https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2021/8/Expo%20Report/Georgia\\_Factsheet-min.pdf](https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2021/8/Expo%20Report/Georgia_Factsheet-min.pdf)

<sup>69</sup> Batiashvili I., Myth of elder women and world's stereotypes, *Law and World*, N17, 2021, pg. 56-68.

<sup>70</sup> ILO and UNDP, Work and Family.

effectively. The organization/company takes into account the skills, knowledge, and professionalism of the employees following the severity and specificity (particularity, similarity) of the task and tries to maintain gender balance and an equal environment as much as possible.

11. The brief content of the UN Women policy sets out easily the key messages to create dignified living conditions for women:
  1. Women contribute substantially to economic and social development, but are discriminated against in the world of work.
  2. Invest in gender equality and women's economic empowerment, more jobs and decent work for women because it is the right thing to do and it promotes sustainable growth and development.
  3. Promote a culture of equality and shared responsibility between men and women in paid and unpaid care work.<sup>71</sup>
  
12. This legal and contextual framing gives the company/organization a mandate to promote and strengthen a gender-sensitive approach and the principle of equality in its activities and operations. The company's (organization) gender policy and action plan are based on the Georgia's legislation about gender policy and the principles of the European Bank for Reconstruction and Development (EBRD) strategy for the Promotion of Gender Equality.

#### IV Goals

13. The Gender Policy commits the organization (company) to:
  - a. To strengthen gender equality in the process of daily activities and to create a non-discriminatory environment both among employees and in its management.
  - b. Promotion of women's participation at work, which means developing and improving appropriate skills following the initiative of the organization. Also, adapting the human resources policy to the principle of equal opportunities between women and men.
  - c. Promoting the gender equality goals indicated in the company's gender action plan.
  
14. The organization (company) welcomes the creation of a gender-equal workplace, where women and men participate as equally as possible at different levels of the workforce and there will be no discrimination<sup>72</sup> based on gender and/or age in the promotion process.
  
15. As much as possible, the Company strives to provide a safe and ethical workplace for all employees.
  
16. At some period, achieving gender equality requires setting the goal of women's empowerment. The goal mentioned above can be fulfilled through work on projects, allocation of funds, and various operations, as outlined in the organization's gender action plan.

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<sup>71</sup> UN Women Policy Brief "Decent Work and Women's Economic Empowerment: Good Policy and Practice" 2012 year.

<sup>72</sup> zero tolerance for workplace discrimination

17. The organization's gender policy corresponds to a broad understanding of gender, which means respecting and appreciating the potential and existing contributions of men and women, recognizing that there may be certain vulnerable groups in the workplace whose rights need to be strengthened so that organization can function and work effectively.

#### V The scope of application of gender policy

18. The organization (company) will use the gender policy in its relevant projects, studies, and operations. Gender policy objectives will also apply to interrelated levels:
  - a. At the institutional level: develop and implement the organization's approach to address gender issues in day-to-day management and processes for efficiency and to make this approach robust and sustainable.
  - b. At the level of projects/studies: reduce gender inequality. In order to increase knowledge about gender equality in the labor market, gender-related training should be supported (conducted) for interested employees.
  - c. At the sector level: according to the decision of the organization's management, the analysis of the information<sup>73</sup> received in accordance with the gender policy and the gender action plan and the gender-related training results should be shared with other participant organizations in the sector. Contribute to the development of a comprehensive and systematic gender-based sector general policy and culture..
  
19. The company will support an institutional culture based on gender equality within the scope of the organization's reasonability, purposivity, and development/progress.

#### VI The issue of responsibility

20. Liability of organization:
  - a. The organization undertakes to allocate the appropriate financial, human, and/or other resources necessary for the implementation of the gender policy:
    1. The organization will create a position of expert/consultant on gender issues to monitor and effectively implement the gender policy.
    2. The organization has the power, if necessary, to create an ad hoc board to achieve the gender policy action plan.
    3. The organization will, as far as possible, implement a gender policy appropriate to the project/training stage and monitor its execution.
    4. The organization, in the course of its supported activities, ensures that the stage of creation and subsequent implementation of these activities are informed about gender and cultural assessments which are related to the above-mentioned activities.

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<sup>73</sup> qualitative and quantifiable gender analysis



5. Following the requirement of the general director of the organization, the expert/consultant of the organization on gender issues once a year, together with the relevant research group, submits a report on the activities financed by the organization in accordance with the gender action plan.
  6. By the decision of the CEO of the organization, the knowledge, progress (advancement), and best practices that the company has achieved regarding the gender policy can be publicly published in the form of a document.
  7. According to the decision of the general director of the organization, with the involvement of the company's expert/consultant in gender issues, for the effective and reasonable implementation of the goals set in the gender action plan, consultations may be held with the relevant agencies, for example, the labor inspection.
  8. Following the organization's decision, with the approval of the relevant agency and the organization's expert/consultant on gender issues, the said consultations can be given a wider scope. The above-mentioned implies the inclusion of other organizations<sup>74</sup> (companies) in the consultation process. This will help organizations in the sector to share assessments, best practices, and challenges. Consultations may be held as a conference.
- b. The organization will develop training on issues of gender equality in the workplace, which will be attended by all staff annually.
  - c. The organization is responsible for providing financial, human, and other resources to implement gender policy and its action plan.
  - d. According to Georgian legislation and the organization's gender policy, all employees should be treated equally and with respect in the workplace.
  - e. To respond to and eliminate gender inequality, the company may plan and take consistent measures that will help achieve a specific goal and solve the problem. These measures may include:
    - For the purpose of research, to analyze salary comparison between male and female employees in accordance with the methodology developed by the National Statistical Service of Georgia.<sup>75</sup>
    - perform a need analysis for a flexible work schedule and finding out how essential such a schedule is for the organization's employees and at the same time how effective it is for the organization.
    - Establishing a clear organization's policy on maternity and parental leave in accordance with the legislation of Georgia.
    - Targeting appropriate measures to determine other types of gender issues at the workplace by the organization's expert/consultant on gender issues following the instructions of the organization's general director (CEO).

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<sup>74</sup> operating in the relevant sector

<sup>75</sup> a gender pay gap analysis

## VII Basis (Rationale)

21. The organization's gender policy recognizes that gender relations, obligations, and responsibilities have a great impact on the existence (life) of women and men, their ability to receive education, and information, raise their qualifications, and ultimately make their own decisions.
22. The organization's gender policy recognizes that the organization's goals implementation is more sustainable, acceptable, and achievable when gender balance is maintained in daily activities and in various projects and initiatives. In order to promote gender equality, it is necessary to raise awareness about equal rights and, if necessary, take appropriate initiatives for women's empowerment.
23. The gender policy of the organization will be linked to other regulatory documents of the organization (ordinances, decrees, orders, standards).

## VIII Validity and Amendment/Revision

24. The organization's gender policy and gender action plan will come into force after the issuance of the General Director (CEO) order/orders, considering reasonableness and compliance with the organization's other objectives. The organization's gender policy will only apply to ongoing activities and will be non-retroactive.
25. The organization realizes that the implementation of gender policy and promotion of women's empowerment is a long-term process and needs a consistent approach. An annual gender issues report may be prepared under the guidance of the general director's consultant to determine the effectiveness of the organization's gender policy. The issue of gender equality and women's empowerment changes and develops over time, hence, the organization's gender policy can be revised and amended as needed.

## Conclusion

It is obvious that when a country has a demand for a research system gross, the annual average remuneration is comparatively high, and researchers have high income, the competition between men and women increases. This increases the level of making comparison between men and women in terms of their education, skills, experience, intellect and their contribution to relevant fields.<sup>76</sup> By analyzing the article "Gender-specific patterns in patenting and publishing" we can conclude that the lower participation of women in higher qualified human capital is caused by the inevitable choice between family, maternity obligations, and career at earlier ages or in the process of climbing on the career ladder. But from the prosperity of society and demographical issues, integrated women in the higher qualified suitably employee and better education, they often have fewer children. Although, More effective use of female human capital leads to a broad competitive market and knowledge-based society.<sup>77</sup>

In my opinion, reviewing the statistics of the shares of female authors and the age structure of authors in Georgia from Scopus Conducted by Fraunhofer ISI in 2023 September, it is visible, that investment of finances and creating strategies to develop the research system (the gender-sensitive research system) will facilitate higher qualifications among men and women and increase of higher practice-based age of women in publications.

The Article: "How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany" mentions the positive effect of PFI on gender equality promotion and women's participation in publications. This shows that measures of the Women Professorship Programme and Pact for Research and Innovation are effective and beneficial for women. "This means there are clear benefits for Germany in terms of scientific outputs from an increased proportion of women in its scientific workforce".<sup>78</sup>

Different circumstances and unequal conditions that determine the life of men and women in old age are a result of a whole lifelong process (including maternity leave and unpaid domestic work) and experience. If we take specific example about contribution of women in researching field and generalize it, we will find that taking into account the scientific (experience-based) age instead of the biological age, the women definitely would benefit from it. In reality, a potential employee's biological age may be different, but from the perspective of experience and practice, it can be the same level. As a result, the assessment will be more fair, and an equal environment principle will be promoted.

By analyzing the article: "How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures": "It is an evaluation framework that goes beyond causality explanations, focusing on how the intervention contributes to achieving impact instead of attributing impact automatically to the intervention. The framework addresses the questions (i) in which way and (ii) under which conditions an intervention causes the observed effects (Döring & Bortz 2016)

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<sup>76</sup> fields they research.

<sup>77</sup> Frietsch R., Haller I., Funken-Vrohllings M., Grupp H., Gender-specific patterns in patenting and publishing, Research Policy, 38 (2009) 590–599.

<sup>78</sup> Dr. Frietsch R., Dr. Buehrer S., How do public investments in gender equality initiatives and publication patterns interrelate? The case of Germany, Evaluation and Program Planning, Vol. 79, 2020, ISSN 0149-7189, 1-27 pg.  
<https://doi.org/10.1016/j.evalprogplan.2019.101769>

and explores “not only whether the intervention works, but also how, for whom and in which context” (Van Belle, Marchal, Dubourg & Kegels 2010)”.<sup>79</sup>

Impact stories are essential for EFFORTI Online Toolbox and for case studies. The core stones of impact stories/logical model are: output, outcome (direct social effect), impacts (short-term, long-term impact beyond beneficiaries). In conclusion we can assume that in evaluation culture it is essential to use the intervention logic model (impact stories) and evaluation specific model (identified by EFFORTI) to achieve final targets:

- Increase the number of women in R&I positions,
- Improve working conditions / work-life balance,
- Boost professional capabilities of women to pursue promotion,
- Implement gender-fair organizational structures,
- Integrate the gender dimension in research and teaching,
- Foster ethics, public engagement, science education, open access and/or governance,
- Increase R&I outputs and impacts.<sup>80</sup>

Gender studies and research need specific comparison method. We can assume that evaluation culture and logical model (impact stories) can lead to the development of a research system.

Impact stories can be useful in identifying the problem, finding outputs, expecting the income of intervention, and the long-term impact of the intervention on the promotion of gender equality in the working environment.

Organizations operating in the labor market should have a gender policy to ensure equal rights in the work environment. Gender mainstreaming is a modern policy and process for gender equality, which implies the integration of a complex strategy and gender perspective in various institutions (in all work plans implemented by the government).<sup>81</sup>

"The great philosopher, Plato, develops the principle of equality of men and women in his work 'Republic'. 'And if so, my friend, there is no special faculty of administration in a state which a woman has because she is a woman, or which a man has by virtue of his sex, but the gifts of nature are alike diffused in both; all the pursuits of men are the pursuits of women also, but in all of them a woman is inferior to a man'<sup>82</sup>. Despite the fact that Plato places strong emphasis on physiological factors, his philosophical doctrine pronounces that for overall welfare it is necessary to make men and women equal and ensure equality of men and women in teaching and education".<sup>83</sup>

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<sup>79</sup> Buehrer S., Kalpazidou Schmidt E., Rigler D., Rachel P., How to Implement Context-Sensitive Evaluation Approaches in Countries with still Emerging Evaluation Cultures, Public Policy and Administration. 2021, Vol. 20, Nr. 3, p. 368-381, ISSN 2029-2872 (online).

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<sup>81</sup> UN Women, Gender Mainstreaming a Practical Guide for Civil Servants, vol., 2014, 27-29.

<sup>82</sup> Irakli Batiashvili. Western Political Philosophy, Frani, Tb., 2022, 37.

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