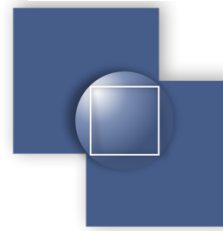


Linking Research & Innovation  
for Gender Equality



შოთა რუსთაველის საერთაშორისო  
ეროვნული სამეცნიერო ფონდი

SHOTA RUSTAVELI NATIONAL SCIENCE  
FOUNDATION OF GEORGIA

# GEP Shota Rustaveli National Science Foundation of Georgia

Date: 30/11/2023

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## ● 1 Introduction

In 2021 Shota Rustaveli National Science Foundation of Georgia developed the Gender Equality Plan (GEP). Gender Equality Plan was developed within CALIPER project funded by European Union's Horizon 2020 research and innovation programme under grant agreement no 873134.

The first GEP included two implementation phases. After 2 iteration phases new GEP was elaborated. New GEP includes different actions from the area of Human resources, Institutional Communication, Research Funding and Transfer to Market. Some actions from previous GEP were transferred to the new one for further implementation. Besides, that new actions were also elaborated.

### **GEPs Actions Comprehensive Table**

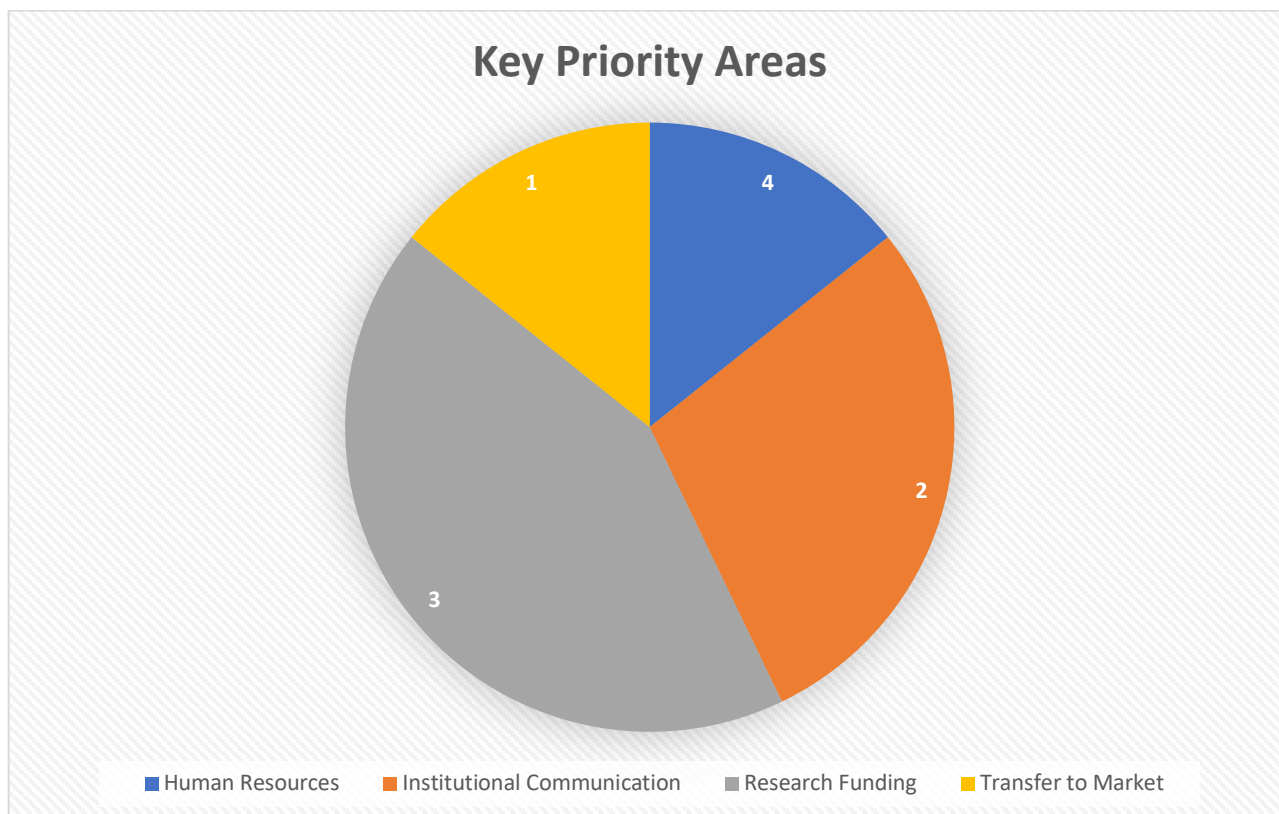
<b>Action Number</b>	<b>Title</b>	<b>Area of intervention</b>	<b>Other relevant Area</b>	<b>Intersectional (YES/PARTLY)</b>	<b>Collaborative (YES/PARTLY)</b>	<b>Structural /soft</b>	<b>Redesigned/refined/new/cancelled</b>
1	Provision of different training and activities improving professional skills	Human Resources				Soft	Refined
2	Organise special targeted events, conference, symposia, e.g in the frame of "Science Fest"	Institutional communication			Yes	Soft	Refined
3	Engagement in the creation of Gender mainstreaming platform	Institutional communication			Yes	Soft	Refined
4	Checking the existence of gender balance in research teams at the project registration stage	Research funding				Structural	Refined

5	Establishing award for women scientists	Research funding			Yes	Soft	Refined
6	Special target call on gender research	Research Funding			Yes	Structural	New
7	WIN event	Transfer to market			Yes	Soft	Refined

## ● 2 Gender Equality Strategy and Key Priority Areas

During the first GEP elaboration SRNSFG has adopted the strategy targeting the main challenges identified during the internal and external assessment. One of the main goals within the framework of CALIPER project was the adoption of a GEP at the organisational level and the improvement of the situation related to gender equality which means making SRNSFG more gender equal. Besides that, SRNSFG aimed to support the involvement of more female researchers in STEM, improving their careers prospects and integrating a gender dimension in research. Such kind of activities overall could contribute to the ERA priorities on Gender Equality and Georgia's integration to ERA. For the new GEP SRNSFG continues following the similar strategy and aims.

Key areas of the strategy are: Research funding, and Institutional Communication. However, the strategy is also targeting other areas such as Human Resources and Transfer to Market. It is important to mention that SRNSFG, as a research funding organisation, finds it very important to address challenges within the research funding area and is willing to make, to some extent, changes in this direction. The Institution is committed in raising the awareness about gender equality issues both at management level and at the Georgian scientist community level and the importance of implementing structural change.



## ● 3 Human resources

N.	Measures/actions	Objective	Timeframe of implementation
1	Training and other activities improving professional skills of staff	Improve professional skills of the Foundation staff and contribute to their career development.	October, 2021 – December, 2024

### ■ Measure n. 1 - Provision of different training and activities improving professional skills of staff

<b>Name of the action:</b> <b>Training and activities improving professional skills of staff</b>	<b>Sources:</b> <b>Repository of measures elaborated by Smart Venice - mentoring programme for women academic and administrative staff at Radboud University (Netherlands)</b>
<b>Target audience:</b> <b>Staff of the organization</b>	<b>Timeframe:</b> <b>October, 2021 – December, 2024</b>

### Goals & Objectives

Main objective and goal of the action is to contribute to the improvement of professional skills of the Foundation staff.

- Short-term (< 1 year): organization of training for professional development of staff;
- Medium-term (1-2 years): contribute to the improvement of professional skills of the Foundation staff;

- Long-term (3-5 years): provide career support and improved career prospects for employees from different departments.

### Activities and Available Resources

Main activity is organization of training which will include sub-activities, such as identification of relevant training, preparation of information and topics for training, organization of the place for training or online platform and materials. Those activities require particular resources:

Time – 2-3 hours training + 2-3 working days for preparation of the training

Human - 1 expert trainer and 2 volunteer facilitators (exact number of people involved depends)

Financial – low budget intervention on voluntary basis (depends on the training)

Material- conference room, laptops

### Targets & Indicators

Main target is to increase the number of activities and training and participation of employees in such activities; improved career prospects for the employees of the Foundation.

Indicators:

- Number of training;
- Improved professional skills of the Foundation staff;
- Increased career support and improved career prospects for employees.

### Facilitating & Hindering Contextual Factors

Policy context: No relevant policies were identified.

Organizational context: There is a consensus among administration and management of the organization regarding the necessity of the provision of such training.

History/past interventions: There are examples of the provision of training oriented to improve professional skills. Previous experiences will be useful for the organization of activities and it will be useful to share knowledge and experience.

## ● 5 Institutional Communication

N.	Measures/actions	Objective	Timeframe of implementation
1	Organize with joint efforts special targeted events, conference, symposia, e.g. in the frame of “Science Fest”, one conference dedicated for Georgian Female Researchers	To plan special targeted events: conferences, webinars, workshops, symposia, special training.	September, 2021 – December, 2024
2	Engagement in the creation of Gender mainstreaming platform	Participation in the establishment of Gender mainstreaming platform	September, 2022– December, 2024

■ **Measure n. 1 - Organize with joint efforts special targeted events, conference, symposia, e.g. in the frame of “Science Fest”, one conference dedicated for Georgian Female Researchers**



**Name of the action:****Sources:**

**Organize with joint efforts special n/a  
targeted events, conference, symposia,  
e.g. in the frame of “Science Fest” one  
conference dedicated for Georgian  
Female Researchers**

**Target audience:**

**Universities, research centres, public September, 2021 – December, 2024  
sector and industry**

## Goals & Objectives

- To bridge the gap between societies, communities, organizations;
- To raise social/institutional awareness on gender diversity and balance;
- To enable participants and actors of planned events to be informed, engaged, motivated and empowered;
- To demolish stereotypes and come up with a consensus of positive changes.

## Activities and Available Resources

**Activities:**

- To plan special targeted events: conferences, webinars, workshops, symposia, special training.
- To involve the stakeholders in the planning process;
- Writing and disseminating press releases, photos, interviews to the media;
- Distributing specially printed materials.

**Available Resources:**

- Organization staff, people involved in the project, stakeholders
- Necessary space, equipment and materials.

**Targets & Indicators****Targets:**

- To raise awareness in terms of gender equality

**Indicators:**

- Number of implemented activities;
- To increase SRNSFG institutional communication capacities on gender equality issues;
- Participants in events (conference, webinars, etc.) are more awarded and motivated concerning gender equality issues.

**Facilitating & Hindering Contextual Factors**

**Facilitating:** Commitment to change the situation

**Hindering:** No sufficient financial resources

## ■ Measure n. 2 - Engagement in the creation of Gender mainstreaming platform

Name of the action:	Sources:
Engagement in the creation of Gender mainstreaming platform	n/a

**Target audience:****Public sector****Timeframe:****September, 2022– December, 2024****Goals & Objectives**

- Sharing experience and knowledge and best practices

**Activities and Available Resources****Activities:**

- Participation in special targeted events - conferences, workshops, webinars

**Available Resources:**

- Organization staff, people involved in the project, stakeholders
- Necessary space, equipment and materials.

**Targets & Indicators****Targets:**

- Sharing the knowledge and experiences;
- Developing institutional communication among different stakeholders.

**Indicators:**

- Number of events;
- Raised awareness on gender equality issues;
- Creation of Gender mainstreaming platform.

### Facilitating & Hindering Contextual Factors

**Facilitating:** Commitment to change the situation

**Hindering:** Lack of resources

## ● 6 Research Funding

#	Measures/actions	Objective	Timeframe of implementation
1	Checking the existence of gender balance in research teams at the project registration stage	Ensuring gender balance and eliminating discrimination in research teams	December, 2021 – December, 2024
2	Establishing award for women scientists	Establishing an award for women scientists working in various scientific fields. Encouraging their activities and introducing successful women scientist to the wider community in Georgia	January, 2022 – December, 2024
3	Special target call on gender research	Support of multidisciplinary approach and promoting Gender research in many areas;	February, 2024 - December, 2024

### ■ Measure n. 1 - Checking the existence of gender equality in research teams at the project registration stage

SRNSFG does not control gender balance in research teams at any stage of grant call administration. This situation comprises a risk in terms of discrimination against female researchers.

<b>Name of the action:</b>  <b>Checking the existence of gender balance in research teams at the project registration stage</b>	<b>Sources:</b>  <b>Commission, E. (n.d.). Research &amp; Innovation - Funding &amp; Tenders Portal H2020 Online Manual. Gender - H2020 Online Manual</b> <a href="https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm">https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm</a> .
<b>Target audience:</b>  <b>Scientific community of Georgia, female Researchers of Georgia</b>	<b>Timeframe:</b>  <b>December, 2021 – December, 2024</b>

### Goals & Objectives

Short-term (< 1 year) - Creating gender balance control mechanism in scientific teams at the project registration stage, where PIs will be obliged to fill information about the number of female/male researchers involved in the project.

Medium-term (1-2 years) - Implementing gender balance control mechanism in all scientific grant calls administered by SRNSFG; Preparing and encouraging Georgian scientific community to establish research teams with equal involvement of male and female researchers by introducing the mechanism;

Long-term (3-5 years) - Maintaining gender balance in all scientific teams

### Activities and Available Resources

**Activities:** SRNSFG has been administering projects through the Grant Management Unified Electronic System (GMUS) for the last 4 years. At the registration stage PIs upload grant call documents and fill in information about their research team in this system. Gender balance in scientific teams will be checked by creating a control field in the electronic system, where PIs will fill in the information about the number of female/male researchers involved in the project. Gender balance mechanism aims to check whether the gender balance is maintained in a particular scientific team or not.

**Resources:** Top and middle management, employees of Science Department, staff working on the CALIPER project

Budget: No additional budget is required

### Targets & Indicators

Target of this measure is maintaining gender balance among researchers in all future grant call competitions administered by the Foundation, equal involvement of male and female researchers.

Indicators of this measure will be the number of research projects where gender balance will be maintained.

### Facilitating & Hindering Contextual Factors

**Policy context:** Law of Georgia on Gender Equality includes an Article 7 about state guarantees for gender equality in education and science. According to this article everyone has the right to freely choose a profession and speciality according to their abilities. Such equality shall be ensured through equal access, without discrimination, to general, vocational and higher education. The State shall ensure that equal conditions are created for men and women to acquire general, vocational and higher education in all kinds of educational establishments, and to participate in educational and scientific processes.

**Organizational context:** There is a consensus among administration and management of the organization regarding the necessity of the provision of such training.

**History/past interventions:** There is no example of controlling gender balance in research teams.

## ■ Measure n. 2 - Establishing award for women scientists

SRNSFG does not carry out activities directly aimed at women researchers, which would encourage and promote the career development of women researchers of Georgia.

<b>Name of the action:</b>  <b>Establishing award for women scientists</b>	<b>Sources:</b>  <b>The OWSD - Elsevier Foundation Awards for Early Career Women Scientists in the Developing World</b>  <a href="https://owsd.net/awards/awards">https://owsd.net/awards/awards</a>
<b>Target audience:</b>  <b>Scientific community of Georgia, female researchers of Georgia</b>	<b>Timeframe:</b>  <b>January, 2022 – December, 2024</b>

### Goals & Objectives

Short-term (< 1 year) - Establishing an award for women scientists working in various scientific fields;

Medium-term (1-2 years) - Encouraging women scientists and research activities, annually introducing successful women scientists to the wider community in Georgia;

Long-term (3-5 years) - To lead to positive changes in attitudes towards women scientists; encouraging more young women to pursue their career in science.

### Activities and Available Resources

#### Activities:

- Allocating funds in the budget of the SRNSFG for administering the award for women scientists;
- Compilation of grant call documentation and evaluation criteria;
- Announcing the grant call and revealing the winners.

**Resources:** Middle management and employees of the Science Department, staff working on the CALIPER project.

Budget: Existing budget of SRNSFG.

### Targets & Indicators

#### Targets:

- promoting and encouraging female researchers in general.

#### Indicators:

- Number of submitted proposals and winners' projects;
- Increased number of active and successful women scientists;
- To encouraging women scientists and research activities, annually introducing successful women scientists to the wider community in Georgia;
- To lead to positive changes in attitudes towards women scientists

### Facilitating & Hindering Contextual Factors

Policy context: Law of Georgia on Gender Equality includes an Article 7 about state guarantees for gender equality in education and science. According to this article everyone has the right to freely choose a profession and speciality according to their abilities. Such equality shall be ensured through equal access, without discrimination, to general, vocational and higher education. The State shall ensure that equal conditions are created for men and women to acquire general, vocational and higher education in all kinds of educational establishments, and to participate in educational and scientific processes.

Beside from this record in law, In Georgia there are no particular mechanisms for promoting gender equality in research and science or to encourage women scientists in general.



Organizational context: there is a consensus among administration and management of the organization regarding the necessity of the provision of such award.

History/past interventions: SRNSFG has never administered specific programs or grant calls for promoting gender equality or encouraging women scientists before GEP implementation. Before GEP implementation SRNSFG administered a grant call “Award for the best scientist and group of scientists of the year”.

Collaborations: to elaborate gender related guidelines and training materials for evaluators/committee members external stakeholders. Existing collaborations and networks with the wider R&I Ecosystem of the organization can provide important hindering or supporting factors. Diverse external stakeholders can provide support in terms of experience, advice, and best practice. They can also offer competing solutions – which might diminish the success of an internally organized action.

### ■ **Measure n. 3 - Special target call on gender research**

SRNSFG does not own a special target call on Gender Research, which may encompass different research fields. The grant is to support multidisciplinary approach and promote Gender research in many areas.

<b>Name of the action:</b>  <b>Special target call on gender research</b>	<b>Sources:</b>
<b>Target audience:</b>  <b>Scientific community of Georgia</b>	<b>Timeframe:</b>  <b>February, 2024– December, 2024</b>

#### Goals & Objectives

Short-term (1 year) – Elaborating special regulatory document based on which a target call will be announced by SRNSFG;

Medium-term (1-2 years) –the grant call will be aiming to support multidisciplinary approach and promote Gender research in many areas;

Long-term (3-5 years) – The competition will contribute to the creation of a competitive research environment, the development of research of outstanding quality, the approach of research to international standards and internationalization, the integration of the research process into the educational process of higher educational institutions, and the growth of the scientific potential of young scientists by involving them in research

## Activities and Available Resources

### Activities:

- Allocating funds in the budget of the SRNSFG for administrating the call on Gender research;
- To hold the meetings with stakeholders with the aim to identify and analyse the frame of the grant call;
- Draw up special regulatory documents (Decree of the Ministry and Conditions) based on which the call will be announced.
- Announcing the grant call and revealing the winners.

**Resources:** Middle management and employees of Science Department, staff working on the CALIPER project.

Budget: Existing budget of SRNSFG.

## Targets & Indicators

### Targets:

- To develop Gender research in Georgia.

### Indicators:

- Number of submitted proposals;
- Number of researchers participating in the call compared to the first year;
- Increased number of active and successful Georgian scientists.

## Facilitating & Hindering Contextual Factors

**Policy context:** specific recommendations provided by the Permanent Parliamentary Council for Gender Equality, which should be taken into account in the priorities of the Ministry and in the activities of structural units.

**Organizational context:** there is a consensus among administration and management of the organization regarding the necessity of the establishing a new special target call at SRNSFG;

**History/past interventions:** SRNSFG has never administered specific grant calls on gender research.

**Collaboration:** the commitment of SRNSFG to establish a new target call on Gender research has been highly appreciated by the different representatives of Scientific communities invited in the workshop held on October 5th, 2023 at the Foundation. The researchers expressed their interest in participation further in the call and underlined the importance of targeting the call towards different disciplines of science.

## ● 8 Transfer to market

#	Measures/actions	Objective	Timeframe of implementation
1	WIN event	Popularization and promotion of mobility of young female researchers between research and industry	October, 2021 – December, 2024

### ■ Measure n. 1 - WIN event

<b>WIN event</b>	<b>CALIPER project repository</b>
<b>Universities, Research centres and industry</b>	<b>October, 2021 - December, 2024</b>

#### Goals & Objectives

- To popularise and promote mobility of young female researchers between research and industry
- To demonstrate role models and future possibilities in STEM

#### Activities and Available Resources

##### Activities:

- Organization of workshops

##### Available Resources:

- Staff from the PR office, people involved in the project, stakeholders.

#### Targets & Indicators

##### Targets:

- Encourage young generations for building STEM career

**Indicators:**

- Number of organized workshops;
- To demonstrate role models and future possibilities in STEM.
- To popularise and promote mobility of young female researchers between research and industry

**Facilitating & Hindering Contextual Factors**

**Facilitating factors:** Previous experience in promoting science

**Hindering factors:** Not sufficient readiness

## ● 9 Gantt Chart

<b>Activity</b>	<b>Date</b>	<b>Start/End Date</b>	<b>2021</b>	<b>2022</b>	<b>2/24</b>	<b>12/24</b>
Training and other activities improving professional skills of staff		October, 2021- December, 2024				
Organize with joint efforts special targeted events, conference, symposia, e.g. in the frame of "Science Fest", one conference dedicated for Georgian Female Researchers		September, 2021 – December, 2024				
Engagement in the creation of Gender mainstreaming platform		September, 2022 - December, 2024				
Checking the existence of gender balance in research teams at the project registration stage		December, 2021 – December, 2024				
Establishing award for women scientists		January, 2022 – December, 2024				
Special grant call on gender research		February, 2024 - December, 2024				
WIN event		October, 2021 – December, 2024				