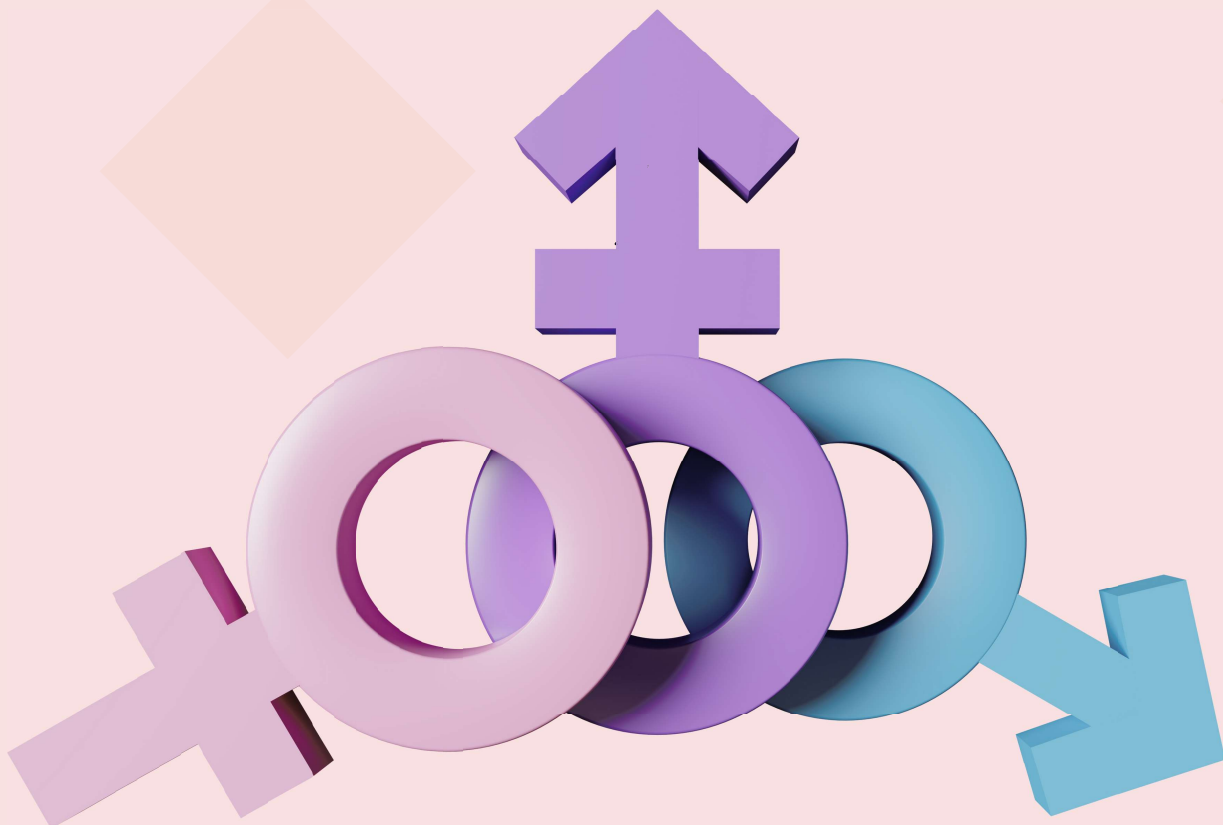


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“
SDGS & GENDER
EQUALITY
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g Bildungswerk Sachsen
der Deutschen Gesellschaft e. V.
Eingetragener Verein zur Förderung politischer,
kultureller und sozialer Beziehungen in Europa

yeghvard
youth ecological ngo



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The project is organized by the youth organization Gori Youth Center (Georgia), in cooperation with youth organizations “Yeghvard” Youth Ecological NGO (Armenia) and Bildungswerk Sachsen der Deutschen Gesellschaft e.V.(Germany).

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Introduction

In a world where everyone's potential should be celebrated and diversity embraced, why does gender inequality still exist? This guidebook aims to answer this question and provide a way forward towards gender equality - a cornerstone of Sustainable Development Goals (SDGs) and a fundamental human rights.

Let's strive for equality. The quest for gender equality is not just a dream but a necessary step towards creating a fair and inclusive society.



Achieving gender equality is a collective responsibility, not just for governments and organizations. We offer insights to practical ways for individuals to make a difference in their communities and beyond. We explore diverse national approaches, offering inspiration for a more comprehensive and just society.

The guidebook also contains the concrete tools/materials, which can be helpful to promote gender equality.

Join us in turning gender equality into reality. **It's time to act!**

Human Rights

Human rights are basic, universal rights that every person possesses just by being human. They include fundamental freedoms and protections, for example the right to life, liberty, and equality, as well as the right to be free from discrimination, torture, and other forms of mistreatment. Human rights are meant to ensure that all individuals are treated with **dignity and respect**, regardless of their background.



The human rights as we know them today were adopted by the United Nations General Assembly on December 10, 1948. The *Universal Declaration of Human Rights* was written by a committee of representatives from various countries, with Eleanor Roosevelt playing a prominent role in the drafting process. The committee had input from legal experts, philosophers, and diplomats from many different countries to ensure that it represented a broad consensus of human rights principles.

Human rights and gender equality are closely connected because human rights include the right to be treated fairly and equally, regardless of your gender. When we talk about human rights, we're saying that these rights apply to everyone, no matter if they are a boy, a girl or in-between or beyond. So, gender equality is a part of human rights, ensuring that all genders have the same chances and are treated with the same respect.



REBUILD
BETTER, FA
GREENER.

**ALL
HUMAN**












**ALL
EQUAL**



SDG (Sustainable Development Goals)

The Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet, and ensure prosperity for all by 2030. These 17 interconnected goals were adopted by all United Nations Member States in 2015 as a part of the 2030 Agenda for Sustainable Development. Each SDG addresses a specific area of concern, from poverty reduction to environmental sustainability, and together, they form a comprehensive framework to promote global well-being and protect our planet.

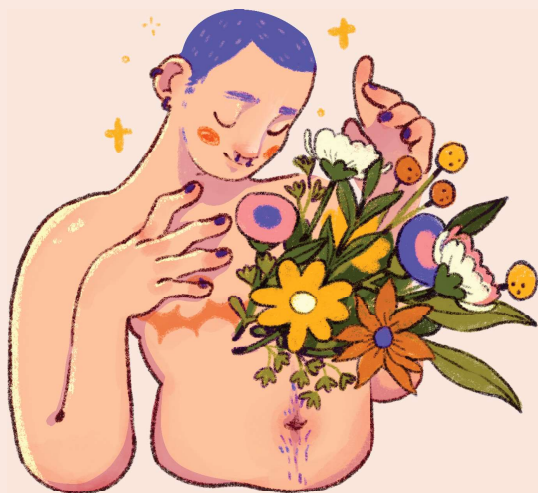
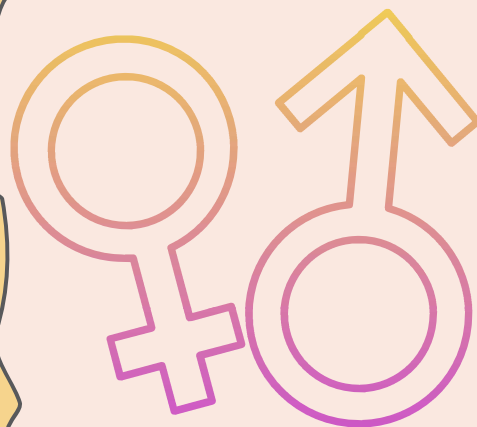


TARGET 5-1  END DISCRIMINATION AGAINST WOMEN AND GIRLS	TARGET 5-2  END ALL VIOLENCE AGAINST AND EXPLOITATION OF WOMEN AND GIRLS	TARGET 5-3  ELIMINATE FORCED MARRIAGES AND GENITAL MUTILATION
TARGET 5-4  VALUE UNPAID CARE AND PROMOTE SHARED DOMESTIC RESPONSIBILITIES	TARGET 5-5  ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING	TARGET 5-6  UNIVERSAL ACCESS TO REPRODUCTIVE HEALTH AND RIGHTS
TARGET 5-A  EQUAL RIGHTS TO ECONOMIC RESOURCES, PROPERTY OWNERSHIP AND FINANCIAL SERVICES	TARGET 5-B  PROMOTE EMPOWERMENT OF WOMEN THROUGH TECHNOLOGY	TARGET 5-C  ADOPT AND STRENGTHEN POLICIES AND ENFORCEABLE LEGISLATION FOR GENDER EQUALITY

SDG 5, officially known as "Gender Equality," is a critical component of the 2030 Agenda for Sustainable Development. It highlights the importance of achieving gender equality and empowering all women and girls. Gender equality is not only a fundamental human right but also a necessary foundation for a peaceful, prosperous, and sustainable world.

Difference between Sex and Gender

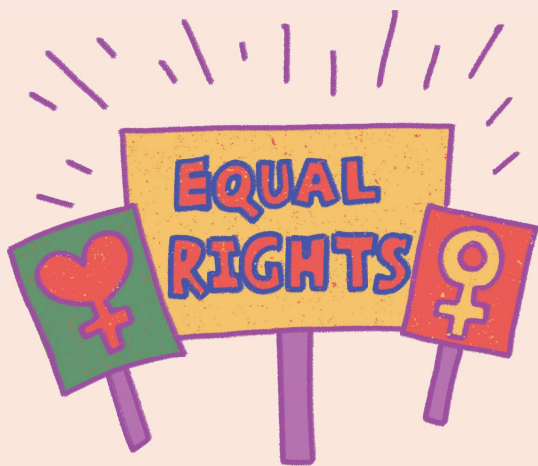
Sex refers to a set of biological attributes in humans. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male but there are also people whose sex is ambiguous and can show female and male attributes. They are referred to as intersex.



Gender refers to the socially constructed roles, behaviours, expressions and identities of people. Identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time.

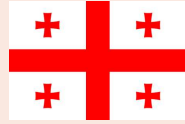
What is Gender Equality?

These socially constructed genders come with different roles and expectations. They influence how you perceive yourself and how you are perceived by others. The genders are valued differently and the amount of power and resources are distributed unequally among them. In our society people whose gender is perceived as male, are more valued and have more power.



To us, gender equality is the principle of ensuring that individuals of all genders have equal rights, responsibilities, opportunities and spaces. The goal is to overcome the binary system and disassemble structural injustices. The fight for gender equality is interconnected with other struggles against discrimination (e.g. racism, classism).

Legal instruments & best practices



1 Article 37 of the Labour Code:

It grants paid leave for pregnancy and childbirth for at least 126 calendar days. The employee is given leave for child care and 57 calendar days are paid from this leave, which can be used in whole or in part by the child's mother or father.

3 The Human Rights Department:

It was established in 2018 as a standing unit in the structure of the Ministry of Internal Affairs and it is in charge of quickly responding to human rights violations by offering quality investigations in case of violence, discrimination or related crimes.

2

Law of Georgia on the Elimination of Domestic Violence, Protection and Assistance to the Victims of Domestic Violence:

The law aims at the creation of legislative means to protect from domestic violence and to assist, rehabilitate and support the victims of it by collaborating with other governmental institutions.

4

Istanbul Convention:

It is an international treaty against gender-specific violence. The signing countries need to implement on national level a series of measures in order to prevent, intervene on and to sanction gender-specific violence (physical, sexual, psychological or economical).

5

Georgia Equality:

Its mission is to advance fairness, safety and opportunity for people of the LGBTQI+ community. It was founded in 1995 and is made up of two organizations which share the same vision. They organize education, information sessions and work opportunities for the local LGBTQI+ community.

7

The first female president out of the 5 Georgian presidents is the current president, Salome Zurbishvili.

9

Young entrepreneurs school

The program is financed by USAID and it aims to empower women to be financially independent. The programme consists of training and then preparing business ideas and then receiving the seed grant. A lot of women used this and became entrepreneurs.

6

Bakuriani Municipal Services Project – Inclusion & Gender Consultancy:

The aim of the project is to ease access to employment for women candidates, especially as drivers. Their representation in a male-dominated field is promoted by collaborating with local dimensions to ensure women cover important roles in the work market.

8

Article 11 of the Georgian Constitution:

The State shall provide equal rights and opportunities for men and women. The State shall take special measures to ensure the substantive equality of men and women and to eliminate inequality.

9

Legal instruments & best practices



1

Women's Fund Armenia:

Feminist organization that supports Armenian women by providing spaces, tools and financial means to develop the feminist movement. It organizes projects on a local level and internationally.

2

Public figures who raise awareness about gender equality:

Lucy Kocharyan is an Armenian journalist and blogger known for having taken a stand in her country against gender-based violence. She was chosen as an International Women of Courage in March 2020 by the US Secretary of State, the first Armenian to win this award.

3

In 2019 a Trans Woman Got **3 Minutes to Speak in Armenia's Parliament**, It was the first time when a member of LGBT community had the opportunity to speak up.

4

Engaging Men and Boys for Gender Equality.

It was a workshop held on the 2nd and 3rd of April, 2022. It was organised by the UNFPA Armenia and Promundo US. Its aim was to educate about the structure of the patriarchal power and how it affects sexual, reproductive health and gender equality.

5

Gender Quotas within the Electoral Code:

It stipulates that in a list of political parties, the minority gender cannot be represented by less than 30% of the larger number of genders without specifying which gender.

7

Guaranteeing Equal Rights and Opportunities for Women and Men:

The law, approved in 2013, aims to ensure equal rights and equal opportunities for women and men by defining mechanisms to be implemented to guarantee equality of treatment and opportunities. It specifically addresses pay gaps (Art. 6).

9

Supporting Networks for Female Armenian Artists

(Armenian women artists AWA)

<https://cutt.ly/uwHym569>

6

Article 30 of the Constitution of the Republic of Armenia

The article provides that “women and men shall enjoy legal equality.”

8

In 2019, the government developed the **Gender Policy Implementation Strategy and Action Plan for 2019–2023**, which is a strategy to implement women in leadership roles to provide more economic opportunities for women and more representation against gender stereotypes.

10

Women of Armenia:

Organization to advocate for women’s rights and gender equality, e.g. creating safer spaces for women and girls, empowering them or educating them about reproductive health and rights.

Legal instruments & best practices



1

Act to promote Transparency in Wage Structures among Women and Men:

Transparency on how individual wages are decided on (makes it harder for companies to pay women less for equal work, as a reasonable explanation for the salary is needed).

2

Women's Quota:

Law adopted in 2021 regulating the minimum amount of women who need to be part of executive boards of big, private sector companies in Germany.

3

"No means no" Model against Sexual Violence:

Every action with a sexual connotation that one person has not explicitly agreed to will be persecuted. It will be punishable in case the perpetrator acts against the will of a person, by threatening them with future violence against their life of their loved ones or if they exploit the helplessness of the victim.

4

National Strategy for Gender Equality:

It includes 9 goals, e.g. to equalize the compatibility of traditional (gainful) work and care work among men & women, equalize career opportunities & participation in leadership positions, equalize participation of women in culture & science.

5 **Same-sex marriage** has been legal since 2017.

7 **Equal Rights Representatives:**
In an increasing amount of companies and organizations, there is a permanent contact person in matters of equality, family and (sexual or gender-related) harassment.

9 **Street signs with gender non-conforming / non-heterosexual couples** (e.g. in the city of Marburg) to create more inclusivity and representation.



<https://www.swr.de/swr2/doku-und-feature/der-garten-eden-an-der-lahn-sw2-feature-am-sonntag-2020-09-06-100.html>

6 **Initiative Against Stereotypes:**
It is directed to children/young people, which encourages them to make choices regarding jobs or study fields regardless of gender stereotypes (especially encouraging girls to take on jobs in science, mathematics, IT,...).

8 **Women Cafés:**
initiative which allows women with migration backgrounds to come to special cafés and meet up with local people from Germany;
the goal is to create informal social interactions and learn about the culture and customs of Germany.

10 **Increasing relevance of Gender Studies:**
Scientific books and papers get sent to special research centres for revision regarding gender-related questions (e.g. to make sure that the language is gender inclusive), regardless of the topic of research.

Local actions



On December 14 and 18, Vanadzor hosted the “FemPower” seminar workshop.

The sessions delved into gender equality, drawing insights from practices in Georgia, Germany, and Armenia.

The program included hands-on activities and collaborative projects, culminating in the design of sticker packs. In the coming days, these stickers will adorn Vanadzor’s walls, conveying messages of empowerment.

The aim of the seminar is to raise the awareness of the participants and inspiration to be change makers in their communities.

Participants - young girls aged 13-23 living in Vanadzor and interested in female empowerment. Overall, there were 22 participants.





On December 16-17-18, the UN Youth Forum was held in Gori.

The topic was gender equality.

45 young people, from 14 to 30 years old, took part in the activity.

The participants worked for 2 days to develop a position paper and on the third day, presented resolutions to the General Assembly.

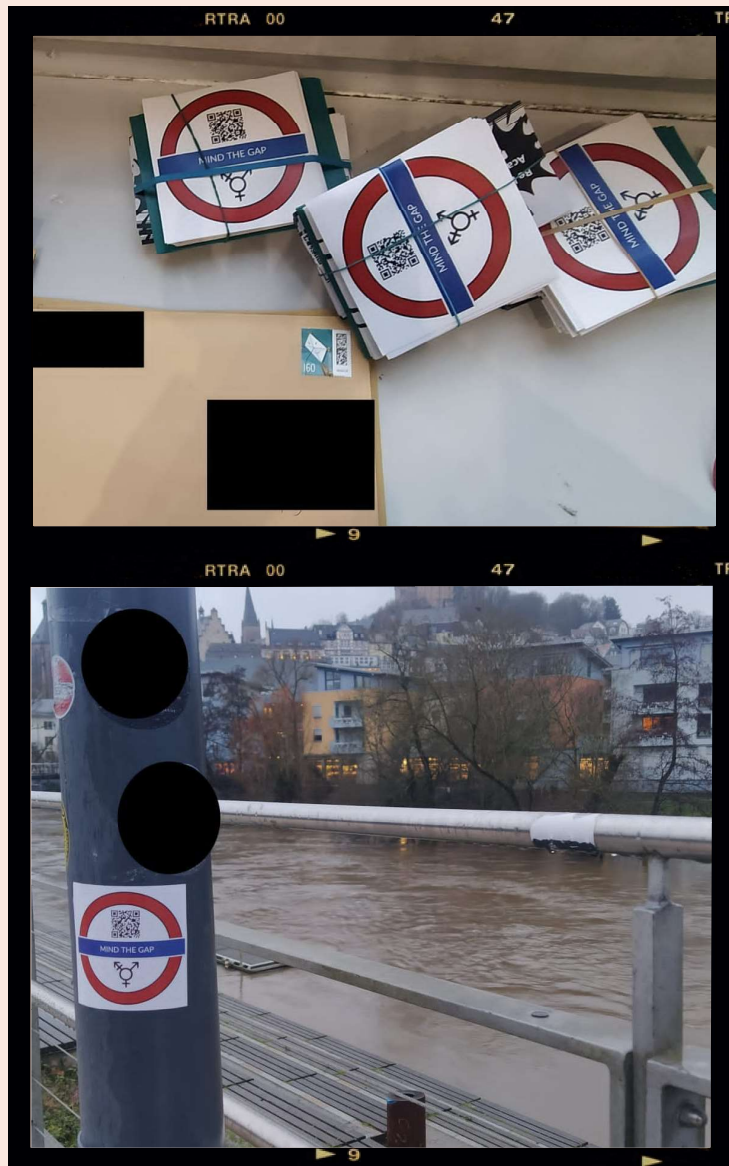
Within the framework of the activity, the participants learned more about the mentioned topic, made new friends, and developed teamwork competencies.



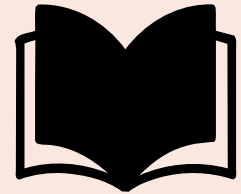


The German participants decided to make stickers to raise awareness about different aspects of gender, adding an extra page to the stickers that gave Additional information to Anyone interested in learning more. The stickers were sent to all participants and distributed in their cities.

The activity participants were all those who received the sticker and familiarized themselves with it.



UN Modelling resources



Within the framework of the project, the United Nations modelling was organised, which involved young people from different countries presenting and exchanging the realities related to gender equality in their countries. Those youngsters were divided into three committees and worked on concrete topics. As a result, they prepared the resolution papers, which were presented and examined during the General Assembly.

Here are the concrete tools that will be helpful for youth organisations/groups of young people to organise the United Nations modelling and promote the Sustainable Development Goals among young people.

1. **Step-by-step guide** for the participants, on how to implement the United Nations modelling:

[CLICK HERE](#)



2. **Examples of the resolution papers** created by the participants, which can be used as an example of generating the resolutions in another project:

Committee N1

Topic: *Discrimination against women and girls*

[resolution](#)

Committee N2

Topic: *Promoting women for leadership at all levels of decision-making in political, economic, and public life.*

[resolution](#)

Committee N3

Topic: *Sexual and reproductive health and rights*

[resolution](#)

Project Outcomes

During the youth exchange, the participants created some materials/resources, which can be used by anyone interested in promoting gender equality. Feel free to use our materials!

Video

The video is aiming to raise awareness of gender equality among young people by showing different situations, where we see the gender violence in our everyday life.

[CLICK HERE](#) 

Posters

The posters can be used on different social media accounts to raise awareness about different aspects of gender equality!

[CLICK HERE](#) 



Conclusion

As a result of the Meet-Up Youth for the partnership "SDGs and Gender Equality", the participants improved their competencies in promoting gender equality and engaged in organising some local activities. They also developed the promotional materials, such as this guidebook, as a tool for the young people, to use already existing experience in promoting gender equality.



The authors of the guidebook are hoping that you will use their experience as the beginning of amazing journey in gender equality!

This publication does not represent the opinion of the EVZ Foundation. The author bears responsibility for any statements contained herein.