

INSTITUTE FOR DEVELOPMENT OF
FREEDOM OF INFORMATION



Institute for Development of Freedom of Information (IDFI)

“Statistics of Public Servants in the Public Authorities of Georgia in Terms of Gender”



The survey has been carried out in kind support of **Open Society Foundation Georgia** in the framework of the Project **“Public Information Database – www.opendata.ge”**



OPEN SOCIETY GEORGIA FOUNDATION
ფონდის ღირსეულობა და თავისუფლება

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Contents

Forward	3
Public Servants	5
Statistics of public servants in terms of gender	8
Gender balance of high ranking public officers	11
Age of public servants in terms of gender	14
Statistics of servants with many children in terms of gender	15
Dismissed servants	18
Dismissed public servants in terms of gender	21
Statistics of dismissed high ranking officials initiated by management in terms of gender	23
Statistics of public servants dismissed based on their own statements in terms of gender	24
Administrative complaints of dismissed public servants in terms of gender	26
Public Servants' Vacations	28
Statistics on unpaid vacations of public servants in terms of gender	28
Statistics on public servants that exercised the right of paid maternity leave in terms of gender	29
Public servant statistics on unpaid maternity leaves in terms of gender	31
Conclusion	33

Forward

On 26 March 2010, the Parliament of Georgia passed the Law on Gender Equality, aimed at ensuring non-discrimination based on sex in every field of social life, promoting equal rights, freedom and opportunities for both men and women. In accordance with article 6 of the “Law on Gender Equality”, related to the gender equality of labour relations, the Government ensures equal opportunities in terms of employment for men and women.

In the framework of the presented study, the Institute for Development of Freedom of Information (IDFI) has inquired assurance of gender equality in terms of labour relations in public authorities of Georgia, equal conditions for public servants as well as public officials’ recruitment and dismissal in public authorities.

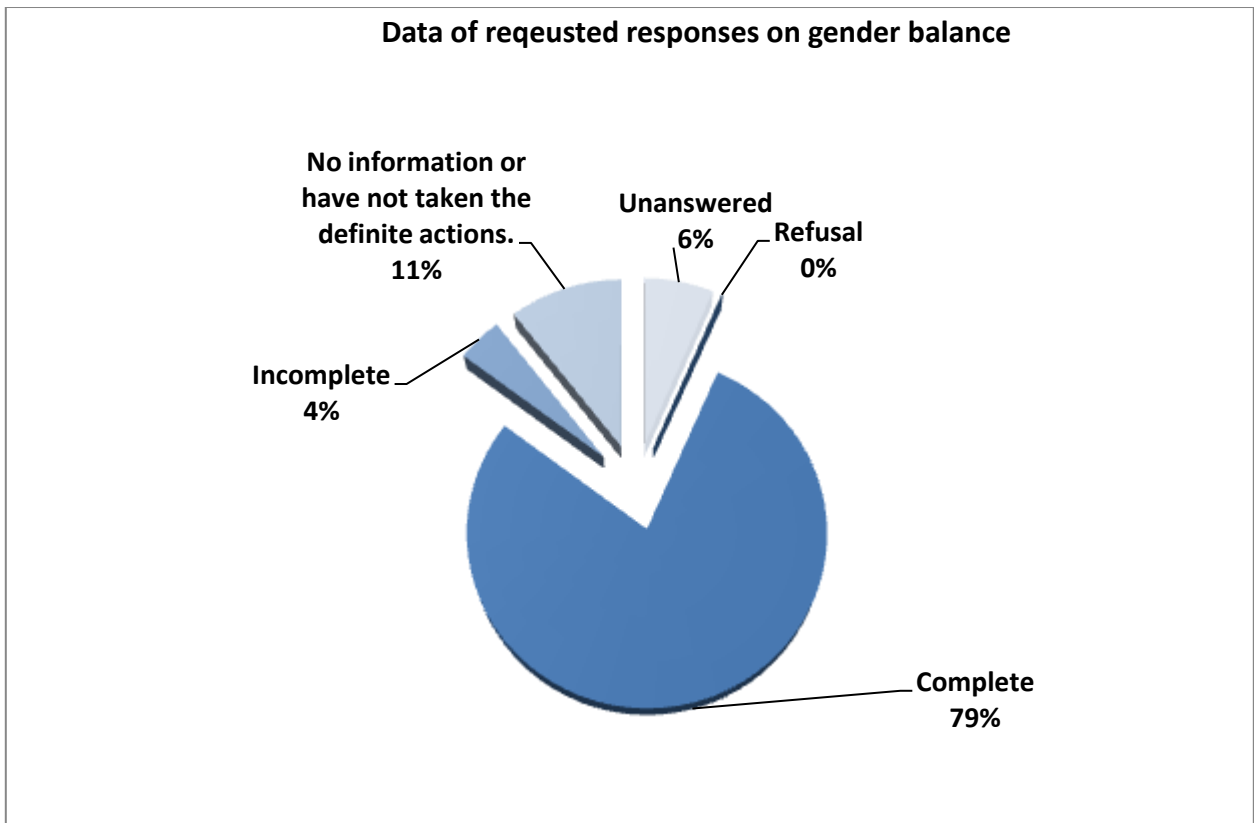
Having taken into consideration the demographic problems in Georgia, IDFI was interested in determining provisions in the Georgian legislation that ensures fertility of public servants of both sexes.

In accordance with the article 5 of “the Law on Gender Equality in Georgia”, data on sex should be given separately in the official statistics of the PA’s. Inquiring the data on gender equality in terms of labour relations, IDFI has disseminated the questionnaire **in 175 Public Authorities**. Each PA has received a set of thirteen questions related to public information, which was comprised of the following:

- 1. Quantity of public servants in terms of gender (number of male and female);*
- 2. Quantity of public officers (head of unit and senior) in terms of gender (number of male and female);*
- 3. Quantity of dismissed public servants by the administration in terms of gender (number of male and female);*
- 4. Quantity of dismissed senior officers (Heads of departments and higher) by the management in terms of gender (number of male and female);*
- 5. Quantity of public servants resigned based on their own statements in terms of gender (number of male and female);*
- 6. Quantity of high position officers (heads of units and higher) dismissed based on their own statements in terms of gender (number of male and female);*
- 7. Number of employees that received paid vacation in terms of gender (number of male and female);*
- 8. Number of employees on paid maternity leave in terms of gender (number of male and female);*
- 9. Number of public servants who had unpaid maternity leaves in terms of gender (number of male and female);*
- 10. Average age of public servants in terms of gender (number of male and female);*
- 11. Number of public servants that have three and more children in terms of gender (number of male and female);*

- 12. *Number of administrative complaints of dismissed/fired public servants in terms of gender in 2008 - 2013 (number of male and female);*
- 13. *Statistics of decisions on administrative complaints in favour of public servants (number of male and female);*

Out of the **2 275 requests** sent to the public authorities, IDFI has received 1789 complete and 96 incomplete responses, 3 refusal, and 147 were left unanswered, explaining that they did not possess the requested information or had not taken definite actions.

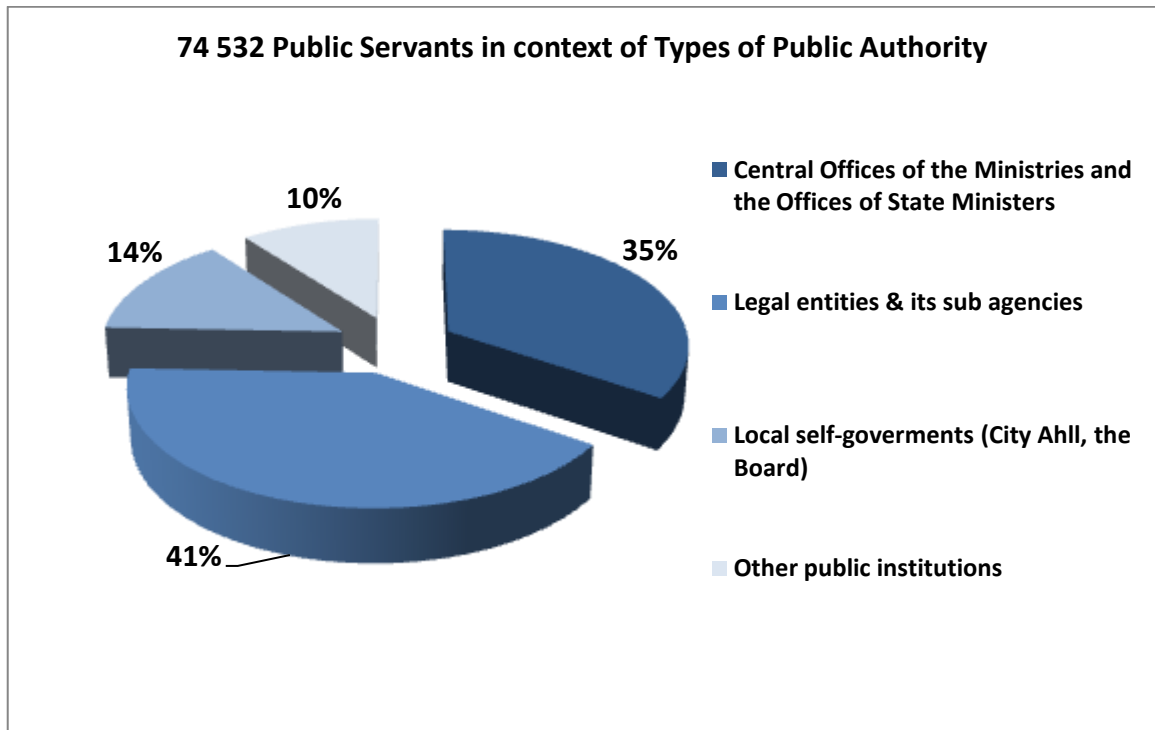


The presented study will determine the major indicators of current situation related to gender equality based on the comprehensive data received from 175 public authorities.

Public Servants

In accordance with the Law on Public Service of Georgia, “a public servant is a citizen of Georgia that, as a paid employee, renders services in compliance with the law regulations and position requirements in the state or local self-government institutions. Types of public services are: Governmental political officer, servant, support servant, and temporary servant. A servant is a person who is appointed or elected on the position. Servants are divided into Government and local self-government servants.

IDFI has received comprehensive statistics about public servants from 166 public authorities of Georgia. Based on the statistics, there are a total of 74 532 public servants in 166 public authorities of Georgia, out of which 8 714 are high ranking public officials (heads of Unit officers and senior). Out of a total of 74 532 public servants, 25 703 personnel are employed in the ministries’ central and state ministerial offices, 30 644 in public legal entities and sub-agencies, 10 421 in local self-government bodies, and 7 764 in other public institutions in Georgia.



In accordance with the “Law on Public Servants of Georgia” the minimum age of servants in the state agencies is 21 years and 18 in local government bodies. The most problematic request for public agencies was the request for the data on average age of the servants; in most cases public information officers could not provide the information. As a result, IDFI could not determine the average age statistics of public servants in some public agencies.



მესტიის მუნიციპალიტეტის გამგეობა

GEORGIA. MESTIA MUNICIPALITY OF ADMINISTRATION

№307

11.04.2013 წ.

ინფორმაციის თავისუფლების
განვითარების ინსტიტუტის დირექტორს
ბატონ გიორგი კლდიაშვილს

ბატონო გიორგი

თქვენი 01.04.2013 წლის OPD 04/13-030 წერილის პასუხად გენდერულ
ჭრილში გაცნობებთ შემდეგი სახის ინფორმაციას:

10. დასაკმეებულთა საშუალო ასაკი მამაკაცებში 26-წლიდან 60-
წლამდე, ქალებში 25-წლიდან 70-წლამდე.

Copy of letter received from Mestia Municipal Board

(Translation) N: 307 11.04.2013

To IDFI Director Mr. Giorgi Kldiashvili

Dear Giorgi,

In reference to your letter, sent on 01.04.2013, OPD 04/13/030, we are informing you the information in terms of gender:

10. Average age of men is 26 to 60 years whereas 25 to 70 of women.

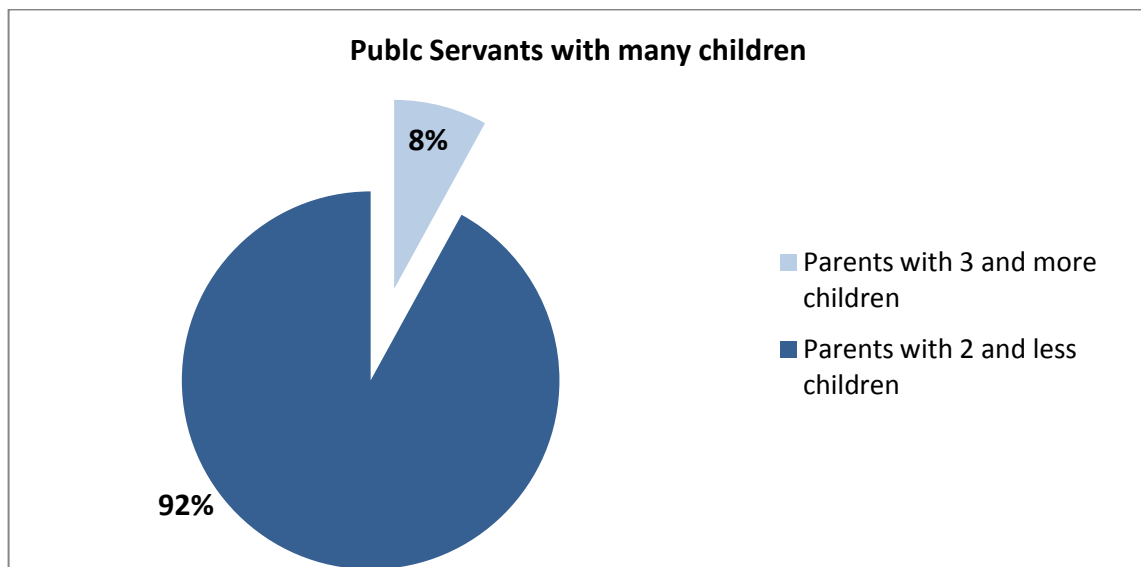
IDFI has comprehensive information related to the average age of 31 207 servants, which is 38,4 **years**. The average age of public servants in public authorities is sorted out in the following:

Public servants in	Average age
Central Offices of the Ministries and the Offices of State Ministers	38,6
Public legal entities and sub agencies	37,9
Local self-government bodies (city halls and municipal boards)	39,2

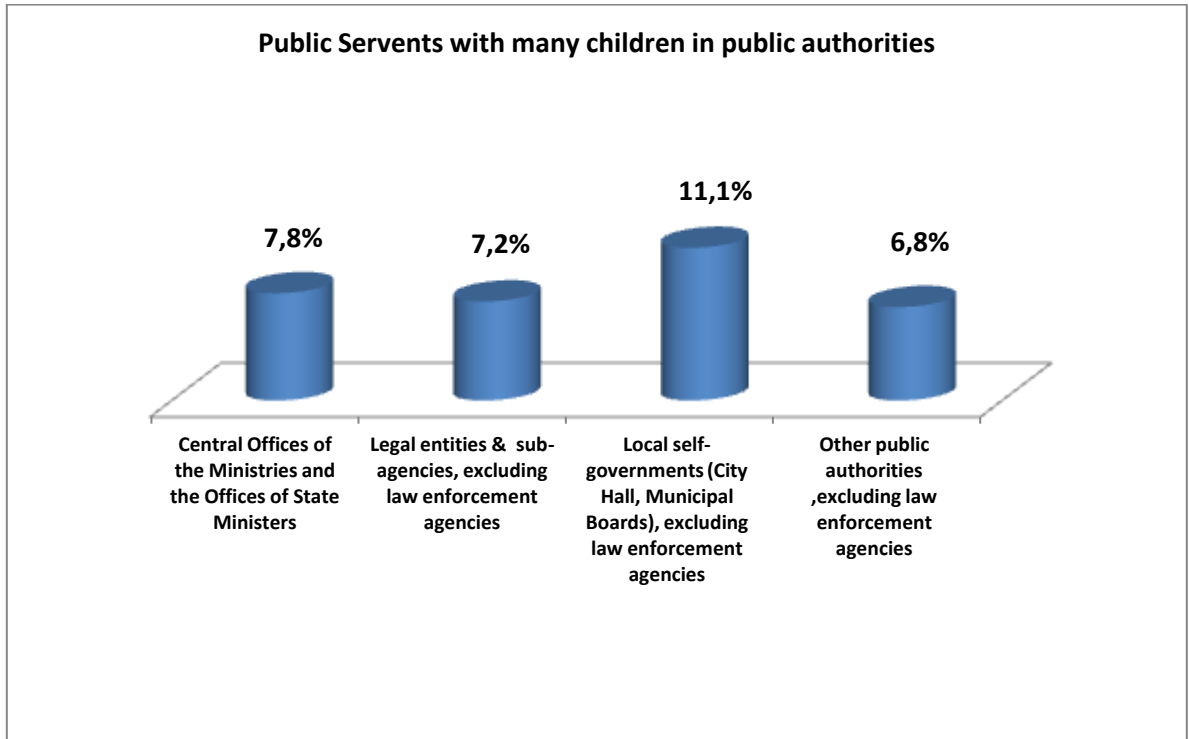
Other public agencies	37,8
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Considering the current demographic challenges in Georgia, IDFI was interested in conducting a study on the quantity of public servants with many children in public authorities.

Information received about the data of public servants' children gave a number of 64 348 such employees. **According to the statistics, out of 64 348 servants, 5 139 servants have three and more children.**



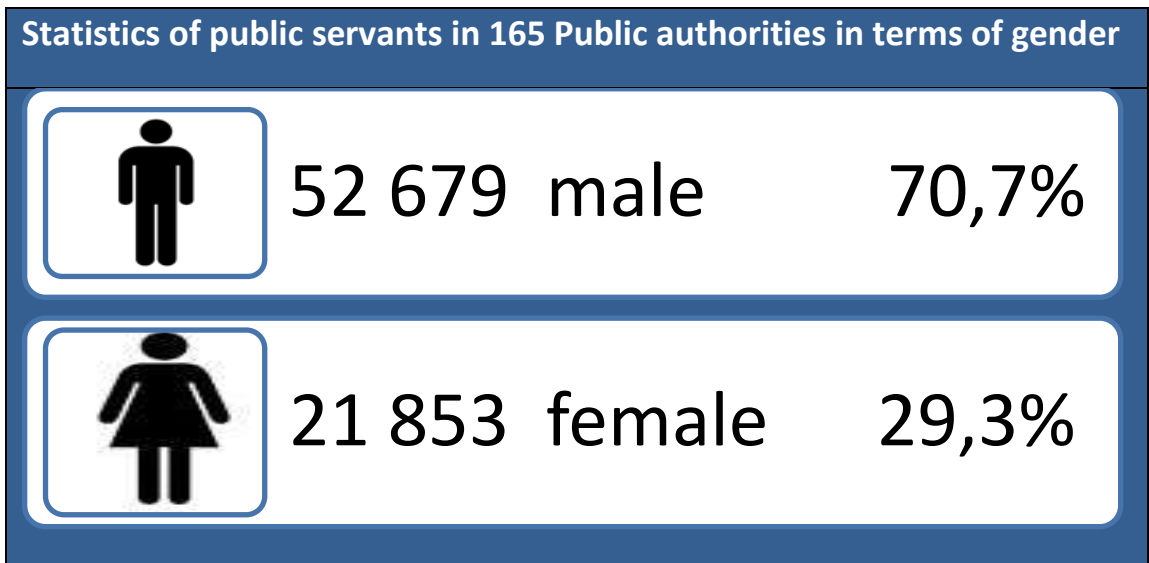
According to statistic most of the **public servants with many children are in local governmental bodies, which** is 11.1 % of the total; 7,8 % goes to the central and state offices of the ministries, 7.2 % to public entities and sub-agencies and 6.8 % in other public agencies.



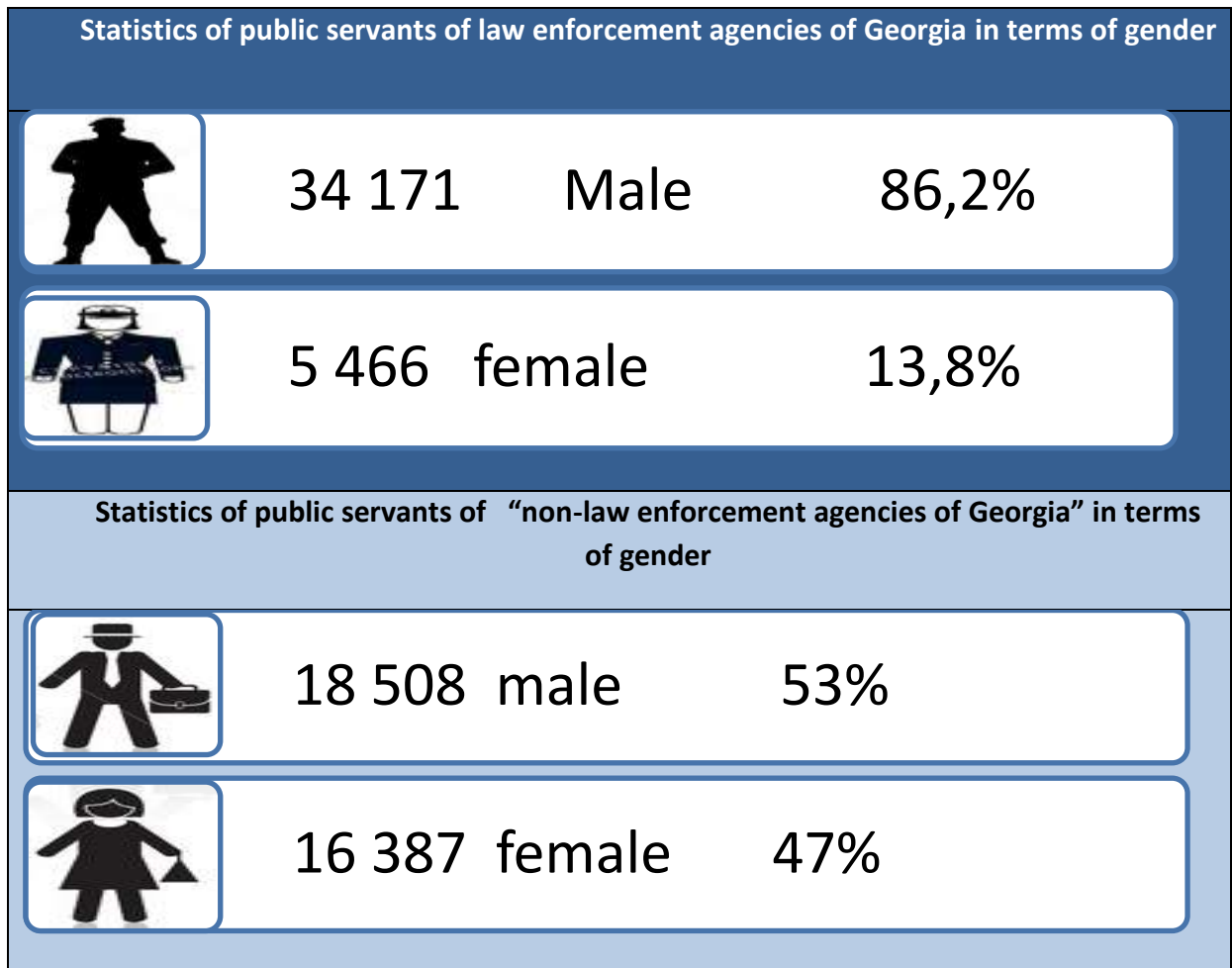
Statistics of public servants in terms of gender

According to article 6 of the “Law on Gender Equality”, the Government promotes equal opportunities for both sexes. **Under the current circumstances of equal employment opportunities for public servants, out of 74 532 public servants from 166 public authorities, the majority are men.**

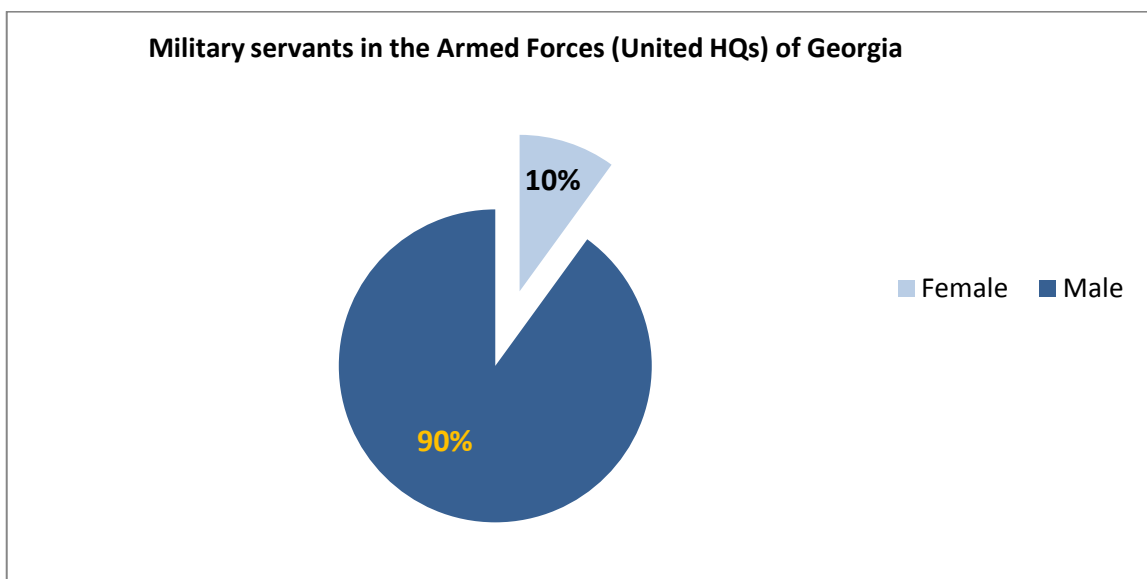
Quantity of Men is 52 679 / Quantity of Women 21 853



In accordance with the same article of the “Law on Gender Equality” of Georgia, there are provisions of unequal and or/precedent circumstances due to specific scope of work and situation in the context of employment and labour relation for both sexes. Unequal gender balance (66% of men in the public authorities) in public authorities is related to the mentioned factor, particularly in law enforcement institutions. Out of the 166 public authorities that submitted comprehensive information related to public servants, the following are implied under law enforcement institutions, based on the specific scope of work: the Ministry of Internal Affairs, the Central Office of the Ministry of Defense, the State Defense Special Service, and the Intelligence Service. 39 637 servants are employed, out of which 34 171 are men and 5 466 are women. **In “non-law enforcement agencies”, there are a total of 34 872 servants, out of which 18 508 are men and 16 387 are women.**





Data about public servants in law enforcement structures demonstrate statistics from the Central Secretary at the Ministry of Defense of Georgia. As for the statistics of servants of the Armed Forces of the Ministry of Defense of Georgia, the data is a top-secret and percentage figures are shown in terms of gender in the following way:



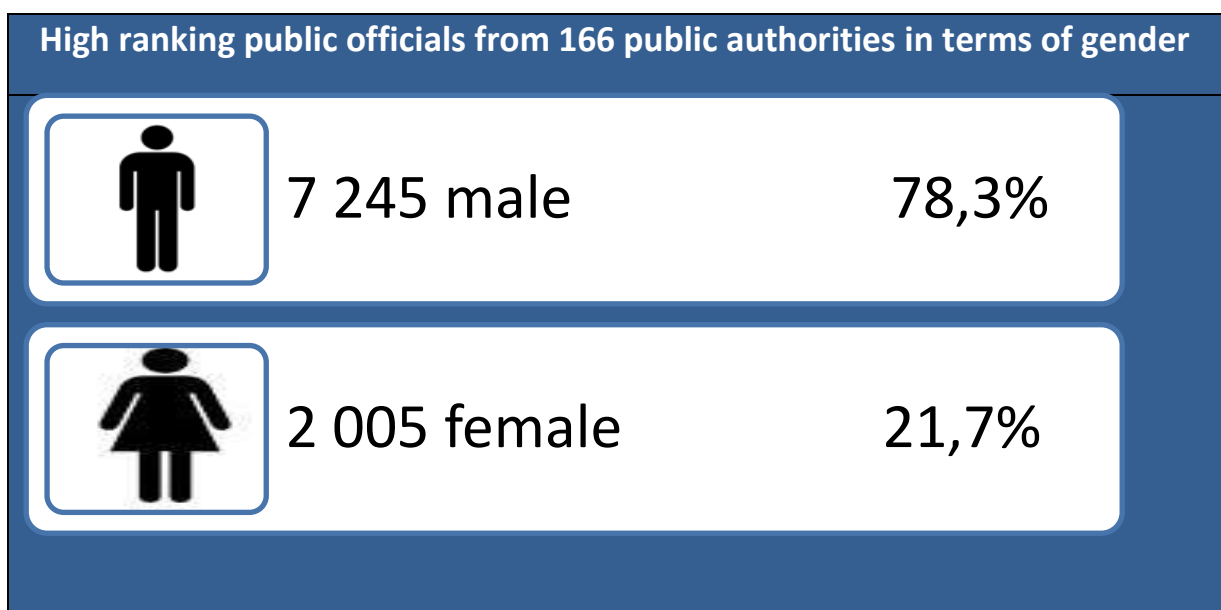
Gender balance of public servants in public authorities is not equal. 78.6 % of public servants in the central and state ministerial offices of the ministries are men. **However, the high percentage of men in these types of public authorities is due to a large quantity of men in the law enforcement structures. Apart from law enforcement structures, the majority, namely 54.5 % of servants, are women in the central and state ministerial offices of the ministries.** Similar cases can be found among public servants in public legal entities and sub-agencies. In general public legal entities 67.2 % of the employees are men, though excluding law enforcement structures, the percentage of women is higher and equals to 51.7 %.

Statistics varies in local self-government bodies (City Halls, Municipal Boards). Despite the fact that the factors related to scope of work in the law enforcement structures are not considered, men highly exceed the percentage of women. Indicator of men equals to 67.5 %.

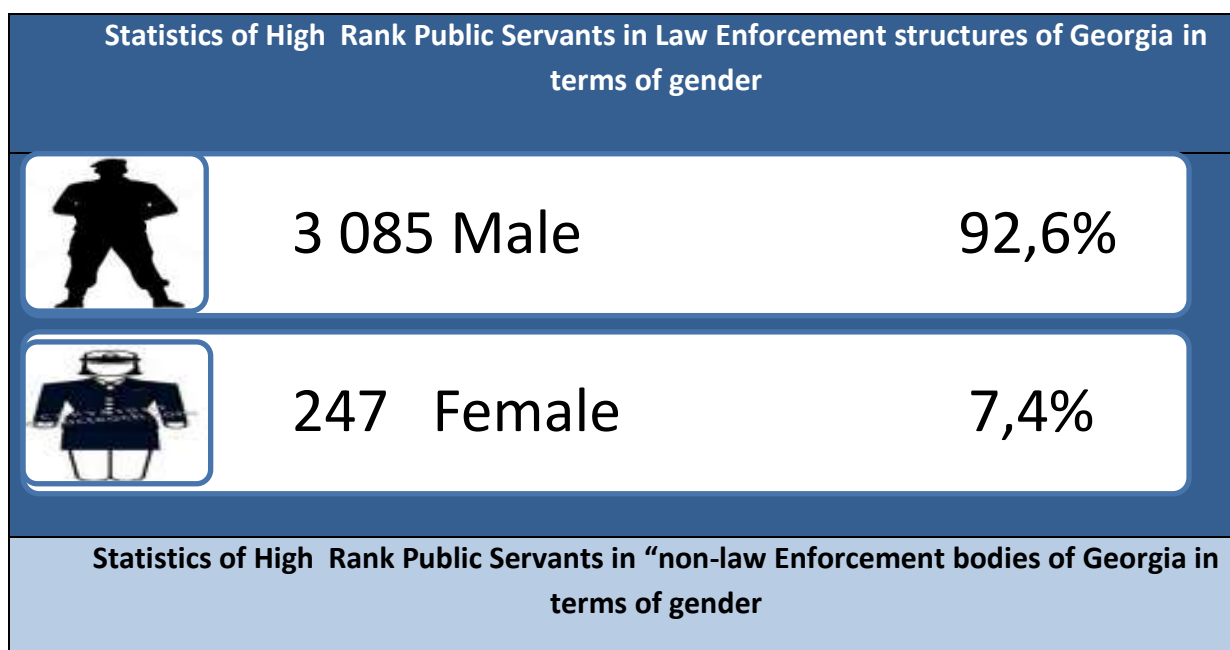
Workers' Statistics in line with the types of public authorities in terms of gender				
Types of Public Authorities				
	Quantity	%	Quantity	%
Central Offices of the Ministries and the Offices of State Ministers	20 199	78,6%	5 504	21,4%
Excluding law enforcement agencies	1451	43,5%	1885	56,5%
Legal entities & sub-agencies	20 583	67,2%	10 061	32,8%
Excluding law enforcement agencies	7 938	48,3%	8 487	51,7%
Local self-government bodies (City Hall, Municipal Boards)	7038	67,5%	3383	32,5%
Other public agencies	4859	62,6%	2905	37,4%
Excluding law enforcement agencies	2066	44,1%	2624	55,9%

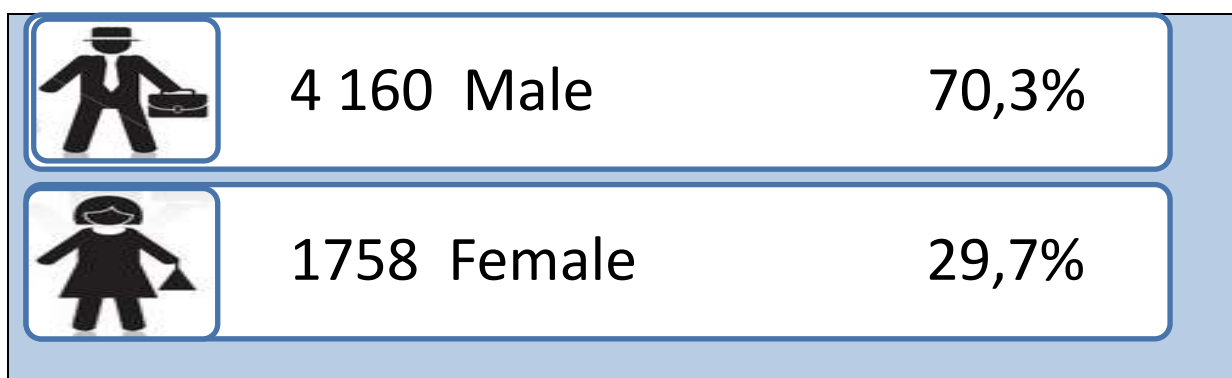
Gender balance of high ranking public officers

Comprehensive data about high ranking officers (heads of unit or higher) was received from 168 public authorities. **According to the data received, 9 250 servants of high ranking positions were occupied by mostly men. The number of men equals 7245, whereas there are 2005 women.**





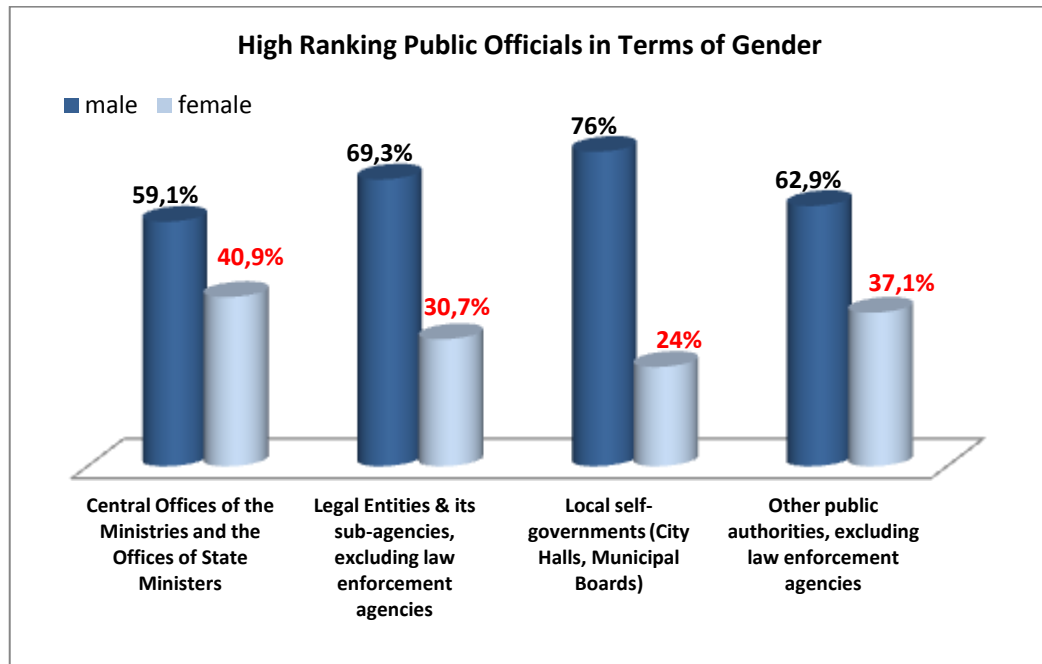
Analyses of data about gender balance of public servants in the public authorities of Georgia has showed that a high percentage of men can be observed due to the specific scope of work in law enforcement structures, whereas women and men percentage in general is equal, though this tendency is not observed in high ranking positions. **The quantity of men both in law enforcement and non-law enforcement structures is very high.** Comprehensive information about the high ranking officers has been received from law enforcement structures as well, such as General HQs of the Ministry of Defense of Georgia and Law Enforcement Department.





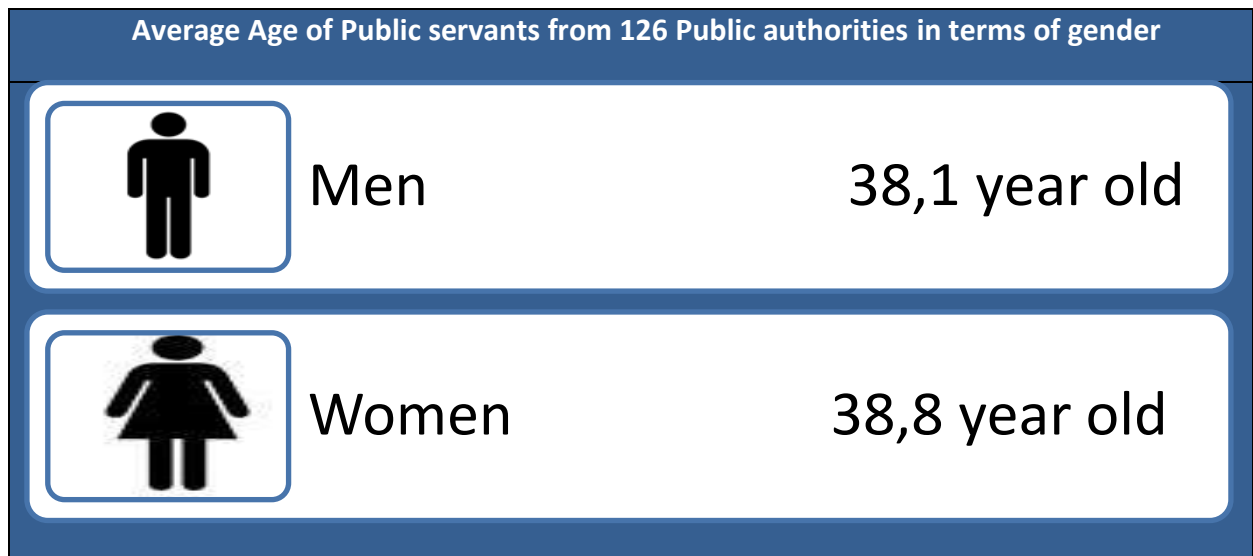
In any case, the number of male high ranking officials highly exceeds the number of female high ranking officials in public authorities. **The higher number of high ranking male officers (83.4%) was especially apparent in the central and state offices of the ministries, while the largest percentage of male (76 %) officials was observed in the local self governments (City Halls and Municipal Boards), excluding the law enforcement agencies.**

Statistics of high ranking public officials in terms of gender in different types of public institutions				
Types of Public Authorities				
	Quantity	%	Quantity	%
Central Offices of the Ministries and the Offices of State Ministers	2 000	83,4%	398	16,6%
Excluding law enforcement agencies	389	59,1%	269	40,9%
Legal Entities & its Sub agencies	2861	79,2%	798	21,8%
Excluding law enforcement agencies	1567	69,3%	694	30,7%
Local self-government bodies (City Hall, Municipal Boards)	1848	76%	585	24%
Other public authorities	536	71,6%	223	29,4%
Excluding law enforcement agencies	356	62,9%	210	37,1%





Age of public servants in terms of gender

Comprehensive information about the average age of public servants (**out of 31 207 servants, 17 479 are male and 13 728 female**) has been received from 126 public authorities. Based on the data about the average age of male and female servants, the average ages are almost equal:



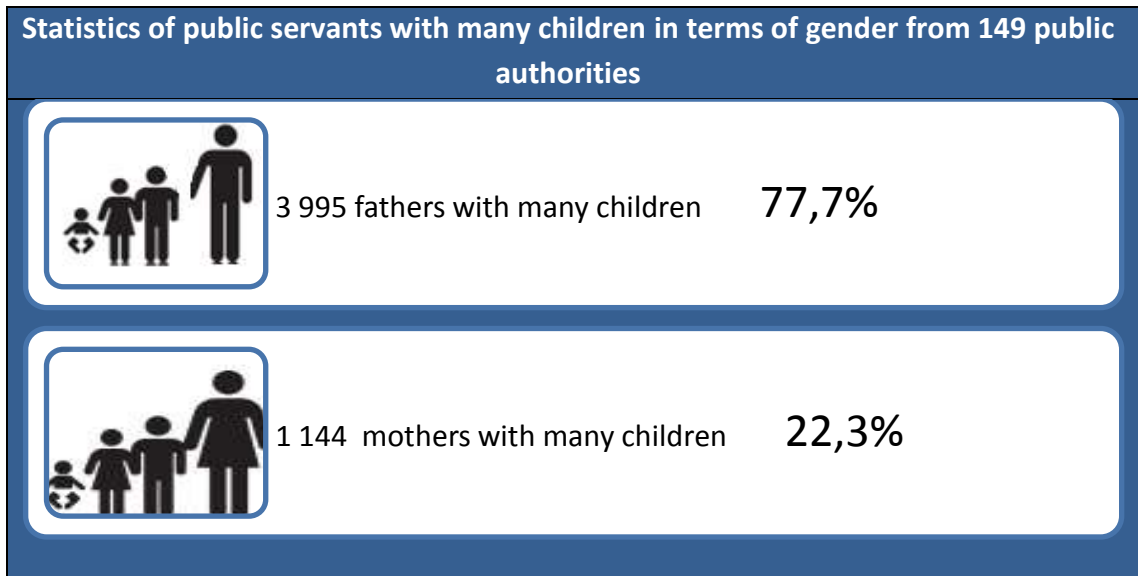
The average age of men and women is roughly equal in different public authorities. In the central and state ministerial offices of the ministries, public legal entities and sub-agencies, local self-governing units (City Halls, Municipal Boards), the average age of men and women differs to some extent. Whereas, the average age of women in public authorities exceeds the average age of men by 6 years,

which is mainly caused by the large number of male employees in law enforcement agencies, whose average age equals 31 years.

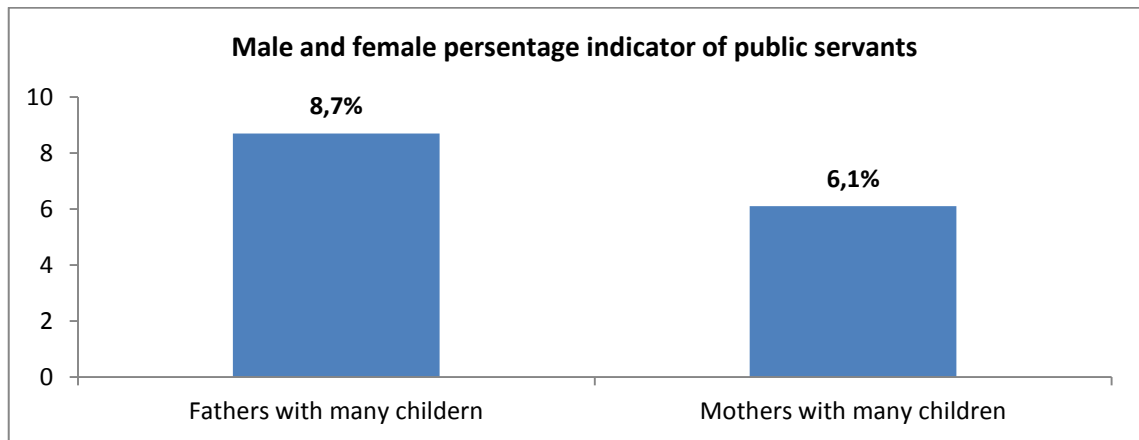
Average Age of Public Servants in context of types of Public Authorities on gender perspectives		
Types of Public Authorities		
	Average Age	Average Age
Central Offices of the Ministries and the Offices of State Ministers	38,7	38,4
Legal entities & sub-agencies	38,6	37,4
Local Self –Governments (City Halls, Municipal Boards)	39,8	39,3
Public servants in other public authorities	35,4	41,7

Statistics of servants with many children in terms of gender


Information about public servants with three and more children in public institutions of Georgia was received from 151 public authorities. **Accordingly, out of 64 348 servants, 5 139 servants have three and more children, 1144 -mothers and 3995 -fathers.**



In 155 public authorities, 8.9 % were men with many children, whereas 6.3% were women with many children.

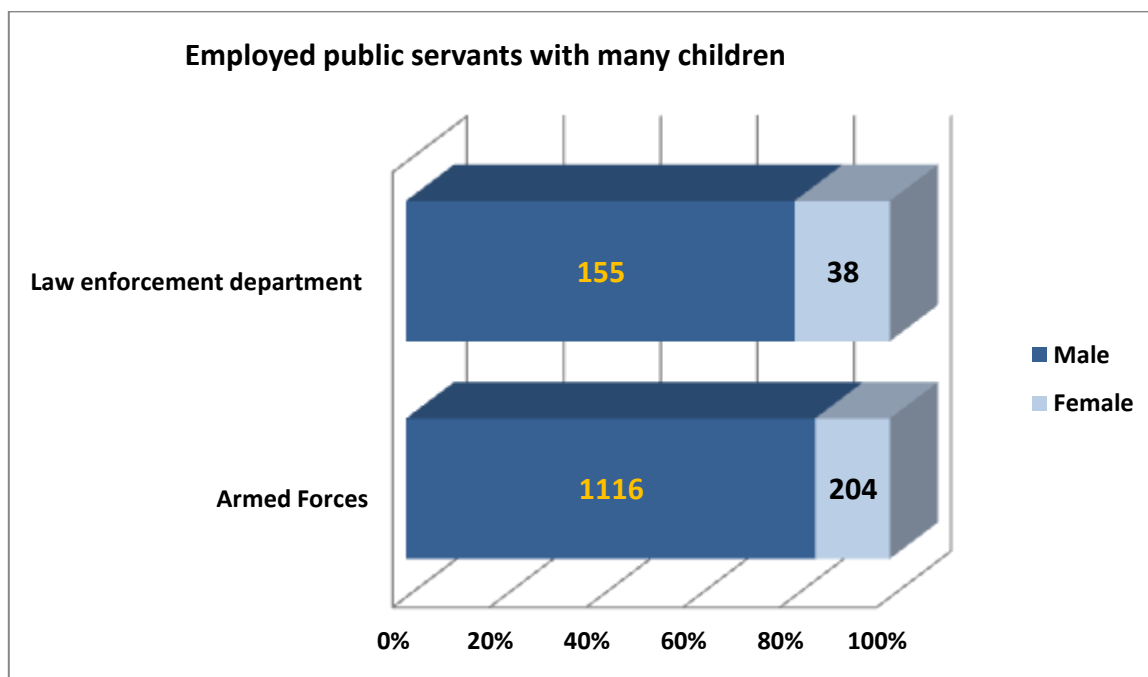


Amongst female and male public servants with many children, a high percentage has been observed in the local self-governmental bodies (City Halls, Municipal Boards)

Gender balance of public servants with three and more children		
According to types of public authorities		
Types of Public Authorities		

	Quantity	% share of males in public servants with many children	% share of males amongst employed men	Quantity	% share of females in public servants with many children	% share of females amongst employed women
Central Offices of the Ministries and the Offices of State Ministers	1658	84,9%	8,2%	294	15,1%	5,3%
Legal entities & its sub-agencies	1 478	75,9%	8%	469	24,1%	5,5%
Local Self –Governments (City Halls, Municipal Boards)	743	73,4%	12,2%	270	26,7%	9,2%
Public servants in other public authorities	116	51,1%	7,8%	111	48,9%	6%

The comprehensive statistics about servants with many children from the Armed Forces (United HQS) of the Ministry of Defense and Law Enforcement Department were not included in the study due to incomplete information that was received from the mentioned institutions in terms of gender. The statistics about servants with many children is the following:



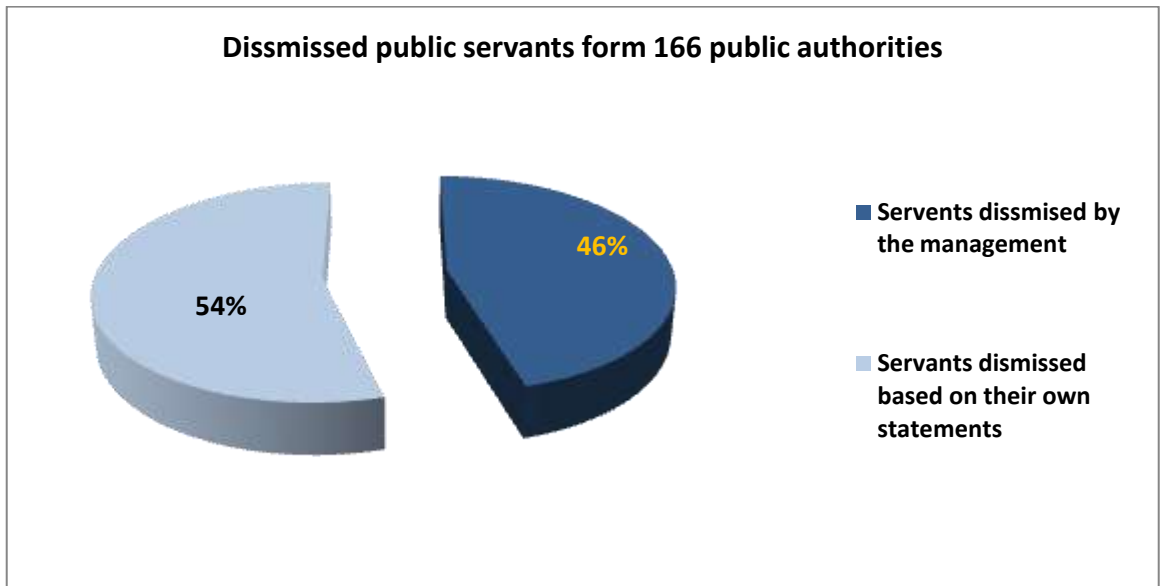
Dismissed servants

According to the “Law on Public Services”, a servant can be dismissed from public service by a person or institution that is entitled to hire. The reasons for dismissal are:

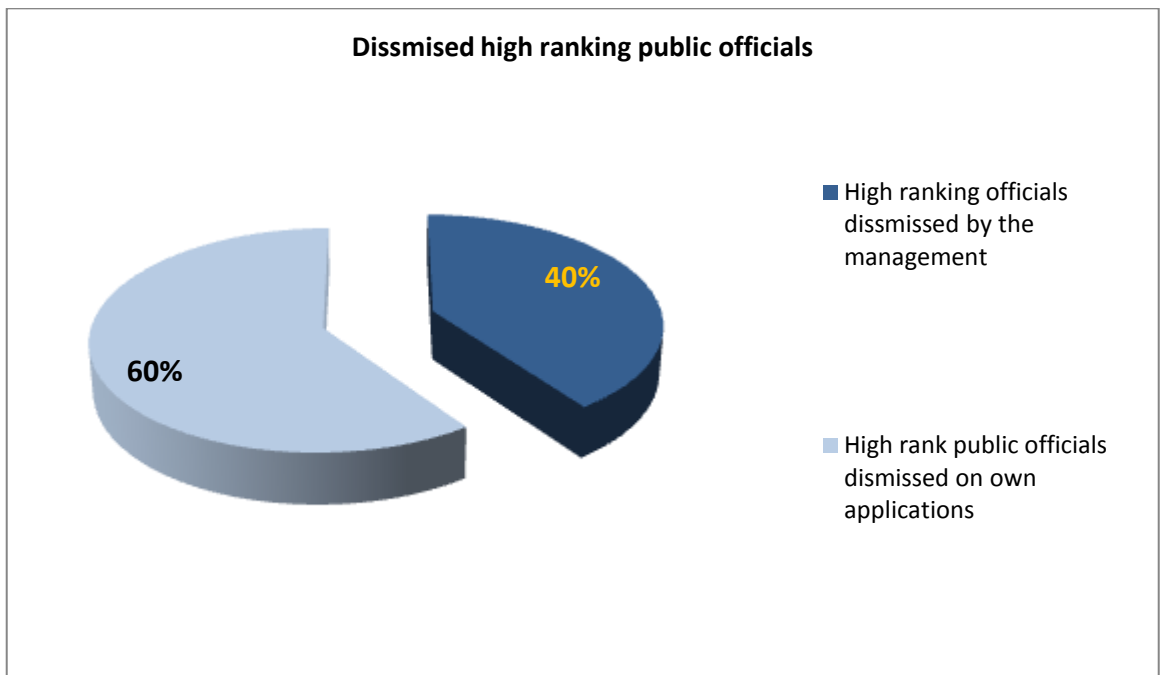
- ✓ **Article 94** - Expiration of terms of service;
- ✓ **Article 95** - Dismissal based on one’s own statement;
- ✓ **Article 96** – Dismissal due to liquidation of the agency;
- ✓ **Article 97** - Dismissal due to cut off;
- ✓ **Article 98** - Dismissal due to the gap between position and competence;
- ✓ **Article 99** - Disciplinary dismissal due to misconduct;
- ✓ **Article 100** - Dismissal due to long term disabilities;
- ✓ **Article 101** - Dismissal due to age;
- ✓ **Article 102** - Dismissal due to military service or alternative service call;
- ✓ **Article 103** - Dismissal due to entry into force of conviction;
- ✓ **Article 104** - Dismissal due to breach of the service requirements;
- ✓ **Article 105** - Dismissal due to transfer to another institution;
- ✓ **Article 106** - Dismissal due to change of citizenship;
- ✓ **Article 107** - Dismissal due to death.

Based on the above mentioned reasons of dismissal, IDFI studied the following reasons such as: dismissal bases on one’s own statement and dismissal due to decision of the employer.

From 1st January, 2013 to 1st April 2013, comprehensive information was received from 166 public authorities about dismissed servants from public authorities of Georgia. According to the received data, a total of **21 506 public servants, including 2 969 high ranking officers** have been dismissed within this period. (The Institute considers the high statistics of the dismissed employees from public authorities is rested on not reasons mentioned above but on the data of the inter agency rotation or reorganization consequences of the employees hired on different positions). Of these, **9 797 servants were dismissed by the administration and 11 709 servants** were dismissed based on their own statements.

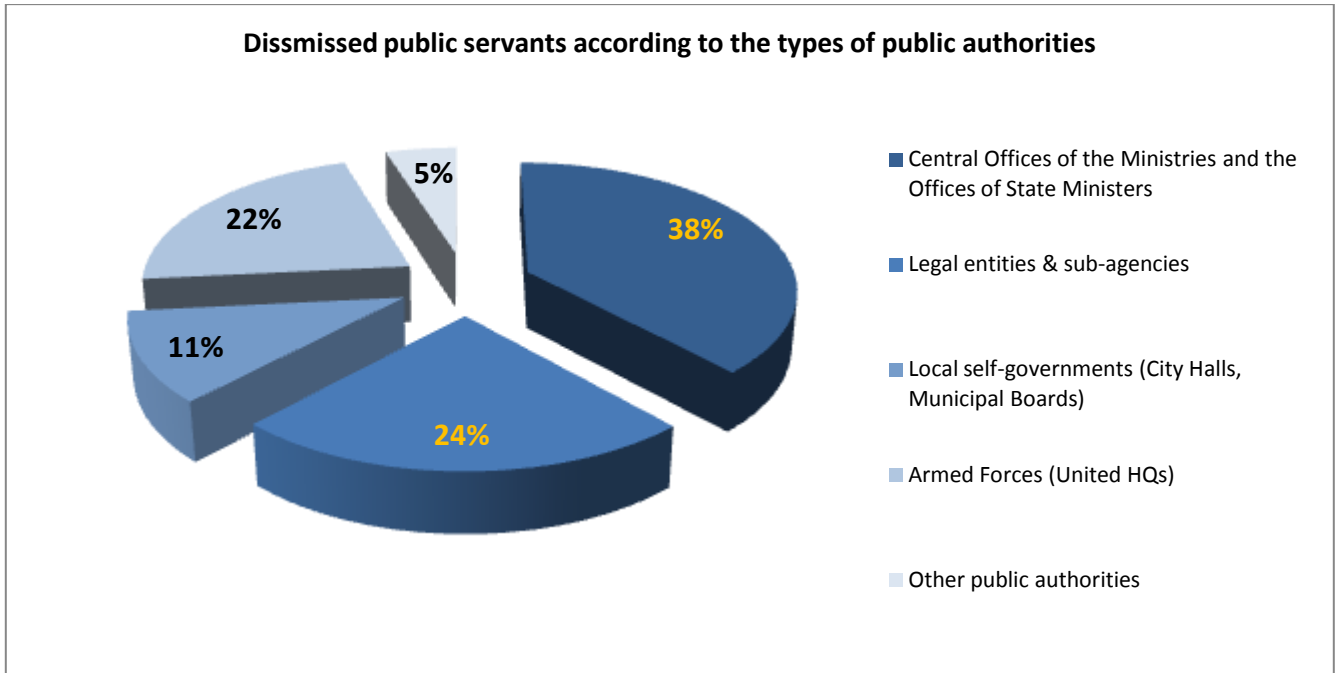


1 191 cases of dismissal of high ranking officials have been initiated by the administration, whereas 1 778 cases based on their own applications.



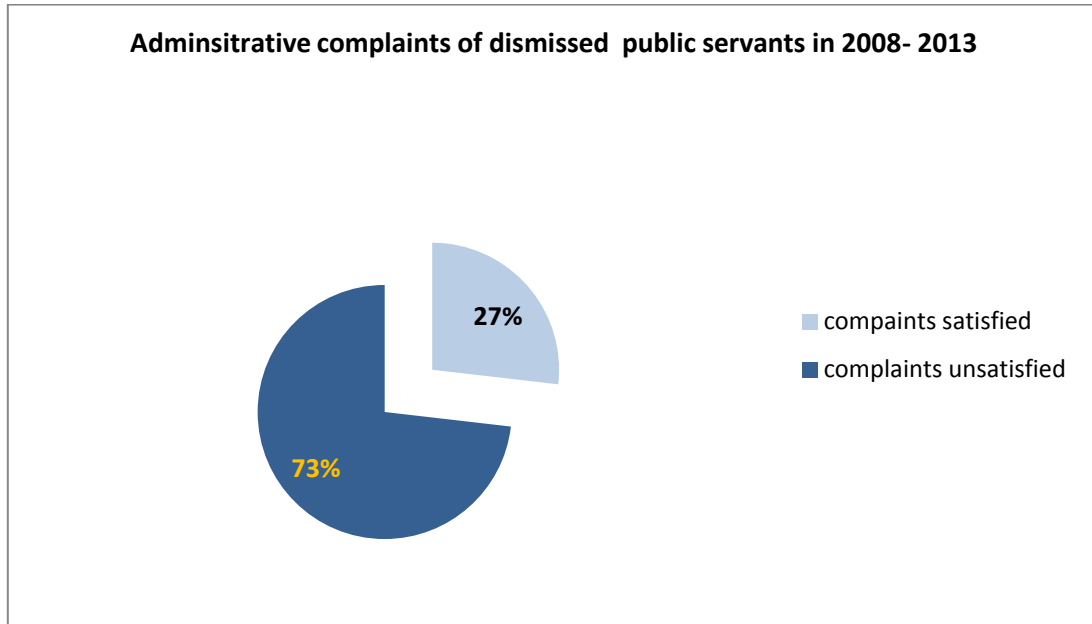
From 1st January, 2012 to 1st April, 2013, most cases of dismissal of public servants were observed in the central and state offices of the ministries, a total of **8219 public servants**. Majority of cases of dismissal took place in the central and state government offices of the ministries from the structural and territorial units of

the Ministry of Internal Affairs, which was **6 915 public servants**. Public legal entities and sub-agencies are on the second place, with the number of dismissals equal to **5125 public servants**. From 1st January, 2012 to 1st April, 2013, **4 669 military servants** have been dismissed from the Armed Forces. **2436 public servants were dismissed** from the local self-government bodies within this period **and 1 057 public servants** were dismissed from other public authorities.





According to the Law on Public Service: “a public servant exercises a right to file an administrative complaint in the court within a month”. This does not constrain the right of a public servant to file an administrative complaint directly in the administrative body.

In the framework of the study, IDFI enquired frequency of administrative complaints of public servants. According to the information received, **in 2008-2013 dismissed public servants filed complaints in 164 cases, and decisions regarding 44 complaints were in favor of public servants.**

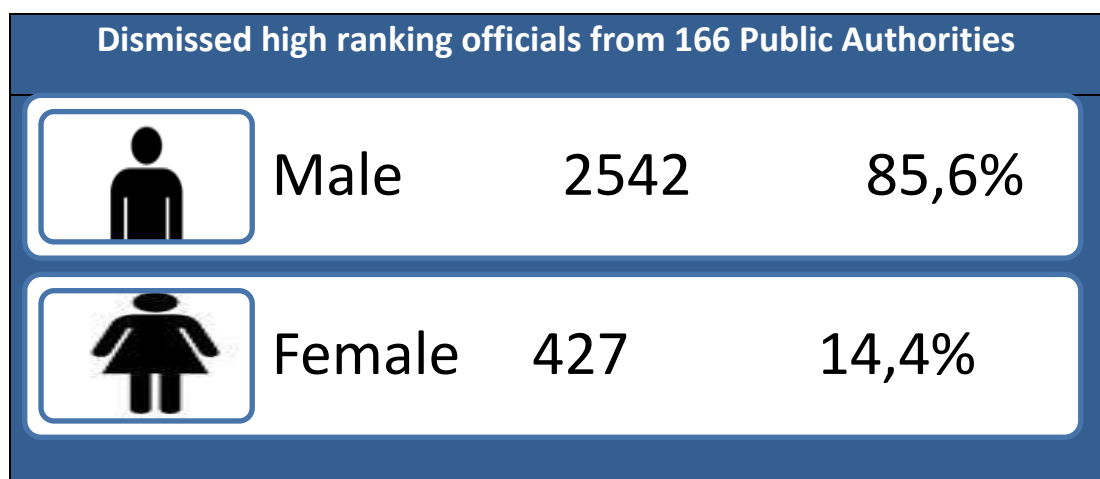


Dismissed public servants in terms of gender





From 1st January 2012 to 1st April 2013, majority of dismissed servants were men (17 905), whereas 3 601 were women. Majority of dismissed employees were men because 67% of dismissed cases related to the law enforcement structures where majority of the employees are men.

Public Servants from 166 Public Authorities			
	Male	17 905	83,3%
	Female	3 601	16,7%

As for the dismissed high ranking officials, a high percentage was men. Out of **dismissed high ranking servants, 2542 were men, whereas 427 were women.**



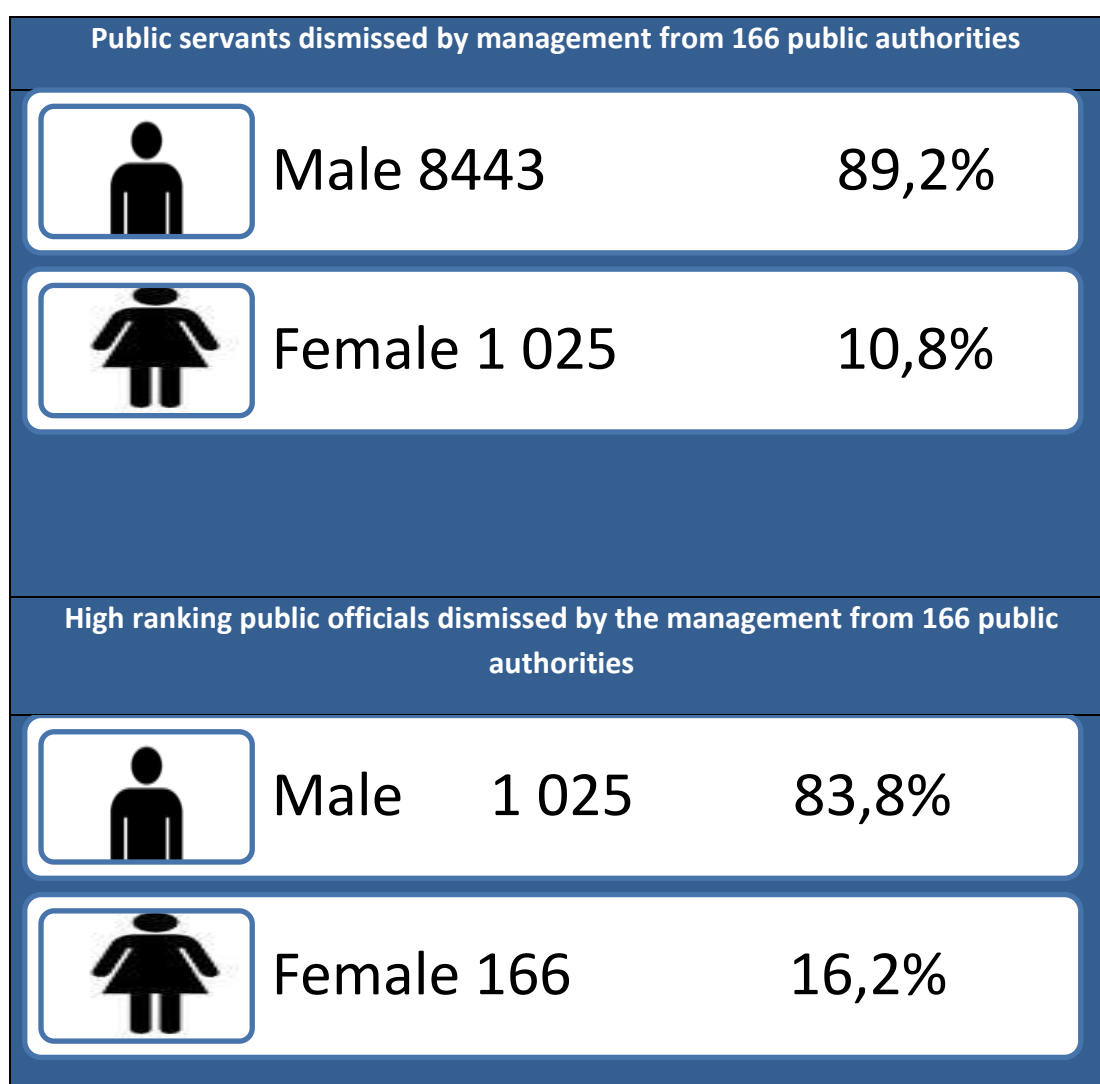
In terms of types of public authorities, majority of men (94.6%) have been dismissed from the Georgian Armed Forces (United HQs), whereas most of the high ranking officials were dismissed (89.7 %) from local self-governments (City Halls, Municipal Boards). A high percentage of dismissed women was observed in the “non-law enforcement agencies” such as legal entities and sub-agencies, whereas high ranking female officials have been dismissed (30.4 %) from the central and state minister offices of the ministries.

Dismissed Public Servants according to type of public authorities									
Types of Public Authorities	Dismissed public servants				Dismissed high ranking public officials				
									
	Quantity	%	Quantity	%	Quantity	%	Quantity	%	Quantity
Central Offices of the Ministries and the Offices of State Ministers	7 074	86,1%	1 145	13,9%	1 035	86,9%	156	13,1%	
Excluding law enforcement agencies	742	62,8%	439	37,2%	249	69,6%	109	30,4%	
Legal Entities & Sub-agencies	3 776	73,7%	1 349	26,3%	593	71,2%	137	18,8%	
Excluding law enforcement agencies	1715	62,6%	1024	37,4%	341	74%	120	26%	
Local self-governing bodies (City Halls, Municipal Boards)	1886	77,4%	550	22,6%	691	89,7%	79	10,3%	





Other public authorities	751	71,1%	306	28,9%	131	78,4%	36	21,6%
Excluding law enforcement agencies	505	62,9%	298	37,1%	119	76,8%	36	23,2%
Armed Forces (United HQs)	4418	94,6%	251	5,4%	92	82,9%	19	17,1%

Statistics of dismissed high ranking officials initiated by management in terms of gender

From 1st January, 2012 to 1st April 2013, 8 443 male public servants and 1354 female servants have been dismissed based on the decision of the management from Public Authorities in Georgia. According to the statistics, **1 025 male high ranking officials** and **166 females** have been dismissed.

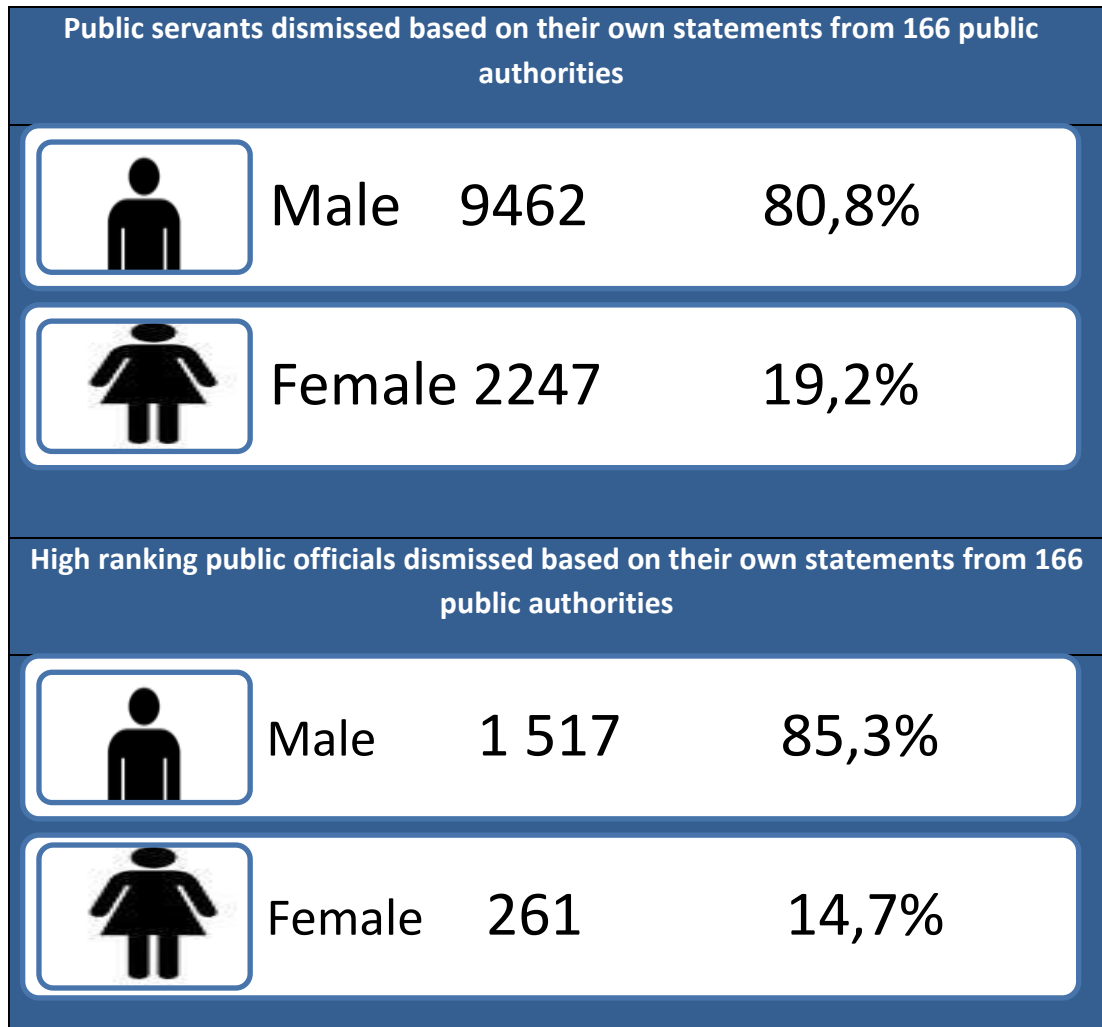


In the context of the types of public authorities, most cases of dismissal, with a high percentage of males (93.3 %) were observed in the Armed Forces (United HQs) of Georgia.





Public servants dismissed by the management according to the types of public authorities									
Types of Public Authorities	Servants dismissed by the management				High ranking public officials dismissed by the management				
									
	Quantity	%	Quantity	%	Quantity	%	Quantity	%	
Central Offices of the Ministries and the Offices of State Ministers	5 182	89,9%	579	10,1%	554	85,6%	93	14,4%	
Excluding law enforcement agencies	129	67,5%	62	32,5%	83	65,9%	43	34,1%	
Legal entities & sub-agencies	1085	78,6%	295	21,4%	182	75,8%	58	24,2%	
Excluding law enforcement agencies	522	71,1%	212	28,9%	115	68,5%	53	31,5%	
Local self-governing bodies (City Halls, Municipal Boards)	597	71,1%	243	28,9%	206	87,7%	29	12,3%	
Other public authorities	285	66,4%	144	33,6%	61	79,2%	16	20,8	
Excluding law enforcement agencies	245	63,1%	143	36,9%	60	78,9%	16	21,1%	
Armed Forces (United HQs)	1294	93,3%	93	6,7%	22	100%	0	0%	

Statistics of public servants dismissed based on their own statements in terms of gender

From 1st January 2012 to 1st April 2013, 9 462 male and 2247 female public servants were dismissed based on their own statements observed in the public authorities of Georgia, whereas 1517 high ranking male and 261 female officials were dismissed from the same public authorities.

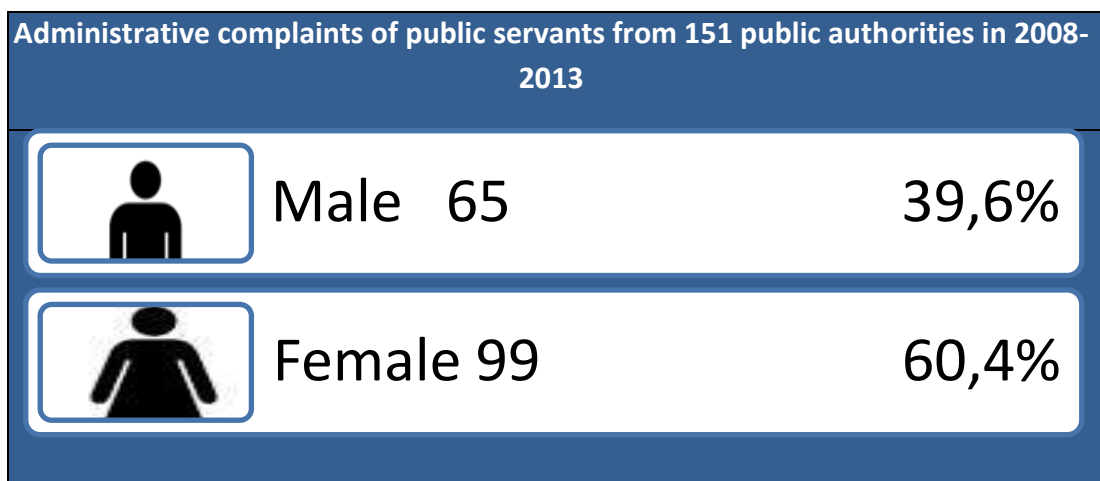


In context of the types of public authorities, high percentage of male public servants (5.2 %) was observed in the Armed Forces (United HQs) of Georgia and high percentage of **high ranking male public officials was observed in local self-governing units (City Halls, Municipal Boards)**. A high percentage of female public servants (40.5 %) was observed in non-law enforcement structures, whereas high ranking female officials (28.3 %) were observed in the non-law enforcement central and state minister offices of the ministries.

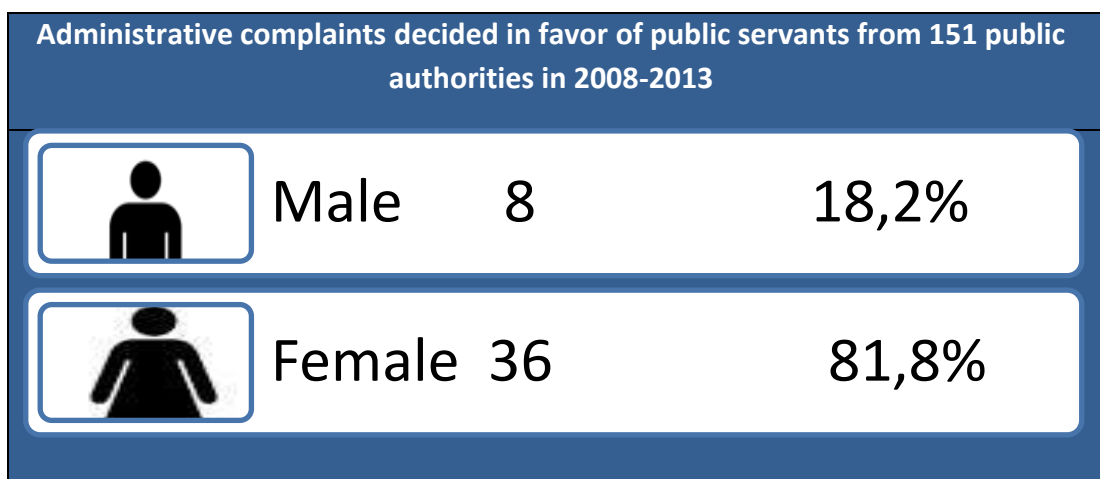
Public servants dismissed based on their own statement according to types of public authorities								
Types of Public Authorities	Public servants dismissed based on their own statements				High ranking public officials dismissed based on their own statements			
								
	Quantity	%	Quantity	%	Quantity	%	Quantity	%
Central Offices of the Ministries and the Offices of State Ministers	1892	77%	566	23%	481	83,8%	93	16,2%
Excluding law enforcement agencies	613	61,9%	377	38,1%	167	71,7%	66	28,3%
Legal entities & sub-agencies	2691	71,9%	1054	28,1%	411	83,9%	79	16,1%
Excluding law enforcement agencies	1193	59,5%	812	40,5%	226	77,1%	67	22,9%
Local self-governing bodies (City Halls, Municipal Boards)	1289	80,8%	307	19,2%	485	90,7%	50	9,3%
Other public authorities	466	74,2%	162	25,8%	70	77,8%	20	22,2
Excluding law enforcement agencies	260	62,7%	155	37,3%	59	74,7%	20	25,3%
Armed Forces (United HQs)	3124	95,2%	158	4,8%	70	72,9%	19	27,1%

Administrative complaints of dismissed public servants in terms of gender

In 2008-2013, a total of 164 administrative complaints were filed by the employees from 151 public authorities, namely 65 complaints were filed by male public servants, while 99 were filed by female public servants.

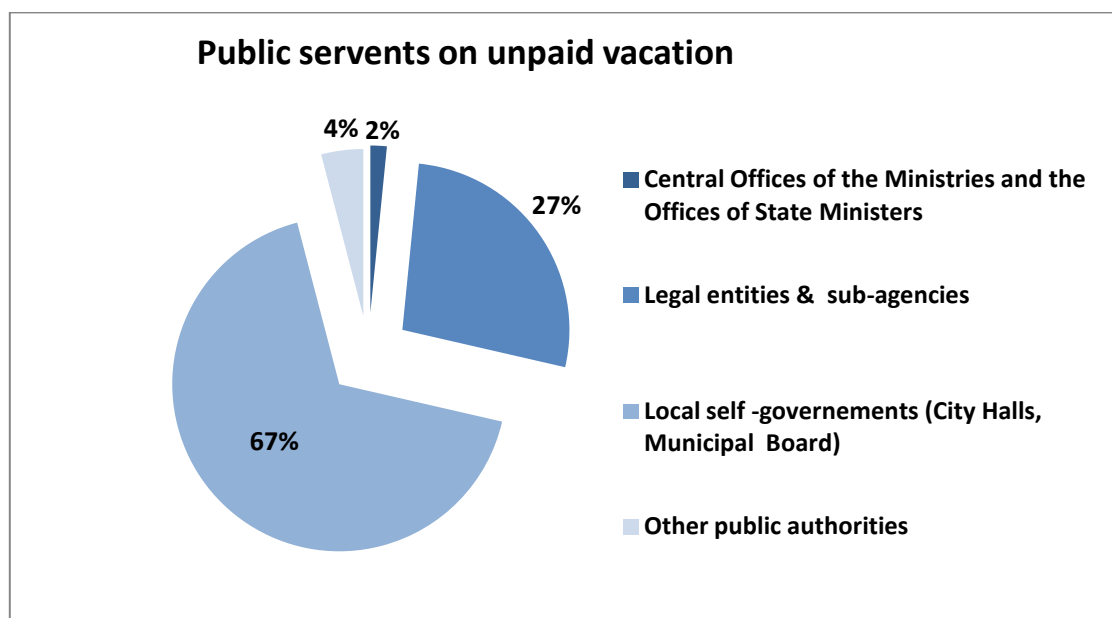


In that period, 44 administrative complaints were issued, 8 complaints in favor of male public servants and 36 in favor of female public servants.



Public Servants' Vacations

According to the Labour Code of Georgia, Chapter 5, Article 21, the worker has a right of at least 24 day paid vacation and at least 15 days of unpaid vacation per year. IDFI has studied the data of unpaid vacations of public servants. According to the data from 164 public authorities, **1 674 public servants** had used their right for unpaid vacation within the period from 1st January, 2012 to 1st April 2013. 100 public servants were from the central and state minister offices of the ministries, **432** – from the legal entities and sub-agencies, 1 077 – from the local governments (City Halls, Municipal Boards), and **65** - from other institutions.

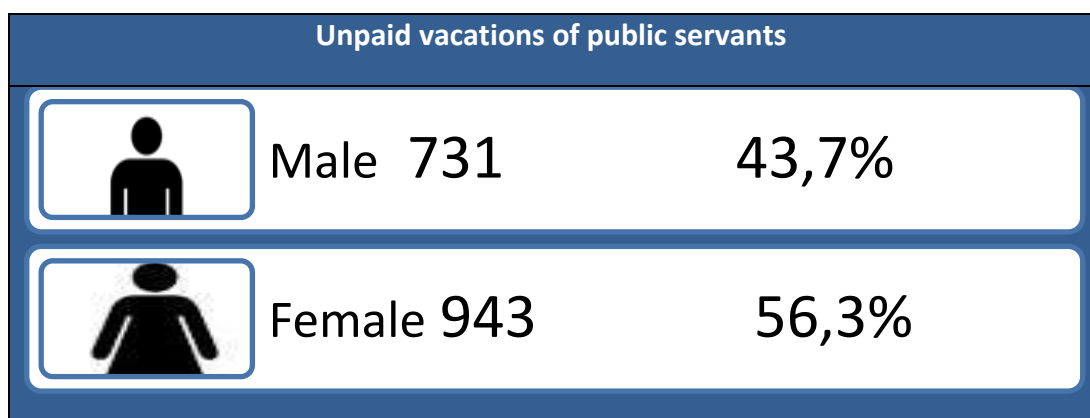


According to the Labour Code, Chapter VI, Article 27, a worker has a right for pregnancy, maternity and child care leaves equal to 477 work days, out of which 125 work days are paid, in case of maternity problems or twins - 140 working day. Same Chapter Article 28 stipulates the same provisions in case of adoption of a child.



From 1st January, 2012 to 1st April 2013, paid maternity leave was taken by 1143 public servants, while there were unpaid cases of 345 public servants.

Statistics on unpaid vacations of public servants in terms of gender

From 1st January 2012 to 1st April 2013, **number** of unpaid vacations for male public servants equals **731**, whereas female equals **943**.



According to the types of public authorities, the number of female public servants that used unpaid vacation highly exceeds the number of male public servants that did so. In the central and state offices of the ministries, the indicator of females that used unpaid vacation goes to 56 %, in legal entities and sub-agencies - to 65.9 %, and 51.8 % to local self-governments (City Halls, Municipal Boards)

Gender balance of public servants that used the right for unpaid vacation				
According to the types of public authorities.				
Types of public authorities				
	Males who used unpaid vacation	%	Females who used unpaid vacation	%
Central Offices of the Ministries and the Offices of State Ministers	46	46%	54	54%
Legal entities & sub-agencies	147	34,1%	285	65,9%
Local Self –Governments (City Halls, Municipal Boards)	519	48,2%	558	51,8%
Public servants in other public authorities	19	29,2%	46	70,8%

Statistics on public servants that exercised the right of paid maternity leave in terms of gender

According to Article 27 of the Labour Code of Georgia: “a worker can exercise maternity, pregnancy and child care leave on his//her request. The Article is vague in terms of men exercising the right to take a leave of absence except for child care provision. It is recommended to place a separate paragraph in case of “child care leave”. Therefore, IDFI observed this issue in terms of gender. The received data was unclear, as public authorities mostly consider this provision for women and the data is not accurate.

Out of information from 163 public authorities, only one case of a man exercising this right has been observed.



N 115627



04/04/2013

ინფორმაციის თავისუფლების განვითარების ინსტიტუტს



თქვენი აწ 26 მარტის #OPDO#/13-124 წერილის პასუხად, მასწავლებელთა პროფესიული განვითარების ეროვნული ცენტრი წარმოგიდგენთ კორესპონდენციაში მოთხოვნილ ინფორმაციას:

8. 2012 წლის 1 იანვრიდან წერილის მიღების მომენტამდე ანაზღაურებადი დეკრეტული შვებულებით ისარგებლა: 4 ქალმა და 1 მამაკაცმა -ცენტრის თანამშრომლები, 1 ქალმა-პროგრამაში: "ასწავლე და ისწავლე საქართველოსთან ერთად" თანამშრომელი, 1 ქალმა-პროგრამის „ქართული ენა მომავალი წარმატებისთვის“ მონაწილე.
9. 2012 წლის 1 იანვრიდან წერილის მიღების მომენტამდე რამდენმა თანამშრომელმა ისარგებლა ანაზღაურების გარეშე დეკრეტული შვებულებით -არც ერთმა.

The information received from Chokhatauri Municipality indicated 8 cases when men exercised this right in line with the Labour Code, Article 22 provision. This Article foresees temporary labour disabilities which specified whether the right had been exercised due to the child care or labour disability.

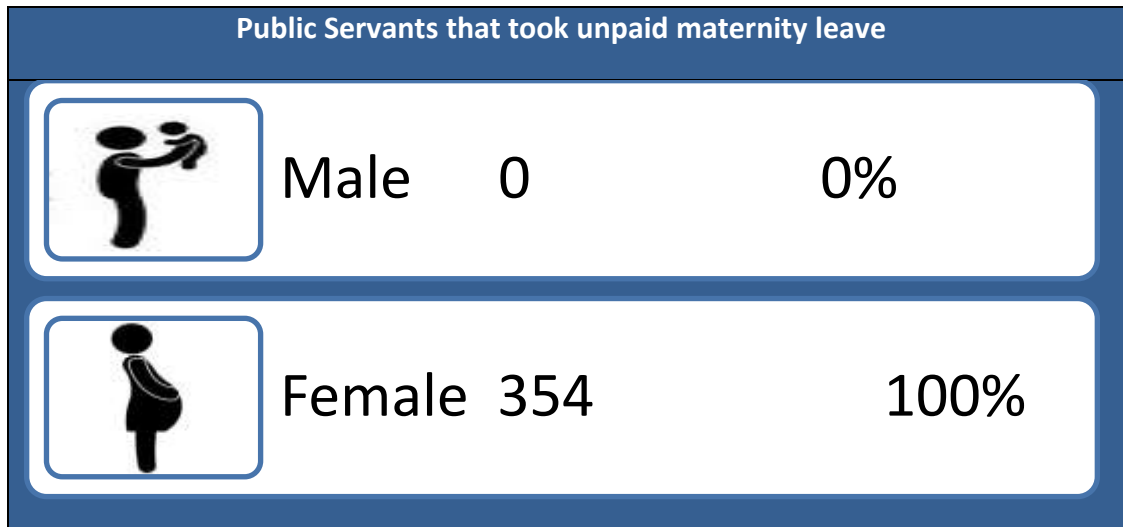
Public Servants exercised paid maternity leave		
	Male 1	0,001%
	Female 1134	99,999%

According to the type of public authorities, most cases, namely **655 cases**, of exercising paid maternity leave were observed in legal entities and sub-agencies.

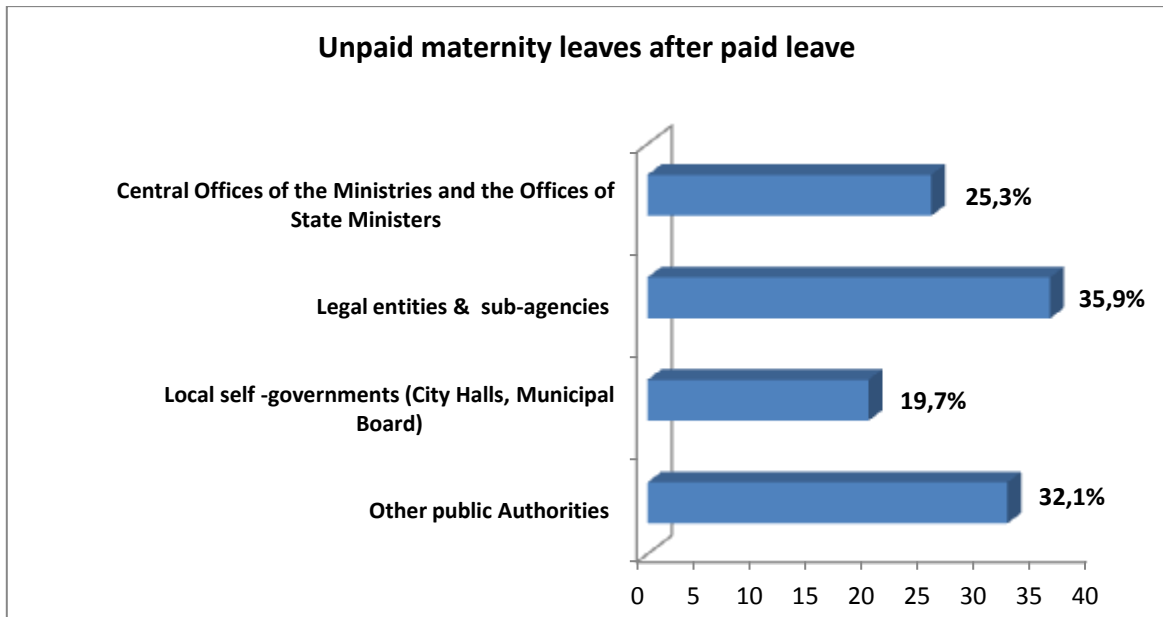
Statistics on paid maternity leave of public servants in according to the types of public authorities in terms of gender				
Types of Public Authorities				
	Males exercised paid maternity leave	%	Females exercised paid maternity leave	%
Central Offices of the Ministries and the Offices of State Ministers	0	0%	249	100%
Legal entities & sub-agencies	1	0,001 %	654	99,999 %
Local Self –Governments (City Halls, Municipal Boards)	0	0%	147	100%
Public servants in other public authorities	0	0%	84	100%

Public servant statistics on unpaid maternity leaves in terms of gender

From 1st January 2012 to 1st April 2013, 345 **women** applied for an **unpaid maternity leave out** of 163 public authorities.



Although the Labour Code guarantees 126 working days paid maternity leave, the public servants took an unpaid maternity leave. According to the study, **only 31 % of the servants applied for an unpaid maternity leave** after a paid leave. In context of the types of public authorities, unpaid maternity leave indicators are as follows:



Conclusion

In the recent period gender issues have received much attention and were subject to much discussion to regulate the issue, including the legislation has been amended in terms of gender issues and long-term action plan to promote gender equality was developed. However, from the data received on gender issues from public authorities in terms of labour relations, it can be observed that there is a need to take complex measures in the public authorities of Georgia to endorse gender balance.

The study has revealed that balance between men and women in public authorities, excluding law enforcement structures, is almost equal, though the data differs between high ranking public officials' statistics. Particularly, the percentage of men highly differs from women within high ranking officials in any public authorities.

In conclusion, the study on the gender balance in the public authorities was developed by the IDFI for the first time. To carry out the study, it required to send the requests to all public authorities on the gender issue data and subsequently to process the data, based on the more or less complete information received. On 1st September 2013, the Decree N 219 of the Government of Georgia "About Electronic Requests and Proactive Disclosure of Public Information" dated 26th August went into force. The Decree prescribes, significant initiatives developed with the coordination of the IDFI by the civil society organization and the Analytical Department of the Ministry of Justice. The Decree defines standards of public information disclosure, rules of the forms of the electronic request of public information and list of information to be published proactively. The list of proactive disclosure of the information by the public authorities defines the component, the obligation concerning the number of employees in the public authorities in context of gender aspect. We consider this obligation a possibility to implement more close and effective study and monitor the gender equality in general.

Public Servants on Gender Perspectives

