



Equal Opportunities at Tbilisi Transport Company



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TBILISI TRANSPORT COMPANY





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- Is one of the newest employers on Georgian labor market (according to GeoStat data of 2016 ranks third).

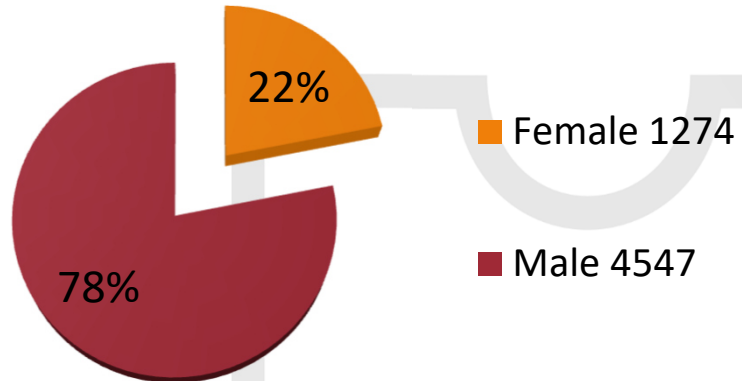




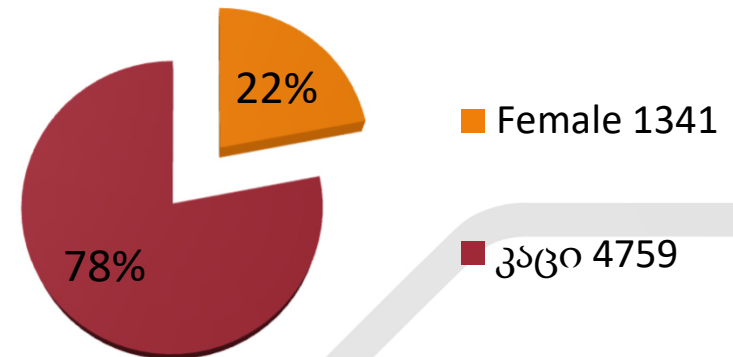
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Company Employee Ratio

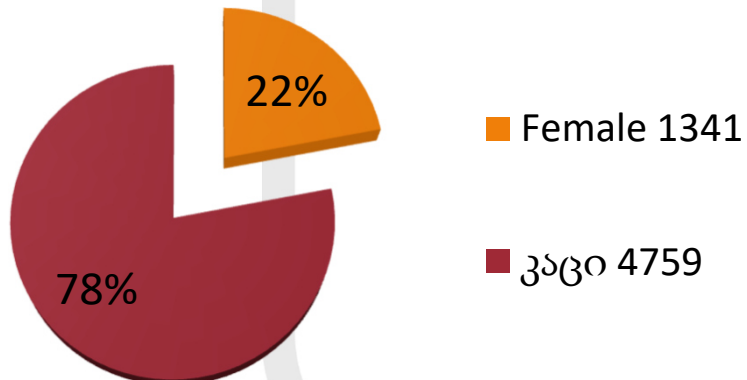
2015



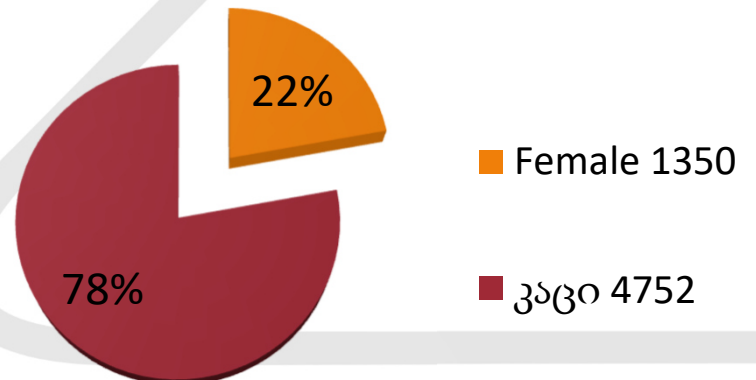
2017



2017



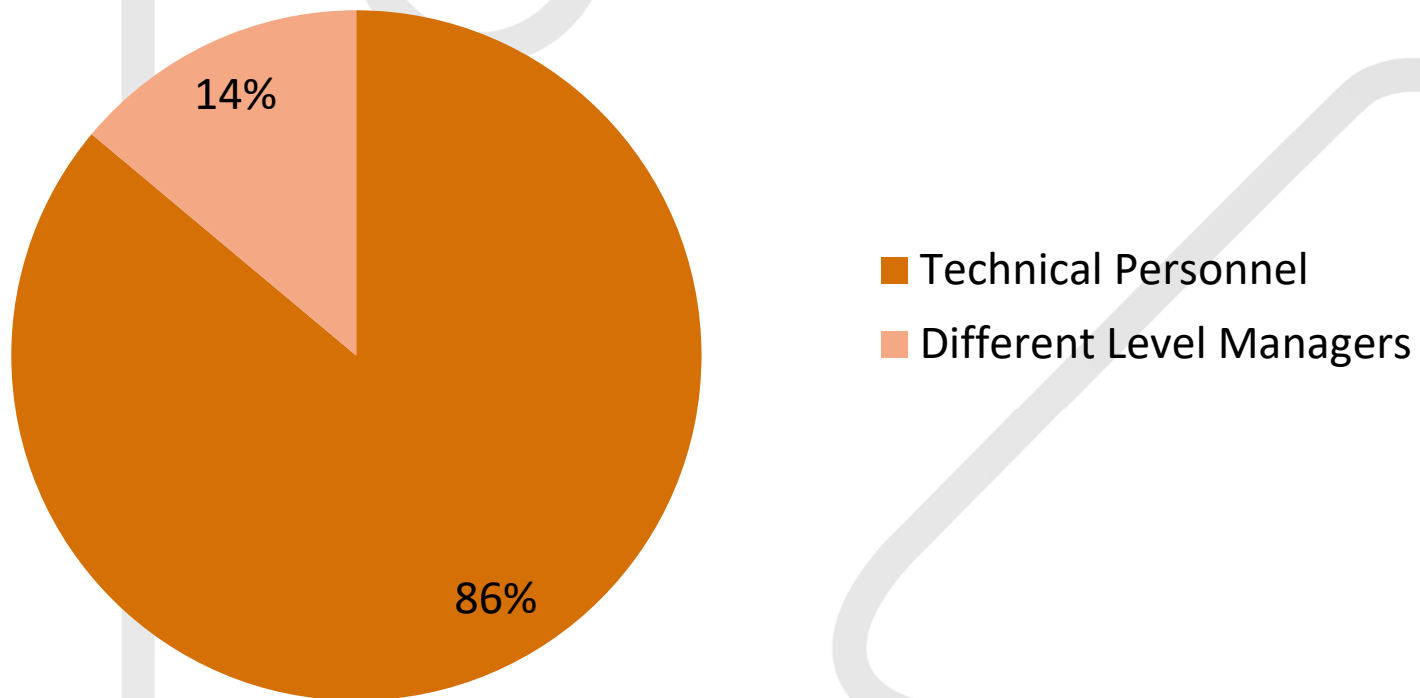
2018





Female Employee Sphere of Occupation

Series 1





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In order to enhance importance of female input and their role following is required

- Gender equality support
- Improvement of working conditions



Presence of company's gender equality policy is related to below listed benefits:

- Employee enhanced engagement and satisfaction
- Balanced culture
- Improvement of passenger service quality
- Low rate of non attendance
- Generation of innovations
- More productive and happy employee
- Problem resolution skill development
- Increased financial income



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**Since 2017, in the scope of Tbilisi bus project, gender equality improvement program is being implemented with the support provided by EBRD.
The project is financed by the government of Japan via EBRD cooperation fund.**

Aim of the project is:

- To support Tbilisi Transportation Company (TTC) to create better employment and training opportunities for employees;
- To improve promotion process of female employees to leading positions;
- To increase female employment in all directions, especially on driver positions.



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Measures to Be Implemented:

- Establishment of common view on equal opportunities and high level corporate management;
- Ensure equal rights and fair treatment for females and males employed at TTC and combat any type of visible and invisible discrimination.
- Ensure good health condition, safety and wellbeing of females and males employed at TTC;
- Support female bus driver education, training and professional development;
- Support TTC equal opportunity policy by means of public initiatives and advocacy;
- Measurement of equal opportunity policy and action plan implementation process progress, share findings via internal and external communications channels.



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Training Programs Scheduled in Company Action Plan

- Company employee training
- Potential employee training
- Professional training course for female bus drivers





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Adequate Working Environment





Females employed at Tbilisi Transpiration Company are provided with variety of benefits established by the company, for example:

- On „Mother’s Day“ – March 3rd company rewards female employees with bonus;
- Company female employees who have children up to 10 years old are provided with 1 (one) hour shorter paid working day;
- Female employees in addition to the benefits provided by the legislation, are provided with additional reimbursement in the amount of 375 (three hundred seventy-five) Lari for child birth, in case of twins amount is given for each child born.



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- In order to promote equal opportunities Tbilisi Transportation Company plans to organize public awareness campaign.

Major priority of company strategy is as follows:

- Provide equal opportunities for female and male employment and access to resources





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Thank You for Your Attention

