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UN JOINT PROGRAMME FOR GENDER EQUALITY NARRATIVE PROGRESS REPORT REPORTING PERIOD: 1 JANUARY – 31 DECEMBER 2021

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¹ Strategic Results, as formulated in the Strategic UN Planning Framework (e.g., UNDAF) or project document;

² The MPTF or JP Contribution, refers to the amount transferred to the Participating UN Organizations, which is available on the [MPTF](#)

[Office GATEWAY](#)

³ The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](#)

⁴ As per approval of the original project document by the relevant decision-making body/Steering Committee.

⁵ If there has been an extension, then the revised, approved end date should be reflected here. If there has been no extension approved, then the current end date is the same as the original end date. The end date is the same as the operational closure date which is when all activities for which a Participating Organization is responsible under an approved MPTF / JP have been completed. As per the MOU, agencies are to notify the MPTF Office when a programme completes its operational activities.

Acronyms and Abbreviations

AoG	Administration of the Government of Georgia
ATIPfund	LEPL State Care Agency
AWF	Association of Women Farmers
BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CC	crisis center
CoE	Council of Europe
CRRC	Caucasus Research Resource Center
CSE	Comprehensive sexuality education
CSO	Civil society organization
CSRDG	Centre for Strategic Research and Development of Georgia
DEVAW	Declaration on the Elimination of Violence against Women
DV	Domestic violence
EU	European Union
EVAWGG	UN Women project “Ending Violence against Women and Girls in Georgia” (EU-funded)
GBV	Gender-based violence
GEC	Gender Equality Council of the Parliament of Georgia
GED	Gender Equality Department of the Public Defender’s Office
GEOSTAT	National Statistics Office of Georgia
GoG	Government of Georgia
GTG	Gender Theme Group
ICPD	International Conference on Population and Development
ICT	Information and communications technology
IDP	Internally displaced person
LEPL	Legal entity of public law
LGBTQI	Lesbian, gay, bisexual, transgender, queer, and intersex
LIO	LEPL Labour Inspection Office of Georgia
MIA	Ministry of Internal Affairs of Georgia
MoES	Ministry of Education and Science of Georgia
MoLHSA	Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health, and Social Affairs of Georgia
MP	Member of Parliament
NCDC	National Center for Disease Control and Public Health of Georgia
NGO	Non-governmental organization
OHCHR	Office of the United Nations High Commissioner for Human Rights

OPG	Office of the Prosecutor General of Georgia
PDO	Public Defender's Office of Georgia
PoG	Parliament of Georgia
PUNOs	Participating United Nations organizations
SDGs	Sustainable Development Goals
SOGI	Sexual orientation and gender identity
SOP	Standard operating procedures
SRHR	Sexual and reproductive health and rights
STEM	Science, technology, engineering, and mathematics
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNJP	UN Joint Programme for Gender Equality
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNSRVAW	United Nations Special Rapporteur on violence against women, its causes, and consequences
UPR	Universal Periodic Review
VAWG	Violence against women and girls
VAWP	Violence against women in politics
VET	Vocational education and training
WEE	Women's economic empowerment
WHO	World Health Organization
WIGs	Women Initiative Groups
WISG	Women's Initiatives Supporting Group

EXECUTIVE SUMMARY

In 2021, the UN Joint Programme for Gender Equality (UNJP) accomplished substantial results contributing to the achievement of the programme's planned outputs and outcomes.

During the reporting period, UNJP continued to strengthen synergies between the three outcomes of the programme, focusing on the following key areas: joint advocacy, capacity-building, research, and awareness-raising.

A joint effort to introduce gender quotas and increase capacity of women candidates over the course of 2021 resulted in a 10 per cent increase in the representation of women in the local government. Apart from increased representation, the PUNOs put additional emphasis on the issue of women's meaningful participation in central and local politics by providing capacity-building opportunities to more than 160 women candidates from various political parties. The UNJP also spearheaded advocacy efforts for women's meaningful participation as co-chair of the UN Gender Theme Group Task Force on Women's Political Participation by reaching out to a wider group of international partners and ambassadors.

During the reporting period, UNJP continued its work to mitigate the socioeconomic consequences of the COVID-19 pandemic by building new partnerships with state institutions responsible for the social protection of the most vulnerable groups. Furthermore, to reach the most vulnerable communities, UNJP organized several small grants programmes for women entrepreneurs. UNJP joined hands with local civil society organizations (CSOs) to support LGBTQI communities, ethnic and religious minorities, youth and conflict-affected communities.

In its long-term effort to strengthen policymaking on women's economic empowerment (WEE), in 2021, UNJP supported the Parliament of Georgia in developing the National Concept for Women's Economic Empowerment. Furthermore, two PUNOs continued to co-chair the Task Force on Women's Economic Empowerment. UNJP also explored new areas of cooperation, such as gender equality and climate change. Through partner organizations, UNJP continued its work to strengthen women's empowerment in the target regions. UNJP-supported Women Initiative Groups (WIGs) implemented community-centered activities involving more than 10,000 rural residents. To enhance the intensity and scale of UNJP activities, UNDP fundraised an additional US\$230,000 during the reporting period.

Based on the strong advocacy and awareness-raising work conducted in 2020, UNJP was enabled to conduct the first-ever study on violence against women in politics (VAWP) in Georgia. In order to identify entry points for strengthening the monitoring, normative and institutional framework on VAWP, especially in the light of the then-upcoming local self-government elections in October 2021, UN Women presented and validated the initial findings of the study in front of the national and international partners and local NGOs working on gender equality and women's empowerment issues. The final report of the study will be presented at another high-level meeting in April 2022, providing the needed evidence and data to work towards eliminating the violence faced by many women while exercising their active and passive political rights. The main goal of the meeting will be, on the one hand, to increase awareness about VAWP and its causes and consequences and, on the other, to initiate discussion towards its prevention and response.

With the aim of putting several priorities—namely ending sexual violence and harmonizing Georgian legislation

to relevant provisions of the Istanbul Convention and other international standards — high on the political agenda of Georgia, a High-Level Meeting on Increasing the Access to Justice to Survivors of Sexual Violence Crimes was organized by UNJP and the UN GTG. Consequently, representatives of the legislative and executive branches of the Georgian Government, the Public Defender’s Office (PDO), the diplomatic corps and international and local non-governmental organizations discussed the perspectives of the reform of sexual violence legislation and came to an important agreement. Specifically, the end-goal of such policy and legislative reform should be, on the one hand, to enable improved access to justice for sexual violence victims and, on the other, to contribute to the prevention of sexual violence by demonstrating strong political will and commitment to eradicate it. Moreover, having consulted practitioners as well, UN Women has included the issue of reforming the sexual violence legislation in the confidential UNCT report to CEDAW on Georgia’s submission, filed earlier in 2021 for the Committee’s attention. In addition to that, with the strong support of UNJP the Government of Georgia (GoG) joined the global Generation Equality movement, which was launched in 2021 at the initiative of the United Nations. In the reality challenged by COVID-19, it creates a new space for the fight for women’s rights and gender equality. The movement is based on a comprehensive blueprint for the advancement of women’s rights – the Beijing Declaration and Platform for Action. One of the commitments undertaken by Georgia under Gender-Based Violence Action Coalition of Generation Equality global movement is to fully align legislation with the Istanbul Convention (including the legal definition of rape).¹

Starting from the second half of 2021, specialized investigators and prosecutors are handling sexual violence crimes in Georgia as a result of the technical assistance provided by UNJP. In particular, UN Women — in collaboration with the Council of Europe (CoE) and the international women’s rights organization “Equality Now”, as well as the Ministry of Internal Affairs of Georgia (MIA), the Office of the Prosecutor General of Georgia (OPG) and the international and local experts, including those from the judiciary — has developed a new manual on effectively investigating, prosecuting and adjudicating sexual violence cases in Georgia. Based on the manual, UN Women, in partnership with the above-mentioned partners, has conducted a cascade of specialization trainings on handling sexual violence cases for investigators, prosecutors, and lawyers.² The trainings will be continued in 2022.

In order to support the GoG in the development and strengthening of violence against women (VAWG) / domestic violence (DV) -related legislation, the UNJP provided technical assistance to the GEC in developing legislative amendments to abolish the harmful practice of so-called ‘virginity testing’. This practice had been of concern for both the CEDAW Committee³ and the United Nations Special Rapporteur on violence against women, its causes, and consequences (UNSRVAW) to Georgia.⁴ These developing legislative amendments aim to abolish this harmful practice by banning the testing both by the National Forensics Bureau and by medical professionals upon the request of physical persons, as recommended by the Interagency Statement by WHO, OHCHR and UN Women, entitled “Eliminating Virginity Testing”.⁵

¹UN Women, “Georgia for Gender Equality” (2021). Available at: <https://www2.unwomen.org/-/media/field%20office%20georgia/attachments/publications/2021/generation-equality%20brochure%20%20eng.pdf?la=en&vs=5132>.

² See Annex 2A for more details.

³ CEDAW Committee, *Concluding observations on the combined fourth and fifth periodic reports of Georgia* (24 July 2014), paras. 20, 21. Available at: <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/482/27/PDF/N1448227.pdf>.

⁴ UN General Assembly, Human Rights Council, *Report of the Special Rapporteur on violence against women, its causes, and consequences on her mission to Georgia* (22 July 2016), paras. 32, 99. Available at <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G16/164/40/PDF/G1616440.pdf>.

⁵ WHO, *Eliminating Virginity Testing: An Interagency Statement* (2018), pp. 14–16. Available at

With UNJP's support, the PoG has initiated legislative amendments aimed at increasing access to VAWG/DV services. A comprehensive Concept Note on the Standards for the Provision of Services to VAWG/DV Survivors in Georgia, which covers the existing situation, gaps and needed legislative amendments to ensure compliance with the relevant international standards, was developed with UN Women's support and served as the basis for the bill. The bill implies the removal of the legal eligibility requirements for accessing state-run shelters, thereby allowing any woman seeking shelter to go directly to a crisis centre (CC), where a group of specialists will immediately determine the specific services needed in each individual case. According to the bill, no formal procedures are required to access the shelters, such as having a restraining/protective order, being recognized as a victim in a criminal case or being granted 'victim' status by the DV status granting group.

In addition to that, UNJP put special emphasis on strengthening lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI) rights in Georgia through a number of interventions on various levels. First, the UNJP has supported the PDO in developing the first special report on the human rights situation of the LGBTQI community in Georgia, which will strengthen the capacity of the PDO's Gender Equality Department (GED) to monitor implementation of the legislation around VAWG/DV and LGBTQI. Furthermore, the special report provides evidence-based policy and lawmaking recommendations for the legislative and executive bodies. Importantly, the findings of the special report along with its recommendations will be incorporated in the PDO's annual parliamentary report, which is one of the crucial national mechanisms supervising the status of the protection of human rights and freedoms in the country.

Second, in order to promote zero tolerance for VAWG/DV, homophobia and transphobia, UNJP supported the Women's Initiatives Supporting Group (WISG), a local Feminist organization with expertise and proven experience in working on the rights of women and LGBTQI persons, to conduct a national study on the perceptions and attitudes towards LGBTQI/Sexual Orientation and Gender Identity (SOGI) in Georgia. Importantly, WISG conducted a representative study on societal attitudes, knowledge and information regarding the LGBT community and their rights in Georgia in 2015. Hence, the results of the new study, conducted more than five years later, offer the possibility to compare and analyze changes in trends, if any, and see existing challenges regarding the LGBTQI community in Georgia. The results of the study should frame the future programmatic interventions of UNJP Phase III as well.

Third, UNJP has supported the LEPL State Care Agency (ATIPfund) in the development of a draft concept on specialized service provision for the LGBTQI community. The draft concept draws on the Special Report of the Public Defender of Georgia on the human rights situation of LGBTQI in Georgia and will be finalized in 2022 after a series of consultations with the relevant professionals and the LGBTQI community. Adoption of the concept will promote increasing access to ATIPfund's VAWG/DV specialized services for the LGBTQI community. UNJP further worked on the Standard Operating Procedures (SOP) on Healthcare System Response to gender-based violence (GBV) / VAWG to ensure that LGBTQI community members are visible throughout the system and that their needs are addressed.

Fourth, UNJP has supported capacity building for over 60 social workers at the LEPL State Care Agency and staff of DV shelters to increase sensitivity and knowledge on how to engage with LGBTQI communities.

Despite the turbulent political and social environment, UNJP continued policy advocacy on various issues pivotal to ensuring genuine gender equality, such as promoting women and girls' sexual and reproductive health and rights (SRHR), combating harmful practices and supporting gender-responsive family policies, among other initiatives. Moreover, the programme successfully cooperated with the relevant governmental institutions to deliver on the commitments assumed by the country under various treaty agreements. UNJP continued policy advocacy of gender-responsive family policies with the PoG and the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health, and Social Affairs of Georgia (MoLHSA) expand the coverage of paternity/parental leave and to eradicate procedural barriers to the enjoyment of rights. Moreover, public sector representatives have been engaged in the dialogue to support the practical implementation of the Labour Code directive mandating fathers to use parental leave for the first time in Georgia.

UNJP made a significant contribution to ensure social norm transformation on comprehensive sexuality education (CSE). The PoG and the Ministry of Education of Georgia assumed the commitment to implement a holistic approach for strengthening CSE through formal and informal education channels. Through UNJP's technical assistance, an evidence-based communication campaign will be spearheaded to provide evidence-based information to the population on the benefit of CSE, preventing violence against children and supporting young people's healthy transition to adulthood.

I. Purpose

The overall goal of the programme is to promote gender equality and women's empowerment by strengthening capacities in the Government, civil society, and communities. Achievement of the overall goal is being realized via the following outcomes:

1. Enhanced women's political and economic empowerment (led by UNDP)
2. Creation of an enabling environment to eliminate violence against women, especially sexual and domestic violence (DV) (led by UN Women)
3. Advanced gender equality and reproductive rights, including for the most vulnerable women, adolescents, and youth (led by UNFPA)

The joint programme directly supports the further realization of the commitments to women's rights and gender equality undertaken by Georgia at both the international and national levels. As such, the UNJP scales up the results achieved by Georgia with the support of the international community, including UN agencies, in the area of gender equality and women's empowerment through innovative initiatives.

The UNJP is fully aligned with national priorities in the area of gender equality and women's empowerment and the stated goals and priority areas of the 2021–2025 United Nations Sustainable Development Cooperation Framework (UNSDCF Outcome 1: Democratic Governance; and Outcome 2: Access to Quality Services and Outcome 3: Economic Development), as well as the Results Strategy for Sweden's Reform Cooperation with Eastern Europe, the Western Balkans and Turkey (2014 – 2020) as well as the new Strategy for Sweden's Cooperation with Eastern Europe (2021 – 2027) and its goal around the enhancement of human rights, democracy, the rule of law and equality. The UNJP is further in line with Georgia's commitments under the nationalized

Sustainable Development Goals (SDGs), especially Goal 1 (target 1.4), Goal 3 (targets 3.1 and 3.7), Goal 4 (targets 4.3.a and 4.7), Goal 5 (targets 5.1, 5.2, 5.3, 5.6 and 5.c) and Goal 16 (targets 16.1, 16.3, 16.7 and 16.b).

II. Assessment of programme results

OUTCOME 1 – Enhanced women’s political and economic empowerment

Within the UNJP, UNDP has been leading the women’s political and economic empowerment component and has been responsible for the implementation of activities and achievement of results under Outcome 1 and its respective outputs. Throughout the implementation process, UNDP has ensured coordination and collaboration among PUNOs to achieve the best attainable results under this Outcome. UNDP co-chaired the Gender Theme Group’s Task Force on Women’s Political Participation, as well as the Task Force on WEE. UNDP is a member of the UN Coordination Group on Youth and the UN Coordination Group on Human Rights. To enhance the intensity and scale of UNJP activities, UNDP fundraised an additional US\$230,000 during the reporting period.

To stimulate policy change and establish gender-sensitive service delivery at the central and local levels, the UNJP has been enhancing the capacity of and providing support to public institutions across the executive, legislative and judicial branches, and the regional and local governments, as well as local implementing agencies and direct beneficiaries. After the adoption of gender quotas, in 2021, UNJP spearheaded advocacy efforts as co-chair of the GTG Task Force on WPP for the increased participation of women in local politics, resulting in women’s increased representation at the local level from 13.5 per cent (277) to twenty-four per cent (491). UNJP continued further high-level advocacy for women’s meaningful participation in addition to increased representation.

As part of an effort to intensify the promotion of women’s political participation during a local self-government election year, UNJP took a three-pronged approach, working with political parties to promote gender-sensitive party programming; providing capacity development for more than 160 women candidates to raise their profile; and sensitizing society at large and first-time voters in particular. People aged 18–29 comprise a fifth of Georgian voters. The first-time voters programme proved to be successful and much needed among the youth.

Moreover, working with youth, including youth from vulnerable communities—such as ethnic and religious minorities, LGBTQI and persons with disabilities — was a cross-cutting priority in the reporting period. UNDP joined hands with the National Center for Disease Control and Public Health of Georgia (NCDC) to enhance youth participation in the COVID-19 vaccination campaign, spread credible knowledge and dispel misinformation about the vaccines among Georgian youth. Work with youth will continue throughout 2022.

Throughout 2021, UNJP’s interventions also supported the national gender equality machinery. In continuation of long-term priorities regarding the development of gender equality policies, UNJP supported the Administration of the GoG in launching work to develop the WEE chapter of the new Human Rights Action Plan and supported the PoG in developing the first-ever National Concept for WEE .

Additionally, throughout 2020, UNJP promoted a gender-sensitive response to the socioeconomic impacts caused by the COVID-19 pandemic. A grants mechanism was enacted for local women from six regions of Georgia. As

a result, the grass-roots support was received by twenty-four local entrepreneurs and business women. Furthermore, UNJP provided a range of trainings to rural women, enabling them to explore new rural entrepreneurship opportunities in farming and agritourism. This, in turn, allowed economic recovery for the most vulnerable.

To further enhance WEE activities and cooperation with the private sector, in the reporting period, UNJP launched work on the Women Entrepreneurs' School in partnership with the Bank of Georgia. This joint initiative aims to support more than 200 women entrepreneurs to enhance business skills in rapidly changing business environment.

Within the reporting period, UNJP enhanced cooperation with civil society organizations (CSOs), non-governmental organizations (NGOs) and community-based organizations through needs-based capacity development and support for mission-driven programming. Moreover, UNJP explored new areas of cooperation, such as gender equality and climate change. Through partner organizations, UNJP continued its work to strengthen women's empowerment in the target regions. UNJP-supported Women Initiative Groups (WIGs) implemented community-centered activities involving more than 10,000 rural residents.

Output 1.1. Duty bearers and rights holders are better able to advance gender equality

Throughout 2021, UNJP focused on finalizing gender mainstreaming initiatives commenced in 2020 with the legislative and executive branches of the national government. These initiatives included targeted advocacy regarding key legislative issues and, given the pandemic situation, promoting a gender-responsive approach to mitigating the impact of the pandemic. This included women's political and economic empowerment and gender mainstreaming at the central and local levels.

With UNJP's support, the Gender Equality Council of the Parliament of Georgia (GEC) has developed the first-ever National Concept for WEE. As a result, the GEC has designed the WEE framework by recognizing gender equality challenges in Georgia, envisaging interventions at the individual, institutional and policy levels. The PoG will adopt the National Concept for WEE in 2022. The concept builds on UN Secretary-General's High Level Panel Recommendations and is structured around seven drivers for transformation. Namely, (1) recognition, reduction and distribution of unpaid and care work, (2) access to assets, (3) gender-sensitive entrepreneurial culture and practices, (4) public sector employment and procurement practices, (5) collective voice and representation, (6) combatting unjust social norms and stereotypes, (7) legal protection and transformation of discriminatory laws and regulations. As a result, the National Concept will define key policy intervention areas for both – legislative and executive branches at central and local levels.

To enhance gender equality mainstreaming tools at the Parliament of Georgia, UNDP assisted the Gender Equality Council at the Parliament of Georgia in introducing the Gender Equality Index at the Parliament of Georgia. As a result, the Parliament of Georgia adopted a Gender Equality Index as a self-administered gender-sensitivity assessment methodology. The tools was originally designed by the European Institute for Gender Equality (EIGE) to analyze how procedures and outputs of parliament respect and promote gender equality. According to the methodology, each term, the Parliament of Georgia will develop two gender-sensitivity index analyses: one at the beginning of the term and the second at the end. The Gender Equality Council will develop the first assessment of the gender-sensitivity index for the tenth term of the Parliament of Georgia in 2022.

Moreover, to enhance the comprehensive policy and legislative framework review and evidence-based policy making, UNJP supported the Parliament in updating the study “Gender Equality in Georgia: Barriers and Recommendations”.⁶ The main aim was to monitor and evaluate the execution of recommendations issued in the first edition of the study (2017) and identify new challenges. The Parliament will present the key findings of the study in 2022.

To encourage participation in the parliamentary work and gender equality policymaking, UNJP offered professional fellowships to two young women with the GEC. As a result, the capacity of the Council has noticeably increased.

As part of its technical assistance, using in-house expertise, UNJP supported the PoG in developing the annual report “State of Gender Equality in Georgia 2020”. The report brought together key achievements in 2020, covering all aspects of gender equality from the legislative as well as executive branches. In the process, the capacity of the GEC has increased to enhance upcoming reports in the future.

As the term of the National Human Rights Action Plan (NHRAP) expired, UNJP supported the Administration of the Government of Georgia (AoG) in launching the preparatory process for drafting another cycle of the NHRAP, focusing on the chapters covering GE, WEE and non-discrimination. The process will largely continue through 2022.

To mitigate the socio economic consequences of the COVID-19 pandemic, in 2020, the AoG initiated a large-scale study to assess the impacts of and response to the pandemic, with international partners contributing to its constituent parts. UNJP led the development of the assessment’s gender chapter, consisting of a quantitative Rapid Gender Assessment as well as several qualitative studies. A complementary qualitative component assessing the specific impacts on rural women was conducted. In addition, UNJP contributed to the AoG assessment with a baseline study documenting the dimensions of the vulnerability of the LGBTQI community. In 2021, with new management in the AoG, UNJP together with other international organizations successfully advocated for the results of the study to serve as a key resource to further inform programmatic efforts to lessen the pandemic’s unequal impact.

UNJP continued its advocacy work through the 16 Days of Activism against Gender- Based Violence campaign and on International Human Rights Day, 10 December 2021. The Human Rights Forum, co-hosted by UNDP and the EU, brought together three key panels: on gender equality, LGBTQI rights and the rights of ethnic minorities. Each panel consisted of government and CSO representatives bringing various perspectives to the successes and challenges. Through such cooperation and the active engagement of the audience, the forum created a space for an open dialogue between the Government and civil society on vital issues concerning gender equality, LGBTQI rights and ethnic minorities.

To enhance inter-party collaboration and dialogue building, UNJP worked towards the establishment of an informal platform for women members of the Parliament (MPs) to build bridges between the representatives of different political parties. The process was launched successfully; at several meetings, the women MPs discussed ways to empower women politically for self-government elections, as well as stressed the need for inter-party

⁶ https://www.ge.undp.org/content/georgia/en/home/library/democratic_governance/gender-equality-research.html

cooperation on women's issues. Yet later, the upcoming local municipal elections have hindered the process. Moreover, at the request of the GEC, the UNJP drafted a project for the inter-party platform that would aim to react to cases of harassment, hate speech and misconduct against women candidates. The process of creating such an initiative was stopped amid the political complications around the matter.

With the local self-government elections taking place in 2021, UNJP fundraised additional resources to put a focus on the effort of promoting WPP. Following the adoption of amendments to the Election Code of Georgia in June 2020, which included gender quotas for both local government and parliamentary elections, UNJP engaged in raising the profile of women politicians in the public eye and on sensitizing the public on the importance of women's role in politics. UNJP also aimed to empower women politicians at the national and local levels by investing in knowledge building, connecting with local communities and providing economic empowerment tools.

Throughout 2021, UNJP offered a Leadership and Advocacy Certificate Programme for women political candidates to more than 160 women political candidates from various political parties. Leadership training programmes were also provided to 50 newly elected women councillors from four regions after the self-government elections. The training aimed to support women candidates in developing skills and gaining information to be immediately put into practice in the pre-election campaign. Training for the candidates covered such topics as the principles of the local elections, their functions and role in the country's (governance) system, the regulatory legislation, campaign management, self-assessment, risks, social media management and so on. Training for the elected women focused on the ways and tools of delivering socio economic support to local communities, especially in the post-COVID-19 period. The Ambassador Extraordinary and Plenipotentiary of Sweden to Georgia, H.E. Ulrik Tideström, has remotely participated in the workshops, offering support and encouragement to the women and highlighting Sweden's feminist foreign policy as a key priority of working with Georgia.

IUNJP will continue to further increase the capacity of newly elected (or re-elected) women at the local level. A large-scale survey was launched in 2021 and will end in 2022 to identify and define group and individual training needs. In addition, UNJP will also offer on-the-job training and capacity development as well as provide networking opportunities and platforms for cooperation to strengthen inter-party and inter-municipal collaborations. In 2021, UNJP assessed the individual needs of women members of the local councils (*sakrebulo*s). Three key needs that have been identified by newly elected women politicians are as follows: (1) decision-making in local government, standards of accountability and transparency; (2) support for local socio-economic development; and (3) cooperation with constituents and communication with the media. To enhance the capacity-building opportunities for women decision makers, PUNOs will join forces to develop high-quality training, including on GBV, sexual harassment, reproductive rights and so on.

To provide a platform for women candidates to exchange views with the diplomatic corps, international development partners, CSOs and the media, UNJP hosted a discussion series with women candidates running for mayor in the regions of Georgia. The discussion sessions allowed candidates to present their vision for local development and their views about the election campaign and environment. The discussions also focused on the challenges and barriers faced by women candidates in the political life of Georgia.

Apart from women candidates, UNJP continued its support to enhance the positioning of women politicians from

the local level, namely members of the Women Councillors' Forum. Several advocacy and coordination meetings/workshops have been organized by UNJP with the participation of high-level representatives from the legislative and executive branches.

The collaboration between the central and local levels resulted in the Women Councillors' Forum uniting women members of municipal councils gathered at an annual conference to discuss the new opportunities brought on by the increased number of women in elective self-government bodies and the specific steps to be taken to bring women's perspective to the local and national agenda. The event brought together more than 350 women members of local councils from all regions of Georgia, as well as representatives from the GoG, PoG, political parties, civil society, and international organizations. Participants discussed women's role in advancing local politics as well as cooperation between the GEC and the municipal gender equality councils.

In its advocacy efforts, UNJP, on behalf of the UN in Georgia, led the preparation of a joint statement of the international community to mark the International Day Against Homophobia, Transphobia and Biphobia. Signed by 23 representatives of international partners, the statement called for action in solidarity with the LGBTQI community, recognizing their increased vulnerability in times of pandemic.

In close partnership with the EU Delegation, U.S. Embassy, other international partners, and the PDO, UNJP provided a platform for the negotiation between the Pride Week 2021 organizers and the MIA. More than 15 formal and semi-formal meetings took place to negotiate the details of each event for the celebration, namely (1) the film screening, (2) the music festival and (3) the march of dignity. UNJP continued to coordinate the international community's response to LGBTQI advocacy issues in Georgia.

Moreover, in the reporting period, to further enhance coordination and cooperation between the international organizations and donors who would like to engage in strengthening LGBTQI issues, UNJP developed the comprehensive policy document "Framework for Social Change on LGBTQI+ Rights." The policy document, which was developed by international experts, will be discussed with strategic partners and be implemented starting from 2022.

Under the auspices of the 16 Days of Activism against Gender-Based Violence campaign, UNJP joined forces with the GEC to establish a chamber named after Maro Makashvili at the Parliament of Georgia. The Parliament honoured this national icon by dedicating a chamber to her. The Maro Makashvili Chamber will host an exposition featuring women members of the PoG throughout history to raise awareness of the first women parliamentarians and other outstanding women in Georgia. The first guests of the chamber were youths, for whom representatives of the PDO, UNJP and CSOs delivered a seminar about women's political empowerment and their role in building democracy.

To advocate for women and girls' greater engagement in science, technology, engineering and mathematics (STEM), high-level representatives from UNDP and the Embassy of Sweden held a meeting with Kutaisi International University students on "Technological advancements to enhance human rights protection globally and in Georgia". The panel discussed the rapid development of technology as a powerful tool for promoting and protecting human rights and increasing the engagement of Georgian women in STEM education. Moreover, an agreement was reached with Dusheti Municipality to develop a STEM programme for young women and girls residing in mountainous and hard-to-reach rural areas of Dusheti.

As part of a public outreach strategy to promote the role of youths in decision-making, UNJP focused on first-time voters through a series of workshops and awareness-raising activities aimed at sensitizing young men and women to the importance of equal representation in politics. In 2021, UNJP launched the “Shall We Go to Vote” educational campaign for the youth , engaging 25 motivated students from across Georgia. The campaign aimed to increase the motivation of young people to participate in the local self-government elections and provide training on the foundations of democracy and the electoral system. At the training of trainers, the young people actively discussed various critical issues such as democracy, central and local self-government (own and delegated powers), elections (presentation of election programmes) and human rights. Selected young participants subsequently conducted a series in their respective regions to educate their peers on democracy, human rights and gender equality. The campaign covered over 200 young people, including ethnic minorities, IDPs, persons with disabilities and conflict-affected youth.

Output 1.2. Gender-responsive policies implemented by national and local authorities

UNJP continued promoting gender-sensitive policies at both the local self-government and national levels.

During the reporting period, to enhance social support at the national level, UNJP was actively supporting a new national initiative— the Social Code of Georgia. UNJP provided technical assistance to the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health, and Social Affairs of Georgia (MoLHSA) in preparation for initiating the development of the Social Code of Georgia. Namely, this included a national coordinator to support the Ministry in facilitating the horizontal and vertical communication and cooperation of the different stakeholders in this process, including the establishment and functioning of working groups.

In 2020, UNJP concluded the entry points assessment to introduce care economy principles in Georgia as part of its long-term efforts to promote the care economy at the national and local levels, under the Czech-UNDP Partnership for the SDGs. UNJP’s follow-up strategy in 2021 was to identify the growth potential of the care economy sector in Georgia and ensure evidence-based, effective and tailor-made policy making across all levels of government .

Moreover, during the reporting period, UNJP supported strengthening access to municipal services for the most vulnerable communities. Namely, UNJP mapped the social protection schemes and services across all 64 municipalities in Georgia. The mapping exercise delineated the key features of the social protection schemes implemented by local municipalities, discussing them according to the lifecycle and the type of protection offered. Based on the findings of the mapping exercise, UNJP will continue to support local municipalities to develop the local social services in a participatory manner. The mapping exercises will also be used by UNJP to enhance the delivery of policy-based social services at the local level.

In a seminal achievement in promoting gender equality in the labour market, the UNJP-supported Labour Code reform was adopted by the Parliament in September 2020. The reform, which UNJP supported with a long-term public outreach and social media campaign and through a long-term consultant to the GEC to support the process, strengthened workers’ protection, introduced clear anti-discrimination articles and established equal pay principles. In the run-up to the adoption of the reform, UNJP also engaged in high-level advocacy on Equal Pay Day, marked in Georgia for the first time.

To continue support to enhancing the implementation of the Labour Code reform, 2021 was dedicated to building new partnerships with state entities, especially those responsible for social protection. UNJP established a collaboration with the LEPL Labour Inspection Office of Georgia (LIO), resulting in the concept and implementation of the Contact (Information) Centre at the LIO. UNJP took action to assist the LIO in enforcing the new norms and regulations enshrined in the Labour Code of Georgia. Given the country's grappling with the nature of labour rights, a demand-driven and innovative project—the Consultancy Unit—was developed to meet the concrete needs of the most vulnerable communities. The project was developed to serve the LIO's beneficiaries with respect to labour rights and occupational safety. The Contact Centre serves as the communication bridge between employees, employers and the LIO. The Centre, alongside the hotline 1575, is planned to be launched in April 2022.

To further support this initiative and the LIO, additional activities were conducted, including training for the LIO staff. The training was conducted in partnership with the PDO and aimed to familiarize the staff of the LIO with the key and sensitive areas of human rights, discrimination, gender equality and other relevant matters.

To enhance access to state-provide services, UNJP launched a new stage of support to the ATIPfund during the reporting period, conducting training for more than 60 social workers and staff of the state shelters for the survivors of the DV. UNJP also supported ATIPfund in assessing the access of the vulnerable communities to state-provided services and supported the development of further strategies to increase access to state-provided services, especially for the most vulnerable and underrepresented communities.

LEPL Social Service Agency received support from UNJP in terms of assessing the structural functioning of the entity, as well as in development of the methodology and questionnaire for the large-scale study on reducing poverty risks among the most vulnerable communities in Georgia, who are recipients of the state-provided social allowances. As a result, the Social Service Agency is working on upgrading its model of work and structure.

To enhance human rights and gender equality capacity among the public servants, UNJP conducted several on-demand capacity building workshops for state employees in partnership with other UNDP programmes. For example, for the Civil Service Bureau of Georgia (CSB), using in-house expertise UNJP contributed to conducting capacity building workshops on gender equality and social inclusion, human rights and rights of persons with disabilities. Furthermore, for the LEPL Zurab Zhvania School of Public Administration, UNJP conducted training for civic educators on human rights and gender equality. Civic educators will continue working with ethnic minorities sharing knowledge on gender equality and principles of human rights.

A new area of cooperation with the national authorities has formed around the response to COVID-19 and its related impacts on the LGBTQI minority. The cooperation is related to the loss of income, risk of violence and heightened risk of mental health issues, as well as the lack of access to health care. UNJP, in partnership with the AoG, held several rounds of coordination meetings with LGBTQI CSOs in order to gain an understanding of the urgent needs of the community during the pandemic and establish mechanisms of cooperation to enable the timely delivery of needed support. Based on the mapping of needs, the UNDP/ EU-funded sister project “Human Rights for All” issued two grants to LGBTQI community organizations to respond to some of the urgent needs. Meanwhile, the UNJP-established “Rapid Response Mechanism” continued functioning through 2021. The mechanism was established in partnership with the AoG and a LGBTQI community CSOs and was further managed by the NGO “Equality Movement.”

In the reporting period, to enhance further policy level advocacy, UNJP supported the PDO to develop the special report on the human rights situation of the LGBTQI community in Georgia (*see more under Output 2.2.*). Furthermore, to create more evidence for the evidence-based advocacy, UNJP supported WISG to carry a national study on the perceptions and attitudes towards LGBTQI communities in Georgia. Results of the study will be used to enhance advocacy and communication campaign at national and local levels (*see more under Output 2.2.*).

In 2021, UNJP expanded its partnerships beyond the two target regions by partnering with several other municipalities, including those led by women mayors. As a result of the self-government elections, Georgia has three women mayors. UNJP works with all three of them. The end of 2021 was dedicated to a needs assessment of all women-led municipalities, namely Dusheti, Ninotsminda and Rustavi. A plan for joint activities has been developed that will be implemented in 2022.

To enhance digitalization at the local level, in partnership with MRDI, through UNDP's Rapid Financing Facility, UNJP provided ICT equipment to the Dusheti Mayor's Office, including laptops, portable scanners, and multifunctional printers. This was a part of a larger initiative, run by MRDI, which aims to enhance e-governance at the local level, by providing digital services on the one hand and ensuring access to those services for the most vulnerable and hard to reach communities, on the other hand.

To enhance cooperation with Dusheti Municipality – that has the most scattered population in Georgia, UNJP will pilot a new initiative to increase the engagement of women and youth in STEM and ICT (information and communications technology). UNJP's support will focus on advancing gender equality in governance, education, and other areas, as well as on closing the digital gap faced by rural girls living in the highlands.

To enhance cooperation in other regions as well, UNJP held several working meetings in the Samegrelo-Zemo Svaneti region's two municipalities (Zugdidi and Poti) and two municipalities in Adjara (Khulo and Keda). Working meetings with several strategic stakeholders aimed to identify local needs and opportunities for future cooperation that could be achieved in 2022. Identifying the needs and further strengthening the work at the local level will ultimately ensure the equal development of the regions and the equal distribution of public goods to the people of Georgia. Supporting local gender equality and human rights-based policies is UNDP's priority.

In addition, in the reporting period, UNJP completed the third phase of cooperation with vocational education and training (VET) institutions in Zugdidi, Poti and Kakheti. In the framework of the cooperation, a new short-term VET course for home-care workers was piloted in the three above-mentioned municipalities. The short-term courses were delivered for beneficiaries from the public and private sectors. The cooperation aimed for the home-care sector to benefit from a highly trained workforce, creating employment opportunities for women as well as providing respite care to relieve the excessive burden of domestic care work. In partnership with the MoLHSA, UNJP will continue developing services related to the care economy through 2022.

In 2021, with UNJP's in-kind contribution, the Gender Equality Council of the Supreme Council of Adjara developed its Gender Equality Action Plan. The Action Plan was adopted in the last quarter of 2021, with implementation to start from 2022. Several joint activities, such as the Gender Equality Conference and knowledge-building training, were planned in 2021 to be implemented in 2022.

Output 1.3. Local women empowered economically and politically through capacity-building and engagement in local decision-making

Throughout the reporting period, UNJP continued active work at the grass-roots level through its cooperation with and support to local women's groups, LGBTIQI organizations and CSOs.

Under the long-term cooperation with the Centre for Strategic Research and Development of Georgia (CSRDG), UNJP continued its cooperation with local Women Initiative Groups (WIGs). In 2021, the CSRDG provided 33 workshops and more than 30 capacity-building trainings, seminars and networking events.

UNJP also further promoted women's active engagement in finding solutions to local community issues by supporting 25 WIGs operating in 11 municipalities of Kakheti and Samegrelo. In 2021, WIGs initiated and implemented 331 different social and educational activities. They actively communicated with newly elected local governments by submitting 61 local community problems in written form to *sakrebulo*s and mayors' offices. In 2022, UNJP will continue its cooperation with existing WIGs and will expand the cooperation to new municipalities.

Continuing its support of local CSOs, in 2021, UNJP once again supported the microgrant scheme for WIGs carried out by the CSRDG. UNJP contributed around GEL 34,000 to the grant competition. As a result, four projects to advocate and protect the social rights of the most vulnerable groups affected by the COVID-19 pandemic received funding.

To further support the economic empowerment of rural women, especially during the COVID-19 recovery process, in partnership with a sister project at UNDP, UNJP implemented a technical assistance competition to support the micro and small-scale/subsistence women farmers from seven targeted regions: Kakheti, Kvemo Kartli, Mtskheta-Mtianeti, Imereti, Guria, Racha-Lechkhumi-Kvemo Svaneti, and Samegrelo-Zemo Svaneti. As a result, 24 women out of 600 participants were selected as the winners. UNJP and FRLD, in cooperation with the Association of Women Farmers (AWF), provided the winners with the agricultural inputs and (essential) equipment to enable them to harness their market potential.

In partnership with two other UNDP projects, UNJP also expanded its cooperation with the AWF in the light of the pandemic. The new initiative targets vulnerable rural women (IDPs, ethnic minority members, single mothers). Training is offered to sensitize the beneficiaries to opportunities in developing rural agritourism. Moreover, 140 vulnerable women received agricultural inputs to start or scale up their family farm production and protect their livelihood.

Throughout the reporting period, UNJP continued empowering rights holders by raising awareness on human rights and gender equality-related issues, as well as, on national and international mechanisms to protect human rights. In partnership with its sister project, the UNJP team visited six internally displaced person (IDP) settlements across the country (with a focus on hard-to-reach communities) to build knowledge and awareness among IDP women and youth on gender equality, human rights and social inclusion. Other activities, such as public lectures and discussions with students, continued throughout the year. Public lectures at Millennium University and Kutaisi International University were organized to discuss the issues of human rights and gender equality during the pandemic, as well as technological advancements vis-à-vis human rights and gender equality. High-level

representatives of UNDP and Sida shared their experience and expertise with the students.

To further enhance the rights of the most vulnerable communities, UNJP joined hands with Union “Sapari ” in support of socially disadvantaged young women who left boarding schools and religious academic institutions. The UNDP-Sapari cooperation aimed to support their first steps in independent living by providing social, legal, and psychological support and vocational education for further employment. Young women also benefited from access to UNJP-provided English language courses. To mitigate the socio economic results of COVID-19, UNJP also continued supporting LGBTQI communities, including through the support to enhance income-generating skills among the vulnerable representatives of the community. As a result, more than 60 community members were able to benefit from different opportunities.

UNJP joined hands with the NCDC to enhance youth participation in the COVID-19 vaccination campaign, spread credible knowledge and dispel misinformation about the vaccines among Georgian youth. Namely, 25 young activists from across Georgia have been trained by the NCDC expert to advocate further the positive impact of vaccines and vaccination among their peers. Moreover, more than 250 young people from across the country attended an online information session within the awareness-raising campaign. In partnership with Georgian Railway, young volunteers disseminated brochures about vaccines and vaccination among passengers of the Batumi, Poti, Zugdidi, Kutaisi and Ozurgeti trains that serve up to 3,000 customers a day.

Within the vaccination campaign, UNDP ensured the targeting of the most vulnerable and hard-to-reach communities by organizing information sessions at the shelter for DV survivors, at events for rural youth from across the country, at rural universities, within LGBTQI communities and so on. A large-scale information session at the Tbilisi crisis center brought together survivors of DV from Tbilisi and the regions. High-level representatives from Sida, the NCDC and UN agencies highlighted the importance of vaccination and addressed the public’s concerns. Vaccination was available on site for those who decided to vaccinate on-spot.

In the reporting period, UNDP and the Bank of Georgia signed a Memorandum of Understanding to support the up-and-coming generation of women business leaders. This unprecedented partnership is expected to create game-changing opportunities for more than 200 women-led start-ups and growing companies across the country. The Women Entrepreneurs’ Programme, to be established under this collaboration, will offer proven business development models to help women identify their best prospects and build effective strategies to achieve their business goals. This unique approach, known as 360-Degree Business Development Support, creates a blueprint for new entrepreneurs, assisting them in four principal areas: gaining theoretical knowledge, learning practical tools, accessing financial resources, and building a strong cooperation network.

As Georgia strives to build an inclusive society based on the fundamental principles of human rights, civic actors play a critical role in strengthening human rights mechanisms and creating an inclusive environment for all. Non-governmental and community organizations, activists and youth groups are monitoring and promoting human rights protection, creating a human rights discourse in civic space, and educating the public, including vulnerable and marginalized social groups. In 2021, UNJP extended its support to CSOs working on human rights, equality, and non-discrimination, offering them strategic development and learning opportunities in several critical areas.

This included the social and legal protection of the LGBTQI communities, economic and social empowerment of women and girls, human rights and gender aspects of climate change, and the rights of people with disabilities,

people displaced by conflict and religious and ethnic minorities. UNJP provided learning, networking, and funding opportunities to equip non-governmental and community organizations with much-needed information about international and local mechanisms available for human rights defenders. UNJP also assisted them in exploring new areas of strategic development and collaboration. Up to 100 representatives from leading CSOs took part in needs-based and demand-driven learning and development programmes. UNJP assistance was implemented in partnership with the PDO and a range of local and international experts.

Special attention was paid to the support of LGBTQI organizations. Namely, strategic development workshops were conducted for community organizations, such as “Temida” and “Identoba Youth”. A reflection workshop, following July’s events, was conducted for “Tbilisi Pride” and its partners, organizing Pride Week 2021. As a result, organizations developed strategic action plans for 2022 and organizational development plans for 2022.

UNJP continued its engagement with “Temida”, “Identoba Youth”, and “Tbilisi Pride” past workshops to expand support for the implementation of strategic action plans for 2022.

High-level guests from Sida and UNDP also visited representatives of the organization “Identoba Youth” – a grassroots organization representing local LGBTQI community in Kutaisi. Discussion was focused on challenges faced by LGBTQI communities. Increasing awareness and empathy of a broader population was named among opportunities to achieve cultural and social change at national and local levels.

“Identoba Youth” was also among the CSOs supported by UNJP to help expand their activities during the period of the pandemic and respond to the needs of the communities they serve. Small grants were issued to the organization to organize community-level discussions and provide key support for the most vulnerable members. The organization also received needs-based support, namely camping equipment to implement a local initiative, “Queer-hiking.”

In 2021, a conference on transgender issues covered a wide range of aspects related to health and social care, including cooperation with state entities to enhance trans health care, international updates and key principles of trans health care, including psychological and physiological aspects. UNDP was among the partners supporting the 2021 Trans Conference that was organized by Trans Association “Temida”.

To expand support to a broader group of CSOs, UNJP offered on-demand training opportunities. Based on the demand from CSOs, in 2021, UNJP conducted the training “Cyber security and Risk Assessment Strategies” to support representatives of non-governmental organizations. Participants were selected through an open competition. Twenty-one representatives from 19 NGOs across Georgia working on human rights and gender equality issues attended the training. Trainers provided participants with the knowledge and skills to understand how to apply the aspects of holistic security in everyday work. The purpose of the training was also to create a collaboration with human rights and gender equality organizations in Georgia. Based on the deepening of proper contacts, they will cooperate closely and expand their activities throughout Georgia in the future.

To better coordinate national engagement, UNDP, UNFPA and UN Women held regular coordination meetings at which representatives of the sister agencies exchanged information on ongoing activities, as well as planned joint advocacy strategies to be utilized in work with national stakeholders, such as the PoG and the AoG. Furthermore, to enhance cooperation with line ministries and the local municipalities, UNDP and UN Women

continued to jointly co-chair the GTG Task Force on WEE.

Moreover, in 2021, together with the NGO Women Engage for a Common Future (WECF), UNDP and UN Women launched a working group on WEE, bringing together experts, academia, activists and representatives of national and international organizations to develop a joint advocacy plan on WEE. The working group aims to collaborate with the high-level stakeholders and empower grass-roots organizations to enhance the WEE agenda. As a result, in 2021, the WEE working group held two working meetings during which group members informed one another on their ongoing projects related to WEE, developed communication and advocacy messages and outlined future cooperation opportunities.

OUTCOME 2 – Enabling environment to eliminate VAWG, especially sexual and domestic violence, created in Georgia

In line with its mandate and scope of work, UNJP has continued to aspire towards enhancing gender equality by contributing to the creation of an enabling environment to eliminate violence against women and girls (VAWG), especially sexual violence and DV. Efforts were targeted at further improvements to relevant policies and laws, as well as the development of services for VAWG/DV survivors provided by both state and non-state actors (such as shelters, CCs, access to justice, career advice and job placement for victims), focusing on maintaining access to the services during the pandemic.

The UNJP continued to place great emphasis on the prevention of VAWG/DV, especially given the new reality and challenges imposed by the COVID-19 pandemic. UNJP has supported ATIPfund and the Georgian Regional Media Association in information dissemination about VAWG/DV essential services for survivors of VAWG/DV to increase awareness and foster more favorable social norms, attitudes, and behaviors among Georgia's general population. As a result, in 2021, the number of restraining orders issued amounted to 10,120,⁷ while 93 protective orders were issued.⁸ It should be noted, however, that the increasing trend in the issuance of restraining orders, i.e., reporting, has been declining since 2016 and fell from 34 per cent increase in 2019 to 9 per cent increase in 2020. Moreover, the number of issued restraining orders decreased by 9 per cent in 2021 as compared to 2020.⁹ Even though there is no evidence available at this time as to the reasons for the decline, it is important to target efforts at analyzing the reasons and reversing the trend as soon as possible.

As for indictments on VAWG/DV, 3,725 cases, compared to 4,614 cases in the previous year, were brought forward, with charges dropped in only 0.5 per cent of the cases.¹⁰ For the first time in several years, the number of indictments is also on the decline, which must be addressed immediately. There is no evidence suggesting a decrease in prevalence of VAWG/DV in Georgia. In fact, on the contrary, the COVID-19 pandemic has caused an increase in prevalence and severity of these crimes worldwide and in Georgia as well. For example, according to the second wave of the gender rapid assessment of COVID-19 situation in Georgia in 2021, 20 per cent of

⁷ Source: Official communication with the Ministry of Internal Affairs of Georgia No. 0 22 00608746, dated 9 March 2022.

⁸ Source: Official communication with the Supreme Court of Georgia No. P-147-22, dated 2 March 2022.

⁹ See Annex 2B for more details.

¹⁰ Source: Official communication with the Prosecution Service of Georgia No. 13/14199, dated 11 March 2022.

respondents confirmed that they have heard of the increase in DV since the spread of COVID-19.¹¹ The PDO's Femicide Watch Report 2020 also states that in recent years, cases of femicide have been trending up, outlining that the COVID-19 pandemic-related restrictions have exacerbated the situation in this regard.¹² Another qualitative study conducted by UNJP in 2020 also found the trend of increased severity in DV.¹³ Hence, this gap between prevalence and reporting needs to be addressed as soon as possible in terms of inquiry into possible reasons and planning remedial measures.

In terms of government funding of VAWG/DV specialized services, the annual state budget allocated for ATIP fund amounted to GEL 7,600,000 in 2021, while GEL 1, 670, 000 has been specifically allocated for the operation of the shelters, CCs, hotline and similar services.¹⁴ This marks a 200 per cent increase over the baseline of GEL 538,493.89 allocated in 2014.¹⁵

Output 2.1. National laws and policies on VAWG, especially on sexual and domestic violence, improved in line with international commitments (DEVAW, CEDAW, BPfA, Istanbul Convention)

The UNJP has continued to aspire towards further enhancement of the respective policies and laws in the area of combating VAWG/DV.

UNJP supported the GEC in consulting CSOs on the challenges in terms of the prevention of and response to sexual violence crimes. One of the problem areas identified by the CSOs was the definition of rape in the Criminal Code of Georgia. UN Women has been advocating for the revision of sexual crimes' articles, especially the one concerning the rape for many years now, since it does not align with the requirements of the Istanbul Convention. Having consulted practitioners as well, UN Women has included this issue in the confidential UNCT Georgia's report to CEDAW filed earlier in 2021 for the Committee's attention. Importantly, with the strong support of the UNJP the GoG joined the global Generation Equality movement, which was launched in 2021 at the initiative of the United Nations. In the reality challenged by COVID-19, it creates a new space for the fight for women's rights and gender equality. The movement is based on a comprehensive blueprint for the advancement of women's rights – the Beijing Declaration and Platform for Action. One of the commitments undertaken by Georgia under Gender-Based Violence Action Coalition of Generation Equality global movement is to fully align legislation with the Istanbul Convention (including the legal definition of rape).¹⁶

Apart from that, with the aim of putting several priorities—namely ending sexual violence and harmonizing Georgian legislation to relevant provisions of the Istanbul Convention and other international standards—high on the political agenda of Georgia, a High-Level Meeting on Increasing the Access to Justice to Survivors of Sexual Violence Crimes was organized by UNJP and the UN GTG with the support of the Government of

¹¹ UN Women, UNFPA, UNDP, *Second Wave of the Rapid Gender Assessment of the Covid -19 Situation in Georgia* (2021) 61. Available at: https://georgia.unwomen.org/sites/default/files/Field%20Office%20Georgia/Attachments/Publications/2021/covid_gender_assessment_2021_eng.pdf

¹² Public Defender of Georgia, *Femicide Monitoring Report 2020* (2022), unpublished.

¹³ Gvantsa Jibladze and Dako Bakhturidze, *Qualitative Research on Violence against Women within the Study on Impact of Covid-19 on Human Rights Protection and Government Response in Georgia* (UN Women 2021), unpublished.

¹⁴ See *Law on the 2021 State Budget of Georgia*, article 16, programme code 27 02 05. Available at <https://matsne.gov.ge/ka/document/view/5071216?publication=3>.

¹⁵ See *Law on the 2020 State Budget of Georgia*, article 16, programme code 27 02 05. Available at <https://matsne.gov.ge/document/view/4734727?publication=2>.

¹⁶ UN Women, "Georgia for Gender Equality" (2021). Available at: <https://www2.unwomen.org/-/media/field%20office%20georgia/attachments/publications/2021/generation-equality%20brochure%20%20eng.pdf?la=en&vs=5132>.

Sweden. Consequently, representatives of the legislative and executive branches of the Georgian Government, the PDO, the diplomatic corps and international and local non-governmental organizations discussed the perspectives of the reform of sexual violence legislation and came to an important agreement. Specifically, the end-goal of such policy and legislative reform should be, on the one hand, to enable improved access to justice for sexual violence victims and, on the other, to contribute to the prevention of sexual violence by demonstrating strong political will and a commitment to eradicate it.

In order to support the Government in the development and strengthening of VAWG/DV-related legislation, the UNJP provided technical assistance to the GEC in developing legislative amendments to abolish the harmful practice of so-called ‘virginity testing’. This practice was another challenge that was identified by the CSOs during the consultation meeting with the GEC and that had been of concern for both the CEDAW Committee¹⁷ and the UNSRVAW to Georgia.¹⁸ The practice of virginity testing is performed in Georgia by the National Forensics Bureau as part of criminal investigations into sexual violence crimes, as well as upon the request of physical persons. The concern is that the virginity examination is performed on unmarried women and girls, often under force, threat, or coercion, to assess their virtue, honor, or social value. It is thus a form of discrimination. The developing legislative amendments aim to abolish this harmful practice by banning the testing both by the Forensics Bureau and by medical professionals upon the request of physical persons, as recommended by the Interagency Statement by WHO, OHCHR and UN Women, entitled “Eliminating Virginity Testing”.¹⁹ The bill has been submitted to the GEC for review.

In addition, as part of the technical assistance provided to the GEC, a package of legislative amendments aiming to change the discriminatory criteria for obtaining the status of ‘single parent’ was also prepared with UNJP’s support. The bill has been handed over to the GEC for initiation in 2022. Since 2017, the national human rights institution—the Public Defender of Georgia—has raised concerns regarding the status of single parent in Georgia in its annual report on human rights. The discriminatory nature of single parents’ legislation and practice has also been criticized by a local human rights NGO. In order to change discriminative criteria for obtaining the status of single parent, a constitutional claim has been submitted to the Constitutional Court of Georgia, and the Parliament took the obligation to amend the discriminatory legislation.

As a consequence, comprehensive analysis of the national legislation and best international practices on regulating single parents’ issues, which characterizes the existing situation, gaps and needed legislative amendments, was developed with UNJP’s support and served as the basis for the amendments aimed at granting access to social benefits, support measures and services for an extended cohort of single parents. In addition, to support justification for the amendments, UNJP will support the GEC in conducting a Gender Impact Assessment of the bill in 2022.

The UNJP provided technical assistance to the GoG in developing legislative amendments aimed at increasing access to VAWG/DV services. A comprehensive Concept Note on the Standards for the Provision of Services to VAWG/DV Survivors in Georgia, which covers the existing situation, gaps and needed legislative amendments to ensure compliance with the relevant international standards, was developed with UN Women’s support and served as the basis for the bill. The bill implies the removal of the legal eligibility requirements for accessing

¹⁷ CEDAW Committee, *Concluding observations on the combined fourth and fifth periodic reports of Georgia*, paras. 20, 21.

¹⁸ UN General Assembly, Human Rights Council, *Report of the Special Rapporteur on violence against women*, paras. 32, 99.

¹⁹ WHO, *Eliminating Virginity Testing: An Interagency Statement*.

state-run shelters, thereby allowing any woman seeking shelter to go directly to a crisis center, where a group of specialists will immediately determine the specific services needed in each individual case. According to the bill, no formal procedures are required to access the shelters, such as having a restraining/protective order, being recognized as a victim in a criminal case or being granted ‘victim’ status by the DV status granting group. After the review by the Parliament and relevant stakeholders, the bill has been initiated in the year 2022.

To promote women’s political participation and leadership in decision-making, the UNJP, supported by the wider UN GTG, steered strategic policy discussions on violence against women in politics (VAWP) in 2020. Policy discussions were held with members of the Parliament, development partners and CSOs to promote the placement of the issue of VAWP on the political agenda and to enhance the political will for its prevention.

This advocacy and awareness-raising work enabled the UNJP to launch the first-ever study on VAWP in Georgia. In order to identify entry points for strengthening the monitoring, normative and institutional framework on VAWP, especially in the light of the then-upcoming local self-government elections in October 2021, UN Women presented and validated the initial findings of the study in front of the national and international partners and local NGOs working on gender equality and women’s empowerment issues.

The final report of the study will be presented at another high-level meeting in April 2022, providing the needed evidence and data to work towards eliminating the violence faced by many women while exercising their active and passive political rights. The main goal of the meeting will be, on the one hand, to increase awareness about VAWP and its causes and consequences and, on the other, to initiate discussion towards its prevention and response. At the meeting, the members of political parties who have not already done so will be encouraged to sign a statement on the prevention of VAWP and elections.²⁰ The statement was first adopted at a high-level meeting on VAWP under the aegis of the UN GTG with the support of the Government of Sweden and the participation of representatives from the legislative and executive branches, the PDO, the diplomatic corps, political parties, and civil society in 2020. The document, on the one hand, recognizes the humiliating and excluding effects of such violence on women and, on the other, encourages parties to adopt a policy of zero tolerance to guarantee women’s free and equal participation in political life.

Output 2.2. Capacity of key policy and service delivery institutions strengthened to promote and protect women’s human rights to life free from sexual violence, VAWG and DV

An enabling institutional environment that allows victims/survivors of VAWG/DV to disclose their suffering and freely seek protection and assistance is the main result of the UNJP’s work at the institutional level under its Outcome 2. Capacity development work has been conducted targeting different service providers in the field of VAWG/DV towards the increased quality of, access to and demand for services.

During the reporting year, the emergency hotline 112 under the MIA continued to provide free services 24/7 for all. The mobile app has a chat mode and silent SOS button, which means that a potential victim could call the police by pushing the SOS button, even without dialing the phone number. The SOS button within the 112 app was added with UN Women’s support through the EU-funded project “Ending Violence against Women and Girls in Georgia” (EVAWGG). The VAWG/DV consultation hotline 116 006, run by ATIPfund, continued to

²⁰ See Annex 2C for more information.

provide legal, psychological, and social consultations in eight languages: Georgian, Arabic, Armenian, Azerbaijani, English, Farsi, Russian and Turkish. The consultation hotline 1481, run by the PDO, also continued to provide consultations on GBV 24/7.

In 2021, the number of restraining orders issued by the MIA amounted to 10,120, a 9 per cent decrease compared to the previous year, while the number of calls related to VAWG/DV made to the unified emergency number 112 amounted to 18,007,²¹ compared to 18,848 in 2020.²² Importantly, UNJP also started to gather data on calls related to alleged sexual violence made to 112, which amounted to 196 calls in 2021.²³ The 112 mobile app was downloaded by 13,463 users,²⁴ while no data are available in terms of how many people have used it to report VAWG/DV.

Apart from that, the electronic surveillance of high-risk perpetrators was used in 15 cases,²⁵ compared to 8 cases in 2020.²⁶ A special GPS system that allows the MIA to permanently control the movement of perpetrators and thereby prevent the reoccurrence of violence was established with the technical assistance of UN Women through the EU-funded project EVAWGG in 2020.

In the spring of 2019, the PoG adopted the sexual harassment legislation establishing the legal definition of sexual harassment, as well as regulations against sexual harassment in public spaces and in the workplace. The evidence generated by UN Women and GEOSTAT under the EU/UN Women/GEOSTAT 2017 National Study on Violence against Women in Georgia has played a critical role in the advocacy efforts by presenting solid justification for sexual harassment regulation. However, the reporting of sexual harassment cases, both in the workplace and in public spaces, remains low. During 2021, the PDO²⁷ and the MIA²⁸ handled 4 and 34 sexual harassment cases, respectively. Interestingly, a trend of the high prevalence of workplace sexual harassment in the civil service and its low reporting has been identified in Georgia in 2021. The study conducted by Caucasus Research Resource Center (CRRC) through the joint initiative of UN Women and the Civil Service Bureau of Georgia found that one third of the survey respondents reported having experienced sexual harassment in the civil service.²⁹ Data show, however, that the majority of sexual harassment cases in the civil service go unreported both by survivors and bystanders.³⁰ Among the factors cited for not reporting were a low awareness about sexual harassment, few available reporting mechanisms, concerns regarding confidentiality, distress towards institutions, feelings of shame or guilt, and the lack of support from colleagues and the general public.³¹ These data might have significant implications on the low number of reported sexual harassment cases in other working and public spaces as well. It should also be noted that the MIA does not keep track of sexual harassment cases that have been dropped prior to reaching trial courts. It remains to be seen, therefore, whether the small number of cases brought forward is attributable to low reporting rates or due to high rates in dropped cases.

²¹ Source: Official communication with the Ministry of Internal Affairs of Georgia No. 0 22 00608746, dated 9 March 2022.

²² Source: Official communication with the Ministry of Internal Affairs of Georgia No. 454331, dated 26 February 2021.

²³ Ibid.

²⁴ Ibid.

²⁵ Ibid.

²⁶ Ibid.

²⁷ Source: Official communication with the Public Defender of Georgia No. 24/3080, dated 21 March 2022.

²⁸ Source: Official communication with the Ministry of Internal Affairs of Georgia No. 0 22 00608746, dated 9 March 2022.

²⁹ UN Women, *Workplace Sexual Harassment in the Civil Service in Georgia* (2021) 8. Available at <https://georgia.unwomen.org/en/digital-library/publications/2021/09/workplace-sexual-harassment-in-the-civil-service-in-georgia>.

³⁰ Ibid. 9.

³¹ Ibid.

During the reporting period, in order to increase the capacities of service providers to VAWG/DV victims/survivors and to ensure sustainability of the UNJP's capacity development results, the UNJP contributed to the improvement of the institutionalized training curricula for police officers, prosecutors and lawyers. Overall, during 2021 alone, 353 police officers, 116 prosecutors and 55 lawyers were trained based on these training programmes.

As of 2021, only specialized investigators and prosecutors handle sexual violence crimes in Georgia thanks to the technical assistance provided by UNJP. In particular, UNJP— in collaboration with the CoE and the international women's rights organization "Equality Now", as well as the MIA, the OPG and the international and local experts, including those from the judiciary— has developed a new manual on effectively investigating, prosecuting and adjudicating sexual violence cases in Georgia. Based on the manual, UNJP, in partnership with the above-mentioned partners, has conducted a cascade of specialization trainings on handling sexual violence cases for investigators, prosecutors, and lawyers.³² The trainings will be continued in 2022.

In addition to that, UNJP supported the mainstreaming of LGBTQI issues in relevant capacity development interventions. Hence, in 2021, UNJP in partnership with WISG, a local LGBT organization with expertise and proven experience in working on the rights of women and LGBTQI persons, has developed training modules on SOGI, LGBTQI and discrimination. As a result, 36 prosecutors, 103 representatives of the MIA and 40 lawyers of the Legal Aid Service (LAS) were trained to strengthen their capacity to ensure an efficient response to VAWG/DV cases and hate crimes against the LGBTQI community. Apart from that, the capacities of 10 representatives of local CSOs on advocacy around LGBTQI and discrimination issues have also been strengthened.

During the reporting period, the Gender Equality Department (GED) of the PDO conducted the monitoring of all state-run shelters as well as the CCs in Georgia on the basis of the monitoring tool developed with the support of UN Women in 2014. Monitoring visits were aimed at assessing the needs of the beneficiaries, as well as identifying any shortcomings or challenges in service provision. During the monitoring visits, special emphasis was also placed on the COVID-19 prevention measures and methods used by the shelters and CCs to ensure uninterrupted service provision to survivors of VAWG/DV. According to the key findings of the monitoring visits, despite the pandemic, continued service provision was ensured. However, preparing survivors of VAWG/DV for independent life after leaving the shelter still remains the main challenge. Apart from that, the GED has identified particular problems related to the availability of some basic hygiene items and everyday clothes at shelters. According to official communication with the PDO, ATIPfund is ready to address the issue immediately in 2022 and purchase all of the above-mentioned items.

The PDO prepared the femicide monitoring report for 2020. The methodology for the case analysis included an assessment of the statistical data, as well as of the administration of justice process to evaluate achieved progress and identify remaining gaps preventing the fight against the problem. The report highlights the main trends, achievements, and challenges of the country's justice policy in the field of violence against women. The report also provides special recommendations to the relevant law enforcement entities for improved prevention. Overall, 34 judgments of the common courts related to crimes committed in 2020 were analysed.³³ The report states that

³² See n2.

³³ Public Defender of Georgia, *Femicide Monitoring Report 2020* (2022), unpublished.

in recent years, cases of femicide have been trending up, outlining that the COVID-19 pandemic-related restrictions have exacerbated the situation in this regard.³⁴ In particular, 24 women were killed in 2020, whereas 19 such cases were reported in 2019.³⁵ In addition, there were 27 attempted killings of women in 2020, compared to 19 such cases in the previous year.³⁶

Furthermore, the report has identified positive trends in how the criminal justice system deals with femicide cases, including the identification of patterns of systemic violence and the process of qualifying femicide cases as gender-motivated killings.³⁷ The femicide monitoring report will be presented by the PDO, with the support of the UNJP, in April 2022.

Apart from that, with UNJP's support, the PDO has developed the first special report on the human rights situation of the LGBTQI community in Georgia, which will strengthen the capacity of the PDO's GED to monitor implementation of the legislation around VAWG/DV and LGBTQI. The report is divided into two parts and incorporates an overview of the international standards for the protection of LGBT+ rights and the commitments of Georgia (with a special focus on discrimination and hate crimes) and an assessment of the legal status of the LGBTQI community in Georgia. Furthermore, the special report provides evidence-based policy and lawmaking recommendations for the legislative and executive bodies. The special report found that, despite some positive steps taken by the GoG in the direction of acknowledging LGBT+ rights, the realization of these rights remains a significant challenge.³⁸ LGBT+ people experience discrimination and violence in almost every sphere, deteriorating their quality of life and creating critical barriers to the enjoyment of their rights. The social and health protection crisis caused by the COVID-19 pandemic made these problems even more visible.³⁹

Importantly, the findings of the special report along with its recommendations will be incorporated in the PDO's annual parliamentary report, which is one of the crucial national mechanisms supervising the status of the protection of human rights and freedoms in the country. In particular, after reviewing the annual report, the PoG will adopt an ordinance or a resolution evaluating the report as well as the Parliament's assignments regarding the PDO's recommendations and deadlines for monitoring their implementation.⁴⁰ The parliamentary Committee on Human Rights and Civil Integration will then oversee the implementation of the resolution within the set deadlines and will submit information to a parliamentary plenary session, which is entitled to take an appropriate decision.⁴¹

During the reporting period, the ATIP fund continued to provide uninterrupted and, at the same time, increased service provision to the survivors of VAWG/DV. To be specific, 428 beneficiaries were placed in shelters, a 36 per cent increase in the number of beneficiaries compared to the previous year.⁴² In addition, crisis centers provided their services to 612 beneficiaries, constituting a 56 per cent increase in service provision compared to the previous year.⁴³ Moreover, four survivors of sexual violence were placed in shelters while 23 survivors were

³⁴ Ibid.

³⁵ Ibid.

³⁶ Ibid; also see Annex 2D for more details.

³⁷ Ibid.

³⁸ Public Defender of Georgia, *Special Report of the Public Defender of Georgia on LGBT+ Rights in Georgia 2021* (2022), unpublished.

³⁹ Ibid.

⁴⁰ *Rules of Procedure of the Parliament of Georgia*, article 163. Available at <https://matsne.gov.ge/en/document/view/4401423?publication=26>.

⁴¹ Ibid.

⁴² Source: Formal communication with ATIPfund No. 07/1979, dated 14 March 2022.

⁴³ Ibid.

sent to crisis centers during the reporting period.⁴⁴ Overall, the nationwide VAWG/DV hotline received 1,864 calls, compared to 1,775 calls in 2020, thus also following the slightly increasing trend in VAWG/DV service use.⁴⁵

UNJP has supported the ATIPfund in the development of a draft concept on specialized service provision for the LGBTQI community. The draft concept draws on the Special Report of the Public Defender of Georgia on the human rights situation of LGBTQI in Georgia and will be finalized in 2022 after a series of consultations with the relevant professionals and the LGBTQI community. Adoption of the concept will promote increasing access to ATIPfund's VAWG/DV specialized services for the LGBTQI community.

During UNJP Phase II, in partnership with the Women's Advice Center "Sakhli", the network and coverage of VAWG/DV CCs was expanded by adding two more CCs in the UNJP target regions (Telavi and Zugdidi) and advocating with the respective local self-governments to take over funding of these CCs by 2020. A relevant agreement was concluded by Sakhli with the municipalities of Telavi and Zugdidi within the previous reporting cycles. The municipalities transferred buildings to Sakhli to operate the crisis centers, while UNJP covered renovation, equipment, and operating expenses until the end of 2021.

Due to the parliamentary elections in Georgia (which took place on 31 October 2020) and subsequent unrest, as well as the pandemic-related constraints and consequent shift in priorities, the municipalities have failed to meet their obligations as laid down in the above-mentioned agreement. As a result, UNJP continued to support Sakhli in maintaining operation of the crisis centers during 2021 while, at the same time, lobbying the municipalities on the take over and exploring other sustainable funding opportunities.

As a result of successful cooperation with Zugdidi Municipality, the local self-government will take over funding and management of the Zugdidi CC by March 2022. The relevant expenditures have been reflected in the municipality's 2022 budget.⁴⁶ To ensure the smooth transition of the CC in Telavi to the local municipality, UNJP has conducted official advocacy meetings with the representatives of Telavi Municipality and the newly elected mayor of Telavi. The meetings were conducted together with the chair of the GEC and in partnership with the National Association of Local Authorities of Georgia (NALAG). As a result, the municipality expressed readiness to continue active consultations regarding the transition process.

During the reporting period, CSO CCs in Tsaishi of the Samegrelo region and Telavi of the Kakheti region provided services to 33 women. Additionally, to promote the CC services among grass-roots women, with UNJP's support, communications products such as videos, radio advertisements and information papers have been disseminated using local media, as well as through the social mobilization initiative under the WEE portfolio. Representatives of the CCs visited three villages in Telavi Municipality (Napareuli, Khodasheni and Ikalto) and distributed information to the local communities.

⁴⁴ Ibid.

⁴⁵ Ibid; also see Annex 2E for more details.

⁴⁶ *Budget of Zugdidi Municipality for 2022*, article 17, programme code 06 02 03. Available at <https://matsne.gov.ge/ka/document/view/5288434?publication=0>.

Output 2.3. Public awareness raised to support prevention and disclosure of the instances of VAWG, particularly sexual violence and DV

The work under this output aims to support the prevention as well as disclosure of VAWG/DV instances, specifically (a) targeting increased awareness among the target audiences of the problem of VAWG/DV; (b) encouraging disclosure of the instances of VAWG/DV and promoting the use of the existing victim support services; and (c) preventing violence from occurring in the longer run by promoting zero tolerance with regard to VAWG/DV.

In order to promote zero tolerance for VAWG/DV, homophobia and transphobia, UNJP supported WISG in conducting a national study on the perceptions and attitudes towards LGBTQI/SOGI in Georgia. Importantly, WISG conducted a representative study on societal attitudes, knowledge and information regarding the LGBT community and their rights in Georgia in 2015. The CSO owns the intellectual property rights on the methodology and questionnaires used for the study. Hence, the results of the new study, conducted more than five years later, offer the possibility to compare and analyze changes in trends, if any, and see existing challenges regarding the LGBTQI community in Georgia. The results of the study should frame the future programmatic interventions of UNJP Phase III as well. The study report will be finalized and presented in early May 2022. In addition, based on the study findings, WISG has prepared the framework for a communications strategy on promoting zero tolerance for homophobia, biphobia and transphobia and popularizing existing services for the LGBTQI community.

To promote GE and tackle sexual harassment in sports, UNJP has conducted a training for 16 women representatives of the Georgian Rugby Union, including referees and players, on the general concepts of GE, VAWG/DV, sexual harassment and existing legal protection mechanisms and services. The training will lay the ground for further programming in this area, specifically exploring opportunities for the establishment of a formal sexual harassment complaints mechanism at the Georgian Rugby Union, the first one ever in Georgian sports.

To inform further programmatic interventions with media representatives on gender-sensitive and ethical reporting, UNJP partnered with IPM Market Intelligence Caucasus LLC (IPM), the most experienced company in the local market that covers the widest range of media resources (across television, radio, digital and print media) and provides direct access to its database for collecting and analyzing the data required, to prepare the media monitoring reports. The reports have been prepared, incorporating information on the amount of media coverage on the problem of homophobia and transphobia as well as the share of positive and negative media coverage on LGBTQI issues in 2020 and 2021.

As a positive change, it should be noted that the results reflect 400 per cent increase in the amount of attention drawn to LGBTQI issues by Georgian media channels. However, there are negative trends that need to be flagged as well. The increased media coverage, on the one hand, has revealed the existing homophobic and transphobic views and attitudes among Georgian society and, on the other, might also have implications on media representatives' unethical way of covering the gender-sensitive issue. In particular, in 85 per cent of the cases, the media has shared the positions of respondents who had homophobic and transphobic attitudes, and in only 15 per cent of the media coverage were the LGBTQI issues covered in a positive context in 2021. UNJP will continue monitoring the media in 2022 and will continue to partner with media representatives to enhance their capacities in gender-sensitive and ethical reporting, with particular focus on LGBTQI and promoting zero tolerance for homophobia and transphobia.

Despite the increasing trend of using electronic surveillance, the cases are still few in number . Reportedly due to a low level of awareness on the new prevention system among society, many survivors of violence refrain from using the electronic surveillance system. Therefore, UN Women through its EU- funded EVAWGG project will support the MIA in producing awareness- raising products about the electronic surveillance of high-risk perpetrators in 2022.

OUTCOME 3 – Advanced gender equality and reproductive rights, including for the most vulnerable women, adolescents, and youth

In 2021, under Outcome 3, UNJP supported key interventions on the levels of policies and legislation, institutions and the grass roots to achieve transformative results for increased gender equality and the elimination of harmful practices and GBV against women and girls, including for those left behind, helping the country to achieve the SDG national targets and the commitments of the Nairobi Summit. Public institutions, such as the Ministry of Education and Science of Georgia (MoES), MoLHSA, MIA and PDO, have been further strengthened to promote comprehensive sexuality education, implement measures for combating harmful practices of child marriage; carry out awareness-raising campaigns on harmful practices; strengthen the healthcare system’s response to GBV/VAWG by, inter alia, integrating the specific needs of women with disabilities and the LGBTQI community; and exercise the monitoring of women and girls’ SRHR and well-being.

Within Outcome 3, UNJP managed to strengthen the capacity of the national gender equality machinery to lead evidence-based policy advocacy on SRHR, harmful practices, gender-sensitive family policies and social norm transformation. The GE Concept was developed by the GEC, integrating inputs and recommendations related to health/SRHR and GBV/ harmful practices. In this process, the Human Rights Secretariat of the AoG was supported to identify the priority issues and measures pertaining to the ICPD agenda and the commitments of the Nairobi Summit — to be integrated into the National Human Rights Strategy (2022-2030) and the next wave of the National Action Plan on Human Rights (2022-2025), based on a thorough analysis of the existing evidence, the UPR and the recommendations of the human rights treaty bodies.

Moreover, policy advocacy and dialogue on gender-responsive family policies has been advanced with the involvement of public and private partners and stakeholders, based on the Compendium on Family Policies highlighting evidence and best practices on what public and private sector organizations in Georgia can do to promote a family-friendly workplace to increase women’s economic participation, as well as support families to achieve their reproductive intentions (the Compendium was prepared in partnership with the EU funded project “EU for Gender Equality”). The first steps in terms of policy change have been made through the introduction of the paternal leave option in the amended Labour Code; the next policy measure being advocated is the adequate maternity and paternity leave packages and the integration of these issues into the Social Code being developed through the leadership of the MoLHSA.

Social perceptions, gender stereotypes and patriarchal norms have been challenged, and positive shifts have been encouraged by supporting gender-transformative programming and innovative communication solutions to strengthen men’s involvement in caretaking, promote involved fatherhood and responsible partnership, and challenge toxic masculinity.

Output 3.1. Strengthened evidence-based policy advocacy to advance an enabling environment for gender equality and reproductive rights and the prevention of violence and harmful practices against women and girls

Throughout 2021, UNJP continued achieving transformative results for increased GE and reproductive rights and the elimination of harmful practices and GBV against women and girls. As a result, promoting SRHR and combating harmful practices and GBV against women and girls (including women with disabilities), advancing gender-transformative programming to engage men, supporting gender-responsive family policies and eliminating discrimination based on SOGI have been prioritized by the Government as the issues to be addressed by various national strategies and action plans. As a result of UNJP's technical assistance and advocacy, the aforementioned issues have been included in the annual action plan of the GEC. The draft National Human Rights Strategy (2022-2030), to be adopted in 2022, resonates with the ICPD agenda. Despite the delay in the development and adoption of the Human Rights Strategy and the National Action Plan on Human Rights (2022-2025), UNJP prepared an argumentative paper for the Human Rights Secretariat of AoG regarding the priority issues and interventions to be integrated into these documents, according to the requirements of Decree No. 629 of the GoG. The paper provides solid evidence demonstrating the need to address issues under the UNJP mandate as recommended through various international treaties and/or national laws, strategies and action plans.

UNJP has advocated for gender-sensitive family policies as an indispensable condition for WEE. According to the 2020 amendment, the Labour Code of Georgia entitles fathers to use parental leave for the first time in Georgia. In the reporting period, UNJP continued policy dialogue with the PoG and the MoLHSA to expand the coverage of paternity leave. Integrating the latter into the Social Code of Georgia, which is being developed in the country, is one of the possibilities being discussed during advocacy meetings. Meanwhile, advocacy with private sector representatives has been ongoing to support increased uptake of paternity/parental leave. The compendium on family policies was prepared for the government and private sector representatives to highlight evidence and best practices on what governments and public and private sector organizations in Georgia can do to promote a family-friendly workplace. It focuses on leading policy initiatives and approaches to promote normative change in the work environment to shift attitudes and practices around family-friendly policies. The compendium and international best practices were shared with the government and private sector representatives (17 in total) at the two-day workshop "Fatherhood and Family-Friendly Workplaces", jointly led by the UNFPA Georgia Country Office and the international partner, Promundo US.⁴⁷

UNJP prepared the ground to advocate for the rights of the LGBTQI community and to integrate their specific needs into relevant policies, action plans and services. In 2021, a communications strategy was developed to serve as the guiding document promoting zero tolerance for homophobia, bi-phobia and transphobia and popularizing existing services among the LGBTQI community. In the spirit of the 'leave no one behind' principle, UNJP prepared amendments to the SOP on the healthcare system's response to GBV/VAWG to reflect the specific needs of the LGBTQI community and women with disabilities while identifying, reporting and referring cases of GBV/VAW. The document encompasses special provisions to ensure a rights-based approach throughout the process. The document was submitted to the MoLHSA for consideration. UNJP will further continue its

⁴⁷ See Annex 3A for more details.

cooperation with the Ministry to institutionalize the SOP and make it mandatory nationwide.

Output 3.2. Strengthened capacity of public organizations and national human rights institutions to advance gender equality and reproductive rights and prevent gender-based violence and harmful practices

To support the fulfilment of the international commitments in the area of gender equality, UNJP continued strengthening systems and public institutions to implement relevant policies and strategies under their respective mandates. UNJP supported the MoLHSA in strengthening the healthcare system's response to GBV/VAWG. As a result, fifty medical professionals in Tbilisi received information on the amendments to the SOP on the healthcare system's response to GBV/VAWG and were capacitated on the specific needs of the LGBTQI community. To ensure the sustainability of the medical professionals' capacity development, UNJP prepared amendments to the online module on the topic, which is part of the continuous medical education programme. The online module will be technically finalized and uploaded to the website of Tbilisi State Medical University in 2022. Moreover, a brochure was prepared on the subject of GBV in pandemics .

UNJP continued strengthening the evidence base for leading informed policy formulation and programming. A study protocol and relevant instruments were prepared in the reporting period to conduct qualitative research on yet unexplored areas of obstetric violence. The fieldwork will be implemented in 2022. The research will inform the future policy advocacy and programming led by UNJP.

As a result of UNJP's advocacy, the necessity to ensure a healthy lifestyle, sexual and reproductive health, and rights education to youngsters is considered and acknowledged by state policy in Georgia. UNJP provided technical assistance to the MoES to implement measures in response to the UPR recommendations related to the integration of CSE in the formal education system. Since the information and skills gaps are considerable at the primary education level, UNJP, in partnership with its implementing partner Tanadgoma, designed and piloted the project "School Doctors' Hour" in six public schools in Tbilisi. The pilot was preceded by the comprehensive 10-day training for school doctors and teachers. Informational sessions (48 in total) were conducted by the trained school doctors on the topics of gender roles, gender equality, puberty, bullying/cyberbullying and others in accordance with the UNESCO guidance on CSE. The pilot implementation was monitored by the MoES, and the results were summed up at a conference, setting plans to expand the pilot in 2022. Moreover, the integration of various aspects of CSE into the formal education system was prioritized in the reporting period. UNJP provided technical assistance to the MoES and trained the "couches"/resource persons of biology and civic education (48 in total) to ensure quality education on CSE. Subject standards in biology and civic education for the secondary education level were updated and handed over to the MoES for endorsement. The Teacher Professional Development Scheme, the guiding document for teachers to progress in their teaching career, was evaluated to draw recommendations on the extent of coverage of CSE issues in teachers' pre-service subject exams .

Finally, with technical assistance from the UNFPA Regional Office for Eastern Europe and Central Asia, UNJP designed a multi-year plan for social norm transformation on CSE. The plan envisages a tiered approach and stipulates working on the policy, institutional and grass-roots levels to demystify sexuality education and consolidate public support to lead quality CSE. The plan was discussed with the civil society representatives, and the final document was endorsed by the MoES. The actual implementation of the plan will commence in 2022;

meanwhile, UNJP started the preparation of a comprehensive communications strategy on CSE.⁴⁸

In 2021, UNJP continued strengthening the PDO to monitor the SRHR of women and girls within the institution's human rights monitoring framework. The third round of the national inquiry was conducted on the SRHR of minority women. The specialized report on the national inquiry will be released in 2022, while the document will also inform the PDO's annual parliamentary report with its recommendations to the Government, to be adopted by parliamentary resolution.

Output 3.3. Strengthened public advocacy for enhancing de facto gender equality and promoting SRHR

UNJP continued holistic programming to trigger social norm transformation and combat harmful practices in the country. An advocacy and communication campaign against the harmful practice of child marriage has been conducted in cooperation with the MIA. The campaign "Do not Deprive Childhood" was officially launched by the deputy ministers of the MIA, the MoES and the MoLHSA as well as the UNFPA CO Head of Office at the official opening ceremony, attended by more than seventy guests. The activities envisaged under the campaign spanned two months and included conducting informational sessions with the relevant stakeholders in the regions of Georgia, printing and disseminating informational brochures and posters in Georgian, Armenian and Azerbaijani languages, arranging a photo exhibition, and preparing and sharing public service announcements through social media, among other initiatives.

Moreover, the advocacy and communication campaign on child marriage was conducted in partnership with the private sector. As a result of UNFPA Georgia's advocacy, a private company, The Body Shop, funded scholarships for three underage young women, victims of child marriage. A video was prepared to feature the human stories of the victims of child marriage, disseminating the encouraging message for young girls to step up and defend their rights. The video aired on the Public Broadcaster and was shared on social media platforms.

To support social norm transformation in favor of gender equality, UNJP scaled up gender-transformative programming with a focus on promoting involved fatherhood and responsible partnership and challenging toxic masculinity. Gender-transformative programming that was aimed at engaging men resulted in remarkable achievements in 2021, described below.

A photo project was released to break stereotypes and address toxic masculinity. Photos of six Georgian male influencers were posted on the campaign's Facebook page "Finalized Official" with such messages as "The boys are never scared" and "A man cannot be a feminist". The project sparked a wide discussion among the public. In all, 704,000 people were reached organically, 4,800 reactions were given to the post, and 4,800 people shared the post through their profiles.

In partnership with a local publishing house, a book called *Fathers and Children*, a compilation of letters and memoirs by famous Georgian fathers and their children, was published and disseminated.

Awareness-raising interventions on involved fatherhood were implemented through social media. A special animation illustrating "tips and recommendations on how to take care of your families and children" was created

⁴⁸ See Annex 3B for more information

and posted on the Fathers' Group on Facebook.

Father's Day was celebrated in Georgia for the sixth time, with two events implemented in two target regions of Georgia. Namely, the events were a robotics and drone workshop and the presentation of the book *Fathers and Children*.

A MenCare campaign also partnered with local illustrators and artists in order to create visual depictions of involved fatherhood. Ten artists created illustrations of dads doing daily chores with their children; two of them were used for murals placed in central areas of Tbilisi and Kutaisi, showing scenes of involved fatherhood.

A workshop was conducted to prepare the ground for replicating the Global Boyhood Initiative in Georgia. The workshop was attended by MenCare activists, as well as the representatives of the relevant line ministries to be involved in the Boyhood Initiative in Georgia. As a result of the workshop, a road map for implementation was developed.

Overall, the content posted on the MenCare Georgia Facebook page ranged from local videos, blog posts, photos and posters to international posts from various organizations and other Facebook pages. The number of followers of MenCare Georgia have increased by 13 percent and has now reached 57,978, with the largest share in the 25–34 age group (45 percent). The page's average daily reach was 46,986 people (meaning that 16,685 people saw at least one of its Facebook posts every day). The total engagement for 2021 was as follows: 90,124 reactions (Like, Love, Haha, etc., with Likes receiving the most reactions); 3,368 comments; 6,798 shares; and 447,000 video views. A total of eighty posts were published to the page. Consequently, through eleven advertising campaigns, 459,250 unique people reached the MenCare Georgia social platform in 2021.

UNJP actively worked with Georgian media to communicate key messages to the wider audience. All of the major events were extensively covered by various media outlets, including television, radio, magazines, newspapers and web portals, that helped to increase the outreach with UNJP's advocacy messages. To further expand existing partnerships with traditional media, UNJP organized a workshop for journalists (with fourteen media outlets) to inform them about recent developments in the field of gender equality, including harmful practices, men's engagement, SRHR and GBV against women with disabilities.

In 2021, UNFPA continued to involve celebrities and collaborate with the private sector in promoting gender equality and equal parenting, as well as sexual and reproductive health and reproductive rights. Moreover, UNFPA continued its close collaboration with existing partners, such as Avon Cosmetics, The Body Shop, Liberty Bank, the Georgian Football Federation and the Football Club "Locomotive". In partnership with The Body Shop Georgia, a series of street murals were installed in central parts of Tbilisi and Telavi, stressing the importance of women's and girls' empowerment. Thanks to UNJP's advocacy, The Body Shop allocated special scholarships for three adolescent girls who are early/child marriage survivors so that they are able to acquire new skills and professions. The Georgian Football Federation and FC Locomotive continued to join forces to promote gender equality, equal parenting, and adolescent girls' involvement in sports.

Overall, the progress towards the achievement of the UNJP's outcomes has been significant in 2021. Notwithstanding the pandemic situation in the country, UNJP managed to lead the policy and public discourse on women and girls' SRHR, harmful practices, comprehensive sexuality education and gender equality. New

partnerships have been secured with private sector representatives to ensure the wider outreach and engagement of people as allies of gender equality. Moreover, a solid foundation has been prepared to facilitate a smooth transition to UNJP Phase III considering the findings of the midterm and final evaluations of the programme.

2021 NARRATIVE PROGRESS REPORT

Annex 1. Indicator Based Performance Assessment

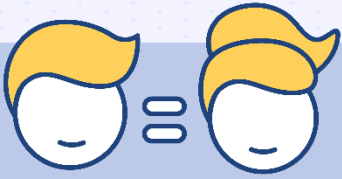
Outcome/output/activity		Indicator	Baseline	Planned Target	Target Status	Reasons for Variance with Planned Target (if any)	Source of Verification
Outcome 1	Enhanced women's political and economic empowerment	Proportion of women to men in local councils Baseline: 13.4% in local self-governance (2017)		Target: 20%	Target has been met: 23.7% in local self-government (491 women)		Central Election Committee (CEC) publications; CEC website
		Increase in Women's employment and economic activity Baseline: employment rate - women 50.6 %, men 64.5 % (2016); economic activity rate - women 56.7%, men 77.4% (2016) *Rates based on the latest data revision from Geostat		Target: employment rate - 48%; economic activity rate - women - 56%	Target has not been met: women employment rate - 33.3%; women economic activity rate - 40.5% *Rates based on the latest data revision from Geostat	Persistent effects of the pandemic: COVID-19 revealed a sharply different pattern with male labor force participation stabilizing, while female participation declined further reflecting possibly increased childcare responsibilities, in line with international experience.	IMF: Georgia: 2021 Article IV Consultation-Press Release; Staff Report; and Statement by the Executive Director for Georgia
Output 1.1.	1.1. Improved policy and institutional framework for advancing gender equality agenda	Percent of population aware of GE issues; Percent of women and men supporting women's engagement in political economic and social life Baseline: 63.8% (2013)		Target: 80%	Target has been met: 86.3% of population (88% of women and 84% of men) do not consider that when women exercise their rights, they are in fact depriving men of their rights (UNDP/UNFPA 2019 survey); 60% of Georgian population think that women's engagement in politics in Georgia will have positive effect on the country (UNDP/UNFPA 2019 survey). 10 percentage points increase since	The target has been met in 2019. No new survey has been conducted.	UNDP, UNFPA and UN Women study: Men, Women and Gender Relations in Georgia, 2020
		Proportion of women (to men) participating as candidates local elections 2021 Baseline: N/A		Target: 35 % (for local election)	Target has been met: women proportional candidates - 42.5%; women majoritarian candidates - 17%; women mayoral candidates - 10% (overall women participation - 10%)		Election report of the IRI technical election assessment mission to Georgia
Activity Result 1.1.1.	1.1.1. The Human Rights Inter-Agency Coordination Council (HRIAC) and its working groups on Gender Equality are supported in gender mainstreaming and policy development to promote gender equality and LGBTQI+ minority inclusion	HRNAP Gender chapters (2021-2025) adopted Baseline: N (2020)		Target: Y	Target has been met. Neither National Human Rights Strategy 2021-2030, nor the Action Plan is yet adopted. The preliminary discussions with AoG has taken place and it is agreed that UNDP will support the AoG in developing the "Equality" related chapter	The Strategy is being elaborated by the Administration of the Government of Georgia, in close coordination with the Public Defender's Office, international partners, CSOs, and other stakeholders. Subsequently, the Strategy will be submitted to the Parliament of Georgia for adoption. The Action Plan will be elaborated after the Strategy is adopted	GoG
		NHRAP includes SOGI considerations Baseline: N (2020)		Target: Y	Target has not been met. Neither National Human Rights Strategy 2021-2030, nor the Action Plan is yet adopted. The preliminary discussions with AoG has taken place and it is agreed that UNDP will support the AoG in developing the "Equality" related chapter	The Strategy is being elaborated by the Administration of the Government of Georgia, in close coordination with the Public Defender's Office, international partners, CSOs, and other stakeholders. Subsequently, the Strategy will be submitted to the Parliament of Georgia for adoption. The Action Plan will be elaborated after the Strategy is adopted	GoG
Activity Result 1.1.2.	1.1.2. Gender Equality Council has a greater capacity and positioning to champion policy change on	Number of legislative and policy initiatives advocated by the GEC; Baseline: 1 (2016)		5 initiatives	Target has been met: 5 (policy initiatives)		Parliament of Georgia (web-site)
Activity Result 1.1.3.	1.1.3. Public better aware of GE issues and supportive of further political, economic and social engagement of women and LGBTQI+ minority	Number in media coverages reflecting adequately GE, women's rights and issues of LGBTQI+ minority Baseline: 2236 articles/news reports (2016)		Target: Increase by 100%	Target has been met. Media coverage has not only increased but has also become more sensitive. Media-monitoring reports reveal that gender-based discrimination in the pre-election period decreases regularly. Yet, women candidates are still granted less media time compared to their male counterparts		Activity reports; Media-monitoring reports
		Proportion of the population considering the protection of LGBT rights as important Baseline: 27% (2019)		Target: 29%	Target has been met: 33%. Furthermore, the Council of Europe recent poll revealed that 47 percent of Georgians are in favour of protecting LGBT rights		Council of Europe study: Hate crime, hate speech and discrimination in Georgia: attitudes and awareness 2021
Activity Result 1.1.4.	1.1.4. In-party and inter-party machinery supporting women is strengthened	Inter-party cooperation mechanism in-place and operational in parliament Baseline: N (2020)		Target: Y	Target has been met partially – informal inter-party cooperation mechanism in place and operational in parliament. Yet, no formal structure for such a mechanism has been adopted yet	National elections in 2020 and local self-government elections in 2021 became barriers to establishing such a mechanism. As the inter-party cooperation format would advance, election-related differences would hinder conversations	
Activity Result 1.1.5.	1.1.5. Public - including first-time voters, are better aware of the importance of equal political representation and has increased capacity to create a bottom-up demand for	Discontinued, merged with 1.1.3					
Output 1.2.	1.2. Gender responsive policies applied by national and local authorities	Number of gender sensitive national and/or local programmes/policies approved Baseline: 3 (2016)		Target: 5	Target has been met: 6 (2021-2025 Strategy for supporting small and medium-sized businesses in Georgia; 2020-2025 Strategy for developing a wideband network in Georgia; Action plan 2021-2023 of dealing with climate change issues in Georgia; Action plan 2021-2025 of ensuring transportation safety in Georgia; 2022-2030 Strategy for developing health care system in Georgia; 2019-2023 Strategy and Action plan for developing labour market in Georgia)		Parliament's thematic inquiry: Gender Mainstreaming in Public Policy in Georgia
		The proportion of HRNAP Gender chapters (2021-2025) actions initiated Baseline: 0 (2020)		Target: 15%	Target has not been met. Neither National Human Rights Strategy 2021-2030, nor the Action Plan is yet adopted. The preliminary discussions with AoG has taken place and it is agreed that UNDP will support the AoG in developing the "Equality" related chapter		
Activity Result 1.2.1.	1.2.1. Target executive branch agencies (MOF, MOA, MES, MRDI, MESD, CSB) have greater capacities to promote Gender Equality	Proportion of activities from HRNAP Gender chapters (2021-2025) initiated by each target institution (Parliament; MRDI MoHLSA; MoESCS) Baseline: 0 (2020)		Target: 15%	Target has not been met. Neither National Human Rights Strategy 2021-2030, nor the Action Plan is yet adopted. The preliminary discussions with AoG has taken place and it is agreed that UNDP will support the AoG in developing the "Equality" related chapter		
		Number of diversity and inclusion trainings conducted with partner Institutions (e.g. MRDI; CSB) Baseline: 0 (2020)		Target: 2	Target has been met: 3 diversity and inclusion training conducted for partner institutions. Namely, (1) social workers at the State Care Agency (in three groups), (2) DV/VAW shelter employees (in three groups), (3) CSB staff and (4) the Human Rights Secretariat Staff at the Administration of the Government of Georgia		

Activity Result 1.2.2.	1.2.2. Gender Equality institutionalized in the standard judicial training curriculum and Courts collect sex disaggregated	Discontinued					
Activity Result 1.2.3.	1.2.3. Local Authorities consider gender differences while planning and delivering local services	Number of LG units developing gender sensitive policies Baseline: 2 (2017) Women candidates running for local elections 2021 supported by UNDP in capacity development Baseline: 0 (2020) Number of initiatives advocated by the Women Councilors Task Force with Regional and/or central authorities Baseline: 11 (2020)		Target: 3 Target: 50 Target: 3	Target has been met Target has been met: 130 Target has been met. 3 initiatives advocated by the Women Councilors Task Force		Partner reports; attendance sheet
Output 1.3.	1.3. Economic and political empowerment of women and LGBTIQ+ minority through better opportunities for income generation and political participation	Number of women that improved their economic/social conditions as a result of the programme; Baseline: 131 (2019) Share of UNIP-supported Women Initiative Groups (WIG) which successfully mobilised external funding to implement activities Baseline: N/A (2020)		Target: 250 Target: 10/26	Target has been met: 272 (employment from VETs and micro grant competition winners from AWF) Target has been met: 12 (cumulative 2020-2021); (8/24 in 2020; 4/19 in 2021)		Partner institutions' activity reports CSRDG (partner institution) activity report
Activity Result 1.3.1.	1.3.1. Women and LGBTIQ+ minority members are better equipped with income generation skills, including through tailored professional education programs offered at VET centers	Number of target group members trained by partner VET institutions in income-generation skills (disaggregated by gender, IDP status, SOGI, disability) Baseline: 372 (2019) Share of UNIP-supported VET participants employed following VET training (disaggregated by IDP status, disability, ethnic minority) Baseline: 51% (2017) Number of awareness raising activities conducted among VET instructors regarding Diversity and Inclusion Baseline: 0 (2020)		Target: 400 Target: 54% Target: 3	Target has been met: 431 Target has been met: 65% Target has not been met: 0	Plans were hindered by the changed modality of work amid the COVID-19 pandemic. It is preferable to conduct diversity and inclusion related training in person, given sensitivity towards the matter in rural areas of Georgia	VETs activity report VETs activity report
Activity Result 1.3.2.	1.3.2. Local women have better entrepreneurial/life skills and enjoy improved access to financial resources through micro credits and/or government	Discontinued, merged with 1.3.1					
Activity Result 1.3.3.	1.3.3. Community mobilisation results in enhanced women's participation and activity in local decision making.	Number of institutional development activities in support of Women Initiative Groups (WIG) conducted Baseline: N/A (2020) Proportion of initiatives proposed by UNIP-supported WIGs adopted/implemented by local authorities Baseline: 43.8% (2019)		Target: 5 Target: 45%	Target has been met: 6 Target has been met: 44% (42/95)		CSRDG (partner institution) activity report CSRDG (partner institution) activity report
Activity Result 1.3.4.	1.3.4. Successful cases of women's empowerment	Discontinued					
Outcome 2	Enabling environment to eliminate VAWG, especially sexual and domestic violence created in Georgia	1. % change in issued protective and restrictive orders Baseline: 902 restrictive orders and 87 protective orders issued in 2014 (100%). 2. % of change of indictments on VAWG cases, in particular DV and sexual violence crimes Baseline: 516 DV and 80 rape cases in 2014 (100%) 3. % of change in the state budget allocation for the State Fund on DV issues by 2020 Baseline: GEL538,493.89 allocated in 2014 (100%)		10% increase 10% increase N/A	10213 restraining and protective orders issued amounting to a more than a nine-fold increase. Note: however, in 2021, the percentage of restraining orders issued by the MIA decreased by nine per cent compared to the previous year. 500% increase. Note: however, in 2021, the percentage of indictments on VAW cases decreased by 19 per cent compared to the previous year. 200% increase		Ministry of Internal Affairs' and Supreme Court of Georgia's official data Chief Prosecutor's Office official data Official communication with the State Fund re budget and external evaluation report
Output 2.1	2.1. National laws and policies on VAWG, especially on sexual and domestic violence improved in line with international commitments (DEVAW, CEDAW, BPfA, Istanbul Convention)	1. Existence of an adopted and costed DV NAP Baseline: DV NAP 2013-2015 has not been 2. Recommendations for amending the DV and VAWG related legislation drafted Baseline: Recommendations for amending DV and VAWG related legislation partially drafted (2015). (Second		Yes Yes	In progress Draft packages developed and submitted to the Parliament of Georgia		Formal communication with the GE/VAW Commission Communication with the Parliament
Activity Result 2.1.1.	2.1.1. To provide technical assistance to the Inter-agency Commission on Gender Equality, Violence against Women and Domestic Violence (Inter-Agency Commission) to enhance its capacity to develop, coordinate and monitor implementation of the national policies in the area of combating and preventing VAWG/DV	1. # of GE/VAW Commission meetings resulting in concrete follow-up actions 0 Regularity of reports on the implementation of the relevant sections of the VAWG/DV NAP developed by the GE/VAW Commission members and submitted to the Commission 0		2 meetings Annual	One meeting held No reports on the implementation of the relevant sections of the VAWG/DV NAP developed	There was a gap in appointment of a new Assistant to the Prime-minister in Human Rights from February 2021 until August 2021. After appointment of a new assistant GE/VAW Commission meeting was held in November 2021. Due to a gap in appointment of a new Assistant to the Prime-minister in Human Rights from February 2021 until August 2021 the new wave of VAWG/DV NAP was not adopted in 2021. The process is at the final stage and should be finalised in the first half of 2022.	External evaluation GE/VAW Commission meeting minutes
Activity Result 2.1.2.	2.1.2. Technical assistance provided to the DV Council to enhance its capacity for the evaluation of the DV NAP 2013-2015 and facilitate informed and participatory process of drafting and implementation, monitoring and reporting in	Discontinued / put on hold for this transitional period	N/A	N/A	N/A	N/A	
Activity Result 2.1.3.	2.1.3. To support the Inter-Agency Commission to carry out analysis and prepare needed amendments to VAWG, LGBTIQ and women with disabilities-related	Existence of amendments to the VAWG related legislation and relevant policies drafted by the Commission in line with international commitments and best international practices (DEVAW CEDAW, Beijing Platform for Action, GREVIO)	No	Yes	Draft package developed and initiated by the Parliament	Formal communication with the Parliament of Georgia	
Activity Result 2.1.4.	2.1.4. Technical assistance provided to the DV Council to enhance its capacity to improve data collection and analysis in the field of VAWG, especially sexual	Discontinued / put on hold for this transitional period	N/A	N/A	N/A	N/A	
Output 2.2	2.2. Capacity of key policy and service delivery institutions strengthened to promote and protect women's human rights to life free from sexual violence, VAWG and DV	1. # of shelters for DV victims/survivors functional and funded from the State Budget by 2020 (Target: 6 shelters operational by 2020) Baseline: 4 shelters in 2015 2. # of crisis centers operational and funded from local budgets Target 2020: 3 crisis centers Baseline: No state funded crisis centers 3. Existence of specialized state provided services for sexual violence victims/survivors delivered in line with the Istanbul Convention requirements; Target 2020: Specialized state provided services for sexual violence victims/survivors established and functional in line with the Istanbul Convention requirements Baseline: No specialized services for sexual violence victims/survivors exist by 2014.		N/A N/A N/A			

		4. LGBTI issues mainstreamed in capacity development interventions of key government stakeholders working on violence (MoIA, Chief Prosecutor's Office, GBA, Judiciary)	Baseline: LGBTI concerns are not integrated into the capacity development interventions of key	Yes	Yes		External evaluation
		5. Existence of institutionalized mandatory training programs on VAWG, in particular DV and sexual violence for judges, prosecutors, and lawyers; Target 2020: Mandatory training programs on VAWG, in particular DV and sexual violence for judges, prosecutors, and lawyers developed and institutionalized;	Baseline: Sexual violence issues are not covered in training programs for judges, prosecutors and lawyers only exist on	Yes	Yes		Formal communication with the HSOJ, Chief Prosecutor's Office and GBA
		6. The mandate of social workers expanded to respond to DV cases by 2020;	Baseline: Social workers only engage in DV cases where juveniles are	N/A			
Activity Result 2.2.1	2.2.1 To strengthen capacity of patrol, district and criminal police officers to ensure efficient response to VAWG/DV cases and hate crimes against the	# of police officers trained	0	100	120		Formal communication with the Police Academy and the MoIA
Activity Result 2.2.2	2.2.2 Merged with activity 2.2.1 above						
Activity Result 2.2.3	2.2.3 Support the Ministry of Internal Affairs provided in the establishment and development of a specialized unit/division to oversee investigations into and response to VAWG, in particular sexual violence	Completed					
Activity Result 2.2.4	2.2.4 Support the Supreme Court of Georgia provided through the analysis and capacity development of the common courts of Georgia to generalize judicial practice on VAWG , in particular sexual violence	Discontinued / put on hold for this transitional period					
Activity Result 2.2.5	2.2.5 Support provided to the Georgian Bar Association in order to train private lawyers on VAWG, in particular sexual violence and DV as part of the mandatory continuous legal	Discontinued / put on hold for this transitional period					
Activity Result 2.2.6	Capacity of the Ministry of Education and Science of Georgia strengthened to promote zero tolerance towards VAWG, in particular sexual violence and DV through integration of these issues into the national school curricula	Discontinued / put on hold for this transitional period					
Activity Result 2.2.7	2.2.7 To support the State Care Agency in increasing access to its VAWG/DV specialized services for the	LGBTQI issues mainstreamed in the service provision to VAWG/DV survivors	No	Yes	Yes		Periodic reports by the responsible party
Activity Result 2.2.8	2.2.8 Support provided to the State Fund to establish two additional shelters (location TBD) for DV	Merged with activity 2.2.7 above					
Activity Result 2.2.9	2.2.9 To strengthen capacity of the PDO's GED to monitor implementation of the legislation in relation to the rights of the LGBTQI community and women with disabilities, with a focus on GBV and hate	LGBTI issues mainstreamed in the PDO's human rights parliamentary report	No	Yes	In progress	The first special report of the PDO on the human rights situation of the LGBTQI community in Georgia is finalised and will be presented in 2022.	Report of the PDO to the Parliament of Georgia on the Human Rights Situation in Georgia
Activity Result 2.2.10	2.2.10 Capacity of social workers of the Social Service Agency under the MoLHSA strengthened to provide quality services to DV victims/survivors (and	Discontinued / put on hold for this transitional period					
Activity Result 2.2.11	2.2.11 To strengthen capacity of the Legal Aid Service of Georgia to provide legal consultation and court representation services to members of the LGBTQI community and	# of Legal Aid Service lawyers trained	0	40 lawyers	40 lawyers		Formal communication with the PLE Legal Aid Service
Activity Result 2.2.12	2.2.12 To support the Chief Prosecutor's Office of Georgia to strengthen capacities of prosecutors to ensure efficient response to VAWG/DV cases and hate crimes against the LGBTQI	# of prosecutors trained	0	30 prosecutors	100		Formal communication with the Chief Prosecutor's Office of Georgia
Activity Result 2.2.13	2.2.13 To strengthen capacities of CSOs on advocacy around LGBTQI and women with disabilities	# of CSO trained		10	10		WISG narrative reports
Activity Result 2.2.14	2.2.14 To support the government in the development of a concept on specialized service-	Existence of a draft concept on specialized service provision	No	Yes	Yes		Report by the State Care Agency
Output 2.3	2.3. Public awareness raised to support prevention and disclosure of the instances of VAWG and DV	1. % of change in public awareness of the existence of the DV law and relevant services in Tbilisi and target regions above the baseline by 2020; Target 2020: 20% increase 2. % of people who think it is never justifiable for a man to beat his wife, by sex; Target 2018: 90%	Baseline: In 2013, 50% were aware of the existence of DV hotline and 57% were aware of Baseline: In 2013, 69% of citizens (73.3% women and 60.5% men) believed that DV is a	N/A	N/A		
Activity Result 2.3.1	2.3.1 To promote services and legal protection mechanisms targeted at LGBTQI and women with disabilities;	# LGBTQI community members and women with disability reached		500	0	Since the main strategic documents on LGBTQI rights and services are being finalised no activities to promote services and legal protection mechanisms targeted at LGBTQI and women with disabilities have been implemented in the reporting. The activities will be carried out in 2022.	Narrative reports
Activity Result 2.3.2	2.3.2 To promote zero tolerance towards homo- and transphobia;	Number of media coverages on the problem of homo and transphobia. Baseline: to be established in 2020		244	20	1223	Media monitoring

Activity Result 2.3.3	2.3.3 To partner with the representatives of media to enhance their capacities in gender-sensitive and ethical reporting, with particular focus on LGBTQI and disability;	% of ethical media coverages on LGBTQI. Baseline: to be established in 2020		73%	20 per cent increase	15% of ethical media coverages which is 58% decrease compared to 2020	Compared to 2020 there has been a 400 per cent increase in the amount of attention drawn to LGBTQI issues by Georgian media channels in 2021. The increased media coverage, on the one hand, has revealed the existing homophobic and transphobic views and attitudes among Georgian society and, on the other, might also have implications on media representatives' unethical way of covering the gender-sensitive issue.	Media monitoring
Activity Result 2.3.4	2.3.4 To conduct a qualitative study on violence against women in politics in Georgia following IPU methodology [1] (including women)	Completed						
Activity Result 2.3.5	2.3.5 To share the findings and recommendations of the study on violence against women in politics (2020) with wide audiences in close collaboration with the GTG/Task Force for Women's Political	# of persons reached		500	In progress		The initial findings of the study were presented and validated in front of the national and international partners and local NGO's working on gender equality and women's empowerment issues in September 2021. The final report of the study will be presented at another high-level meeting in April 2022.	Narrative reports
Activity Result 2.3.6	2.3.6 To provide capacity development for the Central Election Commission members and parliament staffers on sexual harassment prevention and response (using UN Women /PDO updated on-line sexual harassment course) and on	Completed						
Activity Result 2.3.7	2.3.7 To organize a high-level advocacy meeting to reaffirm commitments vis-à-vis the LGBTQI community (among others, as especially vulnerable groups to COVID-19 related challenges)	A high-level advocacy meeting to reaffirm commitments vis-à-vis the LGBTQI community organized	No	Yes		A High-Level Meeting on Increasing the Access to Justice to Survivors of Sexual Violence Crimes was organized	1. Taking into consideration the sensitive nature of the LGBTQI issue and alarming facts of violence which took place on 5 June 2021 in relation to the planned pride, it was decided to change the topic of a high-level meeting. 2. In consultation with the government and non-government stakeholders, addressing sexual violence has been selected by the Gender Theme Group as the main campaign theme 2021 in Georgia for the 16 Days of Activism against Gender-Based Violence.	
Outcome 3	Advanced gender equality and reproductive rights, including for the most vulnerable women, adolescents and youth	3.1. Proportion of the Universal Periodic review accepted recommendations and CEDAW concluding comments related to women's rights from the previous reporting cycle implemented or actions taken Note: The indicator reflects the last UPR Cycle, the new cycle to be held in 2021 will be used for setting the target for Phase III Baseline: 0 in 2016	0	50%	Achieved			The final analysis will be prepared by the end of Phase II
		3.2. Functional tracking and reporting system to follow up on the implementation of reproductive rights recommendations and obligations exist Baseline: No (2016)	No	Yes	Yes			PDO Parliamentary Reports; Parliament Resolutions including recommendations on SRHR.
Output 3.1	3.1 Strengthened evidence-based policy advocacy to advance an enabling environment for gender equality and reproductive rights and prevention of violence and harmful practices against women, and girls;	3.1.1. National Action plan(s) addressing child marriage, FGM, gender-biased sex-selection, and violence against women adopted. Baseline: No (2016)	No	Yes	In Progress		Human Rights Strategy will be adopted in 2022, RH Action Plan will be elaborated after the adoption of the HR Strategy. The preparatory work has been done for the integration of the dedicated section on Harmful Practices under the GE chapter of the HR Action Plan.	Correspondence with the HR Secretariat; Meeting Notes
		3.1.2. # of studies to establish evidence on harmful practices, gender inequality and gender-based violence for informed policy making conducted and disseminated. Baseline: 2 (2016)		6	6 knowledge resources for 2021 (Cumulative)	Achieved		Study Reports
Activity Result 3.1.1	Activity 3.1.1. Evidence-based policy advocacy on issues related to GE, DV/VAW, SRHR, harmful practices is strengthened	3.1.1. a) 2021-2023 National Human Rights Action Plan that includes specific measures elaborated for the elimination of the harmful practices of Early/Child Marriage adopted Baseline: No (2020)	No	Yes	In Progress		Due to pandemics and political processes in the country, the elaboration and approval of the Human Rights Strategy has been delayed. HR Action Plan elaboration depends on the HR Strategy, therefore, the drafting process has not been initiated. However, UNJP prepared argumentation paper for including priority issues of the program in the document. Moreover, commitment has been secured from the HR secretariat that a separate section will be dedicated to harmful practices under the gender equality chapter of the HR Action Plan.	Advocacy meetings notes
		3.1.1. b) # of advocacy meetings held on harmful practices and family supportive policies Baseline: 10 (2020)	10 (cumulative)	15 (cumulative)	Achieved		1 meeting with the MoES on CSE 2 meetings - Human Rights Strategy & Action Plan 2 meetings - Gender responsive family policies	Advocacy meeting notes
		3.1.1. c) Gap analysis of the local action plans/programs prepared Baseline: No (2020)	No	a) Yes	In Progress		The informal gap analysis has been prepared, however, due to pandemics, the visits were postponed. The activity will be finalized in the first half of 2022.	Correspondence with the experts, ToRs
		3.1.1. d) # of advocacy meetings conducted to operationalize NRM and action plan to address special needs of women and girls with disabilities and LGBTQI community Baseline: 0 (2020)		0 at least 3	Achieved		The meetings were held with the participation of experts and the representatives of the Ministry of Health. The SOP has been elaborated reflecting special needs of women with disabilities and LGBTQI community.	SOP
Activity Result 3.1.2	Activity 3.1.2. Knowledge resources for leading policy advocacy and informed programming on LGBTQI rights is generated	3.1.2. a) # of knowledge resources generated for leading policy advocacy and informed programming on LGBTQI rights Baseline: 0 (2020)		0	2 (Communication Strategy/Gaps Analysis in the Healthcare)	Achieved	Communication Strategy on social norm transformation on CSE Methodology on Obstetric Violence Perceptions Study on SOGI	Methodology document Study Reports
Output 3.2	3.2. Strengthened capacity of national public organizations and national human rights institution to advance gender equality and reproductive rights and prevention of gender-based violence and harmful practices	3.2.1. DV and VAW response Recommendations are integrated into the health system Baseline: No (2016)		Yes	Yes	Achieved		ToRs, Meeting Notes
		3.2.2. Curriculum and methodology of SRH&RR and health life-style education in secondary education system is aligned with international standards. Baseline: No (2016)		Yes	Yes	Yes	This is an ongoing process. The cooperation with the MoES continues to integrate wide range of issues in the next revision of the National Curriculum and the subject standards.	National Curriculum, Subject Standards, Meeting Notes, ToRs

		3.2.3. Reproductive Rights monitoring methodology is institutionalized in the Public Defender's system allowing to elaborate policy recommendations and monitor their implementation Baseline: No (2016)		Yes	Yes		Job Description of the GE Department under the PDO, Inquiry Reports, Parliamentary Reports, Parliamentary Resolutions
Activity Result 3.2.1	Activity 3.2.1 National roll-out of the health system response to VAW/DV is supported and efficient response of the healthcare system to COVID-19 Pandemics accelerated	3.2.1. a) # of informational sessions conducted to support national roll out of healthcare system response to VAW/DV Baseline: 0 (2020)	0	a) at least 5	Achieved		Agenda of the Meetings
		3.2.1. b) Qualitative research on obstetric violence conducted	No	b) Yes - Methodology Elaborated	In Progress		Methodology document
Activity Result 3.2.2	Activity 3.2.2. Technical assistance to integrate the healthy lifestyle, sexual and reproductive health and gender equality issues into the national educational system of Georgia is provided	3.2.2. a) Assessment of the school-based sexuality education program conducted Baseline: No (2020)	No	Yes	Achieved SERAT prepared		SERAT document
		3.2.2. b) Biology subject standards for Grade X updated Baseline: No (2020)	No	Yes	Achieved - the proposed amendments to the standard handed over the MoES		Correspondence with the MoEST
Activity Result 3.2.3	Activity 3.2.3 Monitoring of the exercise of reproductive rights and right to sexual and reproductive health through strengthening the National Human Rights Institution – The Public Defender's Office is	3.2.3 Country Inquiry to study social and healthcare services through the lenses of LGBTQI conducted Baseline: No (2020)	No	Yes	Achieved - Country Inquiry on SRH and well being of minority women conducted; Analysis of the PDO recommendations has been prepared.		Inquiry Reports
Activity Result 3.2.4	3.2.4. Operationalization of the Action Plan on the elimination of the harmful practices of Early/Child Marriage supported	3.2.4. # of public institutions involved in the action plan implementation Baseline: 0 (2020)	0	At least 2	In Progress	Since the Action Plan has not been elaborated, public institutions were not directly involved in the process. However, advocacy meetings were held with the relevant public institutions to elaborate argumentation paper/sections on harmful practices to be later integrated in the GE chapter of the HR Action Plan.	ToRs
		3.2.4. SOPs for educational institutions elaborated Baseline: No (2020)	No	Yes	In Progress	Since the HR Action Plan has to become the precondition for SOP elaboration, the process has been delayed.	ToRs, Correspondence
Activity Result 3.2.5	Activity 3.2.5 Distance education on SRH and harmful practices supported through cooperation with the a Public Broadcaster of Georgia	3.2.5. # of TV lessons aired in cooperation with the Public Broadcaster of Georgia Baseline: 12 (2020)	10	22 lessons (cumulative)	Modified	The strategy of the TV School has changed due to pandemics. The activity budget was used to elaborate and validate with relevant stakeholders social norm transformation plan of action on CSE. Moreover, the budget was used to fund the awareness raising campaign of the MIA "Do not Deprive Childhood"	ToR, Reports, Briefs
Activity Result 3.2.6	Activity 3.2.6 HEIs' research capacity on women's rights, SRHR, harmful practices, etc	3.2.6. Assessment of the HEIs' research capacity conducted Baseline: No (2020)	No	Yes	Achieved - meeting with the HEIs has been conducted.		Correspondence
Output 3.3	3.3. Strengthened public advocacy for enhancing de facto Gender Equality and promotion of SRH&RR	3.3.1. Analysis of content and media response reveal public support to GE in general and to increased male involvement for greater gender equality Baseline Yes (2020)		Yes	Yes		Study Report
		3.3.2. % change in knowledge about GE and SRH&RR among the training participants (male population and youth) Baseline: 0(2016)		10%	Achieved		Study reports, training reports
		3.3.3. New advocates (CSOs, and champions) are involved in advocacy for increased involvement of men for gender equality Baseline: No (2016)		Yes	Yes		Meeting Agenda
Activity Result 3.3.1	3.3.1. Gender Transformative Programming through increasing male involvement To target toxic masculinities is supported.	3.3.1. a) # of trainings conducted with male participants using Men Talking to Men module (MTM) Baseline: 20 (2020)	20	25 (cumulative)	Achieved		Meeting Agenda, Meeting Reports
		3.1.1 b) Communication advocacy Events conducted promoting GTP Baseline: Yes (2020)	Yes	b) Yes	Yes		UNJP Reports
		3.1.1. c) Resources for the boyhood initiative prepared Baseline: No (2020)	No	c) Yes	Yes - Road map for the replication of the Boyhood Initiative prepared		Roadmap document, agenda of the meeting
Activity Result 3.3.2	3.3.2. Youth advocacy for GE and HR of youth is supported	3.3.2. a) Peer education manual is updated with the specific section on communication and information sharing on Covid-19 Baseline: No (2020)	No	a) Yes	Yes		Training module
		b) # of informational sessions with youth organizations and young people conducted based on the updated manual Baseline: 0 (2020)	0	b) at least 4	Achieved		Agenda of the Meetings
Activity Result 3.3.4	3.3.4. Media is strengthened to raise and trigger opinion change related to gender equality, SRHR and harmful practices & LGBTQI rights	3.3.4 a) # of universities integrating curriculum on sensitive reporting in the education program(s) for journalists on graduate or undergraduate level Baseline: 1 (2020)	1	a) 3 (cumulative)	2	Due to pandemics, engagement of only one university has been secured	E-mail Correspondence
		3.3.4 b) Media Analysis on the issues under UNJP mandate conducted Baseline: Yes (2020)	No	b) Yes	In Progress	Finalized in the first quarter of 2022	ToRs with the expert(s)

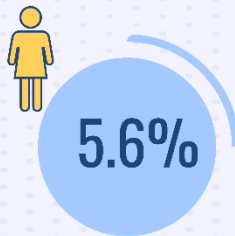


CANDIDATES ON PROPORTIONAL LISTS FOR THE LOCAL SELF-GOVERNMENT ELECTIONS 2014 – 2021 THROUGH A GENDER LENS



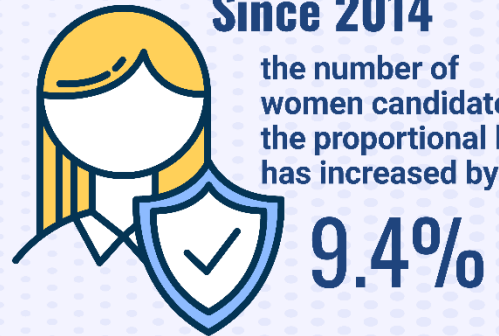
In 2021, Since the introduction of gender quotas, in comparison to the last local self-government elections

the number of women candidates on the proportional list has increased by 5.6%

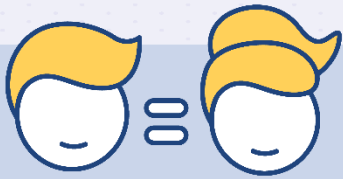


Since 2014

the number of women candidates on the proportional lists has increased by



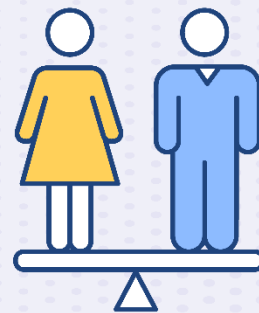
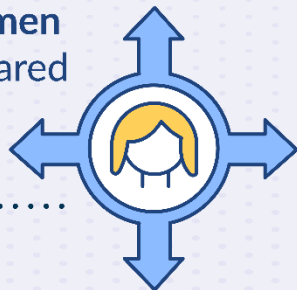
Year	Number of Candidates	Percentage of Women	Gender Icon	Percentage of Women	Number of Candidates	Year
2021	11 971	57.5%	Male	42.5%	8 856	2021
2017	8 148	63.2%	Male	36.9%	4 754	2017
2014	9 282	66.9%	Male	33.1%	4 594	2014



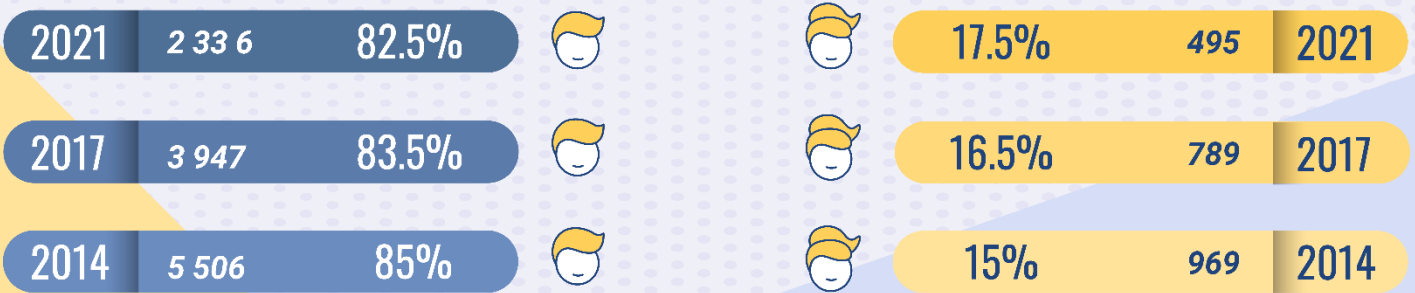
MAJORITARIAN CANDIDATES FOR THE LOCAL SELF-GOVERNMENT ELECTIONS 2014 – 2021 THROUGH A GENDER LENS

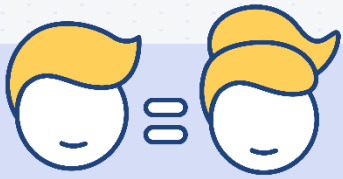


In 2021, There is less than a 1% increase in the number of magoritarian women candidates compared to previous elections in 2017



and a total of 2.5% increase since 2014

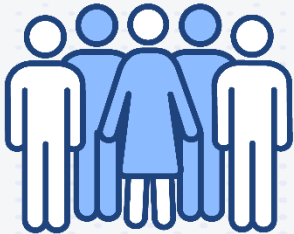




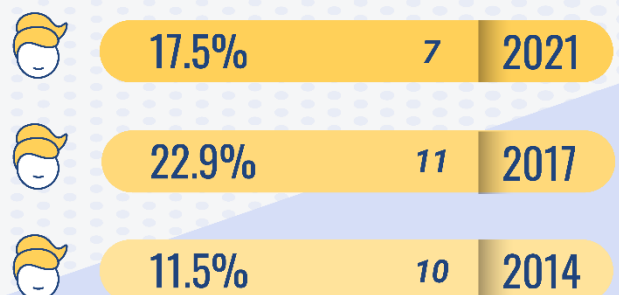
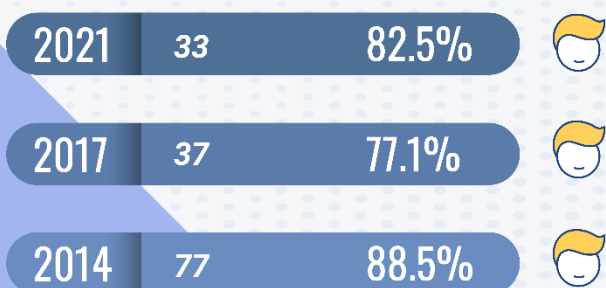
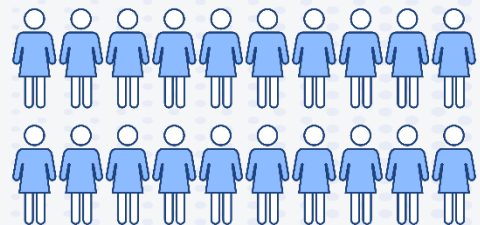
MAYOR CANDIDATES FOR THE SELF-GOVERNING CITIES (BATUMI, KUTAISI, POTI, RUSTAVI, AND TBILISI) 2014 – 2021 THROUGH A GENDER LENS



In 2021, The number of women Mayor Candidates for the self-governing cities **has decreased by 5.4%** compared to previous elections in 2017



In 2017, the number of women Mayor Candidates for the **self-governing cities had doubled compared to 2014**

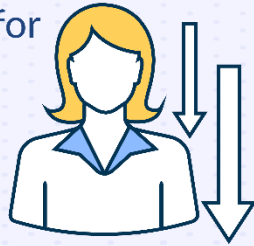


*According to Georgian legislation, in 2014, 12 cities were granted the status of self-governing cities. Since 2017, the status of a self-governing city has been maintained by five cities.



MAYOR CANDIDATES FOR THE 59 SELF-GOVERNING COMMUNITIES 2014 – 2021 THROUGH A GENDER LENS

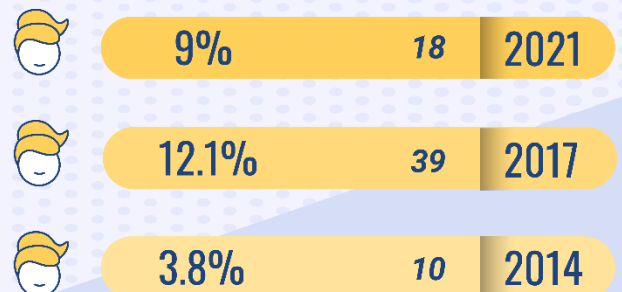
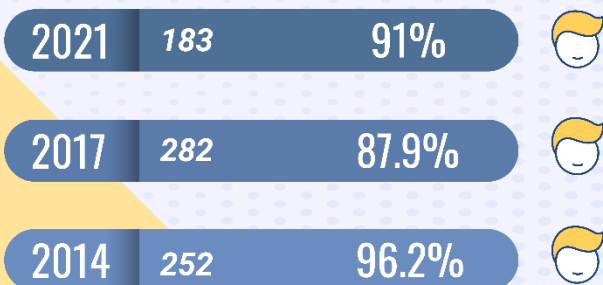
In 2021, The number of women Mayor Candidates for the self-governing communities has decreased by 3.1% compared to previous elections in 2017



In 2017, the number of women Mayor Candidates for the self-governing communities had increased by 8.3% compared to 2014



8.3%





CANDIDATES ON PROPORTIONAL LISTS FOR THE TBILISI COUNCIL ELECTIONS 2014 – 2021 THROUGH A GENDER LENS

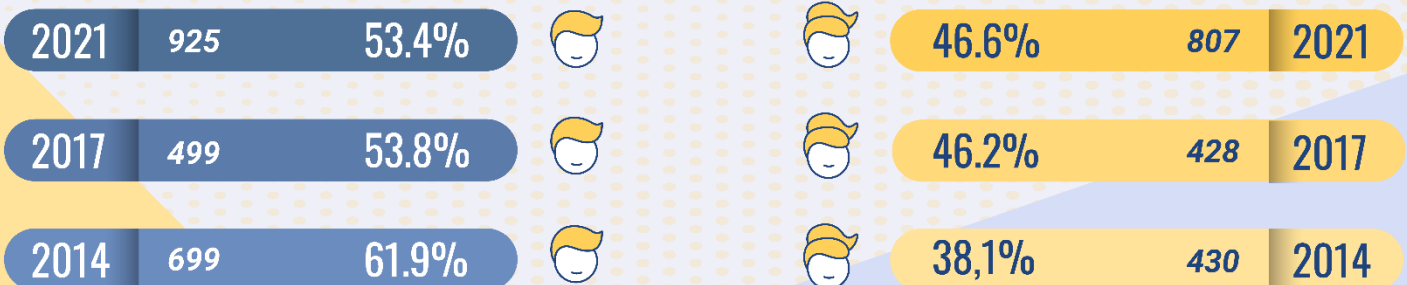


In 2021, There is **less than a 1% increase in the number of women candidates** running for Tbilisi Council compared to previous elections in 2017



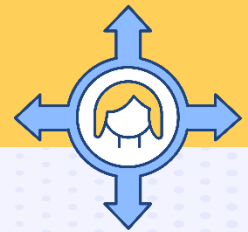
and a total of **8.5% increase since 2014**

Since the introduction of gender quotas, the positioning of women candidates on the party lists has slightly improved

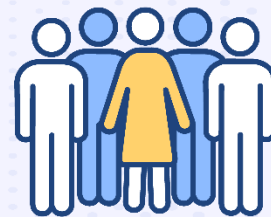
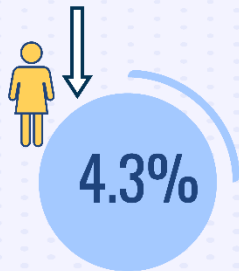




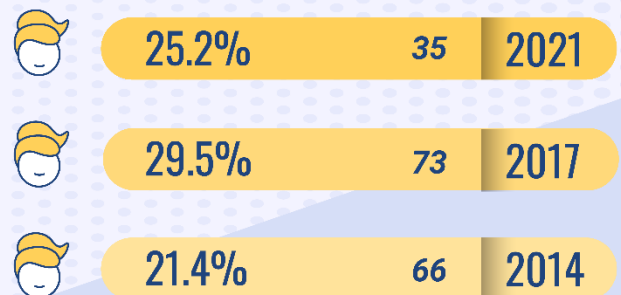
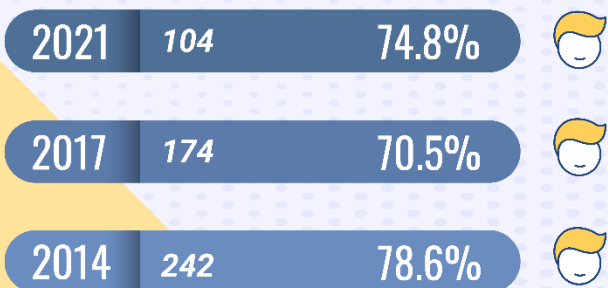
MAJORITARIAN CANDIDATES FOR THE TBILISI COUNCIL ELECTIONS 2014 – 2021 THROUGH A GENDER LENS



In 2021, there is a **4.3% decrease** in the number of women majoritarian candidates running for the Tbilisi Council compared to previous elections in 2017



and a total of **3.8% increase** since 2014



A coin in your pocket will be your shield

Women entrepreneurs in Georgia push for an equal and violence-free society



Photo/Design: Nino Zedginidze, Sopo Meskhishvili/UNDP

Employment and independent income remain the main factors that potentially protect women from the risk of gender-based violence that shadows the Georgian society – one in seven women in Georgia reports being a victim of domestic violence.



Photo/Design: Nino Zedginidze, Sopo Meskhishvili/UNDP

Naku Gamkrelidze was nicknamed “Mowgli” for her love of adventures and passion for hiking in the mountains of her native Guria in western Georgia. This untamed urge to explore the unknown gained her a lot of esteem among her community as she discovered and marked many new trails in the wilderness. On the other hand, her adventurous lifestyle raised a few eyebrows in the society where many still believe that wandering alone in the mountains is not an occupation fit for a woman. This would not stop “Mowgli” from pushing her goals and turning her true freedom means to have your own

cash in your pocket. “I have always strived for personal independence and believed that a woman should have her own paid job. I see now how much economic empowerment is changing attitudes towards women,” says Naku.

A few years ago, she started a [tourism company](#), inviting visitors to join her on the trails through lush hills and valleys of Guria. Recently, she became one of twenty-four women entrepreneurs who won a grant contest announced by the United Nations Development Programme (UNDP) to support the development of businesses run by women. The grant programme, financed by the governments of Austria, Sweden and Switzerland, allowed Naku to buy special winter equipment and expand her tours onto all seasons of the year. But being self-sustainable and independent is not an easy walk – a staggering 85 percent of women and 58 percent of men in Georgia agree that women have to overcome more obstacles than men do in their careers. While 59 percent of men and 38 percent of women believe that women should take care of their families rather than pursue professional careers, still a lot needs to be done to shatter gender stereotypes that lead to discrimination. (Source: [Men, Women, and Gender Relations in Georgia: Public Perceptions and Attitudes](#). 2020)

Meanwhile, employment and independent income remain the main factors that potentially protect women from the risk of gender-based violence that shadows the society – one in seven women in Georgia reports being a victim of domestic violence. These alarming numbers are expected to grow as the COVID-19 pandemic not only deepened existing economic and social discrimination against women and girls, but also increased their risk of gender-based violence. (Source: [Rapid Gender Assessment of COVID-19 Situation in Georgia](#). 2021)



Maia Surmanidze who owns a rose plantation in Khulo municipality of the mountainous Ajara region also received funds from the UNDP grant programme. Apart from running her own business, she volunteers at the local centre for women who experience domestic violence and helps them to overcome the crisis. She has no doubt that the economic empowerment of women is a key to preventing domestic violence. “Financial independence gives women self-esteem and courage and that’s what they need the most,” says

Photo/Design: Nino Zedginidze, Sopo Meskhishvili/UNDP



“Women who experienced violence live in fear. Lots of them put up with the situation because simply they have nowhere to go and nothing to live on,” says **Nato Mamagulishvili** from Argokhi in Akhmeta municipality who produces rare pumpkin oil from her own grown gourds. She encourages other women from the neighbourhood to join her promising enterprise – on the European market cold-pressed, unrefined pumpkin oil reaches US\$40 per one litre.

Photo/Design: Nino Zedginidze, Sopo Meskhishvili/UNDP

As one of the grantees of the programme supporting women entrepreneurs, she received a special press to ensure the highest quality of her product. She runs her business only by herself and hopes that others would follow her example. „I want to say to every woman – don't stop, break the barriers and believe that you are strong!”, she exclaims.

Nata's bright orange pumpkins piling in her yard recall the colour of the United Nations' annual campaign against gender-based violence run each November under a slogan “Orange the world”. As a bright and optimistic colour, orange represents hope and a future free from violence against women and girls and a coin in their pockets seems the guaranty of this future.

Expanding the space for human rights protection

UNDP supports civil society organizations to improve human rights protection in Georgia



Photo: Leli Blagonravova/UNDP

As Georgia strives to build an inclusive society based on fundamental principles of human rights, civic actors play a critical role in strengthening human rights mechanisms and creating an inclusive environment for all. Non-governmental and community organizations, activists and youth groups are monitoring and promoting human rights protection, creating a human rights discourse in civic space and educating the public, including the vulnerable and marginalised social groups.

In 2021, the United Nations Development Programme (UNDP) extended its support to civil society organisations working on human rights, equality and non-discrimination, and offered them strategic development and learning opportunities in several critical areas. This included social and legal protection of the LGBTQI+ community, economic and social empowerment of women and girls, human rights and gender aspects of climate change, and the rights of people with disabilities, people displaced by conflict and religious and ethnic minorities.

UNDP provided learning, networking and funding opportunities to equip non-governmental and community organizations with much-needed information about international and local mechanisms available for human rights defenders. UNDP also assisted them to explore new areas of strategic development and collaboration.

Up to 350 representatives from leading civil society organizations took part in learning and development programmes. More than 60 organizations benefitted from grant support to carry out their projects and initiatives.

UNDP assistance was implemented in partnership with the Public Defender's Office and a range of local and international experts. It drew on the resources provided by the European Union (EU), the Joint SDG Fund and the governments of Austria, Denmark, Sweden, Switzerland and the United Kingdom.

Human rights, equality and non-discrimination are the cross-cutting themes of UNDP's work in Georgia. In close collaboration with local and international partners, UNDP actively supports Georgia to develop and implement national human rights strategies, create and adopt laws and policies that comply with human rights principles, reach out to the most vulnerable and marginalised social groups and take practical steps towards an inclusive, fair and just society.

Information Brief on Women’s Political Participation in Georgia

Key indicators on gender equality

Population	Women – 52 percent, Men – 48 percent
Labour market participation	Women – 40.4 percent, Men – 62 percent
Gender pay gap	32 percent
Representation in the Parliament	19.3 percent (6.3 percent increase since 2016 amid quotas)
Representation in the local government	24 percent (10 percent increase since 2017 amid quotas)
Gender Equality Machinery	Gender Equality Councils/Commissions at Legislative, Executive and local levels. Public Defender’s Office as a National Monitoring Institution.
Istanbul Convention ratified	2017
Access to national services	Well-functioning state-support system and services for survivors of domestic violence and GBV

The current state of affairs

Public Attitudes

- 60% of Georgians think that the involvement of women in politics would benefit the country.¹
- 63% of women and 54% of men think that Georgia has yet to achieve gender equality (GE).²

Major successes

- Significant progress on gender equality was achieved in Georgia through the last decade - as evidenced by an improved legislative framework, strengthened GE machinery, and changed public attitudes.
- In 2020, as an initiative of the political party 'Georgian Dream - Democratic Georgia', the first-ever mandatory gender quotas were adopted, establishing a temporary mechanism to increase women’s political representation. The Electoral Code amendments instituted a 1/4 gender quota (“one in four of different gender”) for the Parliament and 1/2 gender quota (“one in two of different gender”) for proportional lists to local councils (Sakrebulo). Later, in 2021, quotas for local self-government changed to 1/3 (“one in three of different gender”) of the proportional lists.
- As a result, women’s representation in the Parliament increased from 13 to 19.3 percent (29 women). The number of elected women in the local government has increased by 10 percent from 14 percent (2017) to 24 percent (2021).
- The country has three women Mayors out of 64.
- Meaningful participation of women in Georgian politics increases from year to year.

Major Challenges

- Despite significant progress within the last years, gender equality remains a challenge, as evidenced by the progress of nationalized targets for SDG 5 under the 2030 Agenda. Inequalities at all levels affect all aspects of political, economic, and social lives. Gender inequality in a broader sense is directly

¹ UNDP/UNFPA/Sida, (2020), “Men, Women, and Gender Relations in Georgia”, retrieved from <https://bit.ly/2YZl0j3>

² Ibid

correlated with women's influence and representation in decision-making. Hence, the matter of women's political empowerment cannot be approached in an isolated manner and, in its complexity, needs to be addressed from several angles simultaneously.

- Women's **meaningful participation** in central and local politics and decision-making remains to be a challenge. For example, the practice of 2020 parliamentary and 2021 local self-government elections showed that even when put on party lists, women had fewer opportunities to make decisions about their participation or positioning.
- Newly elected/re-elected women need further technical support, knowledge, and capacity building.
- Lack of internal party democracy and an inclusive political environment. Political parties are not transparent when it comes to recruitment, nomination, and decision-making practices. Moreover, often there is a lack of sufficient/actionable will at the party leadership level to promote gender equality, diversity and inclusion within the party organizations.
- Inter-party cooperation remains to be a general challenge at the national and local levels. The inclusion of women in the cross-party consensus building and dialogue is vital at central and local levels.
- According to the Inter-Parliamentary Union ranking of the share of women MPs across the world, Georgia ranks 113th out of 192 countries (January 2021). Women's share in parliament lies below the UNECE average of 30.5 percent, as well as below the average for Europe and Central Asia (24.7 percent).³ With significant progress in the last two years, Georgia still has a long path towards true representation and participation of women in central and local politics. According to the current legislation, gender quotas in the Parliament are in place until 2032, and until 2028 at the local level ("Sunset Clause"). This time might not be enough to reach and sustain either the UNECE average or the world average.

Task Force on Women's Political Participation

Co-chaired by UNDP and NDI, the Task Force on Women's Political Participation (the Task Force) brings the key national and international organizations working on women's political empowerment. Currently, the Task Force brings 32 members from various organizations. The role of the task force in advocating for mandatory quotas in Georgia was vital. The driving force behind the changing attitudes towards mandatory gender quotas has been two legislative initiatives on quotas by the Task Force. One in 2015 and the other in 2018. Both attempts were accompanied by a larger number of public awareness-raising campaigns and over 37,000 citizens' signatures supporting it. The Task Force continues to engage with key stakeholders at central and local levels on various aspects of women's political empowerment.

With the Swedish Government's support, UNDP actively advocates for women's political representation and participation. UNDP also empowers women politicians at the national and local levels by investing in knowledge building, connecting with local communities, and providing economic empowerment tools. UNDP partners with local CSOs as well as NDI, IRI, and others.

³ <https://data.ipu.org/women-averages>

Annex 2A. Joint TOR of UN Women, CoE and Equality Now on Sexual Violence Investigation Manual and specialization trainings

TERMS OF REFERENCE (TOR)

Title: Development of a Sexual Violence Investigation Manual for Georgia and based on that Conducting Trainings for Representatives of Prosecutor’s Office of Georgia and Ministry of Internal Affairs of Georgia

Geographic coverage: Georgia

Duration: 27 months, 1 September 2019 – 1 December 2021

Background

1. Background of the Project

Violence against women in its many forms and manifestations, and across all settings, is a violation of human rights and fundamental freedoms. Violence against women (VAW) impacts women across the world, regardless of age, class, race and ethnicity. Intimate partner violence (IPV) remains one of the leading forms of violence experienced by women worldwide.¹ According to recent estimates, 30 per cent of women aged 15 years or older globally have experienced physical and/or sexual intimate partner violence (IPV) during their lifetime, and 35 per cent have experienced physical and/or sexual IPV and/or sexual violence (SV) by a non-partner at some point in their lives.² It is the leading cause of homicide death in women globally³ and has many other major health consequences.⁴ The economic and social costs associated with violence against women are significant, and global evidence shows that violence consistently undermines development efforts at various levels, driving the depreciation of physical, human and social capital.⁵

In Georgia, current research points to widespread experiences of violence against women across the country.⁶ Intimate partner violence, as well as early and forced marriage, are among the most prevalent forms of violence against women in Georgia. These types of violence cut across all divisions of income, culture and class. Despite its scale and socioeconomic impact, violence against women remains largely underreported and under-researched in key areas. According to the last prevalence study commissioned by UN Women supported by the EU and conducted in 2017 by GEOSTAT, one in four women in Georgia have experienced some form of gender-based violence, while one in seven women have experienced domestic violence (DV).

¹ García-Moreno, C., Jansen, H., Ellsberg, M., Heise, L. and Watts, C., “Prevalence of intimate partner violence: Findings from the WHO multi-country study on women’s health and domestic violence”, *The Lancet* (2006), 368:1260—1269. doi: 10.1016/S0140-6736(06)69523-8.

² Devries, K., Mak, J., García-Moreno, C., Petzold, M., Child, J., Falder, G., Lim, S., Bacchus, L., Engell, R., Rosenfeld, L., Pallitto, C., Vos, T., Abrahams, N. and Watts, C., “The global prevalence of intimate partner violence against women”, *Science* (2013), 340: 1527—1528. doi: 10.1126/science.1240937.

³ Stöckl, H., Devries, K., Rotstein, A., Abrahams, N., Campbell, J., Watts, C. and Moreno, C.G., “The global prevalence of intimate partner homicide: a systematic review”, *The Lancet* (2013), 382(9895): 859—865.

⁴ World Health Organization, *Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence* (World Health Organization, 2013).

⁵ García-Moreno, C. and World Health Organization, *WHO Multi-country Study on Women’s Health and Domestic Violence against Women: Initial results on prevalence, health outcomes and women’s responses* (2005).

⁶ Chitashvili, M., Javakhishvili, N., Arutiunov, L., Tsuladze, L. and Chachanidze, S., *National research on domestic violence against women in Georgia* (Tbilisi, UNFPA Georgia, 2010); UNFPA, *Men and Gender Relations in Georgia* (Tbilisi, UNFPA, 2015); Sumbadze, N., *Perceptions of Violence against Women and Domestic Violence in Tbilisi, Kakheti and Samegrelo-Zemo Svaneti* (Tbilisi, UN Women, 2014).

According to the 2020 UNDP and UNFPA joint study *Men, Women, and Gender Relations in Georgia: Public Perceptions and Attitudes* 33% of men agreed that in some cases, women actually want to be raped, and that a woman's reputation would have to be questioned in any rape case. Importantly, half of all men and 30 percent of women still define rape in terms of women physically fighting back, ignoring fear and other forms of coercion often used in the context of sexual violence.⁷

States have an obligation to protect women from violence, to hold perpetrators accountable and to provide justice and remedies to victims. Eliminating violence against women remains one of the most serious challenges of our time. The knowledge base and tools to prevent and eliminate violence against women developed over the past decade must be utilized more systematically and effectively to eliminate all forms of violence against women. This requires clear political will, outspoken, visible and unwavering commitment at the highest levels of leadership of the State and the resolve, advocacy and practical actions of individuals and communities.

UN Women in cooperation with the Swedish Government and the EU works jointly with the Government of Georgia and non-state partners towards the overarching goal of ending violence against women and girls (EVAWG). To this end, throughout the past nine years, UN Women has provided technical assistance to the Government of Georgia in the alignment of the national legislation and policies with the relevant international legal frameworks and standards, especially with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) ratified by Georgia in 2017. To enhance implementation of the laws and policies, UN Women has supported the establishment of specialized services for survivors of VAWG/DV, such as the first state-run shelters, crisis centres and hotlines and rehabilitation programmes for perpetrators.

Furthermore, UN Women has worked with the Government in developing the institutional and individual capacities of key service providers in the area of EVAWG. Within the framework of this cooperation, special tools for an improved response to VAWG cases, in particular DV and SV cases have been developed and institutionalized, such as the DV risk assessment tool for police, GPS electronic monitoring system for perpetrators etc. Furthermore, institutionalized training on VAWG/DV issues has been ensured for criminal police, patrol and district police officers, prosecutors and judges and the specialization of prosecutors and police officers on DV cases has been supported.

At regional level, **the Council of Europe** is playing a leading role in preventing and combating all forms of violence against women. The Council of Europe's work in the area of ending violence against women has resulted in comprehensive legal standards and policy guidance for its member states.

The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) is the most far-reaching international treaty to tackle this serious violation of human rights. Georgia has ratified Istanbul Convention in May 2017. The Convention became effective in Georgia on September 1, 2017. Upon its ratification, a package of legislative amendments was passed in order to harmonize national legislation with the standards set forth in the Istanbul Convention. As a party to the Convention, Georgia is subject to the monitoring of the Council of Europe's Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO).

⁷ *Ibid.*

To help the country meet the standards of the Istanbul Convention, the CoE under its current Action Plan for Georgia for the period of 2016-2019, is providing technical assistance to the Georgian authorities in strengthening the capacity of key stakeholders involved in preventing and combating violence against women and domestic violence and protecting the victims. The CoE focuses on providing the latest information and knowledge about the relevant European standards, including Istanbul Convention, and its implications for national policy and legal frameworks. The project takes an awareness raising and knowledge-based approach to combating violence against women and domestic violence with the aim to build capacity of the Georgian professionals, authorities and NGOs to implement European standards, in particular the Istanbul Convention, in Georgia.

Equality Now is an international human rights NGO with the mission to achieve legal and systemic change that addresses violence and discrimination against women and girls around the world. Founded in 1992, Equality Now has offices in London, New York, Nairobi and Beirut, as well as consultants based in various parts of the world including in Tbilisi, Georgia. Ending sexual violence, ending sex trafficking, ending harmful practices and achieving legal equality are the main areas of Equality Now's work.

Equality Now uses the law to hold Governments to account for their human rights commitments and to end sexual violence against women and girls by: advocating for strong laws and policies to protect women and girls from sexual violence; making sure that the justice system works, with proper investigation, prosecution and punishment of offenders; pushing for legal procedures that support survivors and prevent re-victimization; working with partners to bring specific cases to national, regional and international courts to underscore the global nature of this human rights abuse and achieve systemic change and global attention to the issue.

As a result of these efforts and other interventions of the Government and development partners, Georgia has seen significant progress in responding to VAWG, especially DV, including by law enforcement and increased disclosure of incidents by victims/survivors in the past few years, as evidenced by the relevant administrative data. More specifically, the number of prosecuted domestic violence cases increased from 516 in 2014 to 1,986 in 2017,⁸ while the number of issued restraining orders increased from 902 in 2014 to 4,370 in 2017.⁹ However, significant challenges remain in terms of addressing sexual violence and underreporting of these crimes. When it comes to crimes against sexual freedom and integrity, the number of prosecutions increased from 80 in 2014 to 170 in 2017,¹⁰ while according to the National Study on Violence against Women in Georgia (2017), the prevalence of these crimes is much higher, although even these data paint only a partial picture of the actual scale of the problem. According to the Study, 3 per cent of women reported experiencing attempted rape and sexual assault by a non-partner and 9 per cent of women have experienced sexual violence in their childhood.¹¹ Furthermore, even though a significant positive shift in societal attitudes and perceptions of VAWG/DV in general is evident in Georgia, sexual violence remains a taboo and harmful attitudes towards this problem remain. According to the above study, 50 per cent of men still believe that one cannot call it rape if the victim doesn't physically fight back.¹² On this particular indicator, progress has

⁸ Source: Chief Prosecutor's Office of Georgia

⁹ Source: www.police.ge.

¹⁰ Source: Chief Prosecutor's Office of Georgia.

¹¹ EU/UN Women/GEOSTAT National Study on Violence against Women in Georgia, 2017; See at: <http://georgia.unwomen.org/en/digital-library/publications/2018/03/the-national-study-on-violence-against-women-in-georgia>.

¹² Ibid.

been slow, in that it has only decreased by three percentage points since 2014 as evidenced by the UNFPA Study on Men and Gender Relations (2014).¹³

Following her visit to Georgia in 2016, the UN Special Rapporteur on violence against women recommended the following: “Amend the definition of rape in the Criminal Code to ensure compliance with the Convention on the Elimination of All Forms of Discrimination against Women and the Istanbul Convention.”¹⁴

Upon ratifying the Istanbul Convention, a number of changes were introduced in the Georgian legislation resulting in substantial improvement of the laws criminalizing gender-based crimes. Even though the amendments were made to relevant articles of the Criminal Code (Articles 137, 138 and 139), the definitions of these crimes within Georgian legislation do not rest on the element of the consent of the victim and thus still fall short of the requirements of the Istanbul Convention and international human rights and criminal law.

In January 2019, Equality Now reviewed sexual violence legislation and practice in 15 countries of Eurasia, including in Georgia.¹⁵ The report found that the laws and procedures in the 15 states of the former Soviet Union (including Georgia), effectively deny justice to women and girls¹⁶ survivors of sexual violence. This is because the legal system provides a number of opportunities for perpetrators to escape criminal liability or punishment, including:

- Through the way sexual violence crimes are defined;
- Through the way the law allows for the direct release of a perpetrator from liability or punishment in certain circumstances;
- Through the way sexual violence crimes are investigated and prosecuted, including with respect to adolescent girls;
- Through failure to designate certain violent practices as crimes; and
- As a consequence of layers of discrimination against women and girls generally and through intersection with other forms of marginalization/vulnerability and the persistence of harmful practices (such as bride kidnappings, child marriages and forced marriages).

Hence, women survivors of sexual violence lack access to justice for a variety of reasons, including the way the laws are framed, lack of appropriate gender-sensitive methodology and policies to investigate and prosecute the crime, as well as societal stigma around sexual violence preventing the survivors from coming forward and reporting abuse. Sexual violence is generally investigated and prosecuted within the procedures and methods of investigating other criminal acts, even though they are subject to special oversight by the Human Rights Department of the Ministry of Internal Affairs (MIA), without giving due regard to its specific characteristics, thereby failing to ensure justice for survivors.

CoE in cooperation with the Public Defender’s Office of Georgia conducted the study “The Administration of Justice on Sexual Violence Crimes against Women in Georgia” - the first-ever research in Georgia that examined the effectiveness of criminal justice response to sexual violence crimes vis-a-vis the Istanbul Convention and other international human rights standards. . The subject of the research was the application of the recently introduced or modified criminal provisions in individual cases at various stages

¹³ UNFPA/Promundo National Study on Men and Gender Relations in Georgia (2014).

¹⁴ Dubravka Šimonović report - Report of the Special Rapporteur on violence against women, its causes and consequences on her mission to Georgia, July 22, 2016, A/HRC/32/42/Add.3.

¹⁵ See: https://d3n8a8pro7vhmx.cloudfront.net/equalitynow/pages/1581/attachments/original/1547485403/EN-Eurasia_Rpt_ENG_-_Web.pdf?1547485403.

¹⁶ Hereinafter “women” shall be understood as comprising women and girls (under the age of 18).

of the criminal justice chain. The overall aim was to generate evidence-based data for improving the relevant legislation and practice, to ensure *de facto* compliance with the standards set forth in the Istanbul Convention and the effective administration of justice. Based on the study findings substantial challenges remain in the administration of justice on cases of sexual violence. Georgian legislation still falls short of the requirements of the Istanbul Convention related to consent-based definitions of rape and other crimes of sexual violence. This study further found out that the administration of justice on such crimes can be based on outdated, sometimes discriminatory approaches and inappropriate methodology, creating obstacles to accessing justice for women survivors of sexual violence. The study proposes recommendations for enhancing legislation, criminal policy and practices.

In consideration of the findings of the mentioned report and the research, developing the standards of interpreting and applying already existing laws and bringing them into full compliance with the Istanbul Convention is critical. In order to address some of the identified challenges, UN Women, the Council of Europe and Equality Now (hereinafter jointly referred as “the partners”) will come together to:

1. Develop a *Sexual Violence against Women Investigation Manual* (hereinafter “the Manual”) primarily for practical application and implementation by investigators, prosecutors and judges in Georgia, covering the relevant procedures starting from the reporting up to the prosecution and sentencing stages of sexual violence. Furthermore, the Manual can guide human rights lawyers representing the interests of women survivors and/or undertaking strategic litigation in local, regional and/or international courts.
2. Support Ministry of Internal Affairs (MIA) and the Prosecutor General’s Office of Georgia (PGOG) to strengthen capacity of district, patrol and criminal police officers as well as prosecutors and prosecution’s investigators to ensure efficient response to VAWG/DV cases and sexual crimes. The capacity development work will be expanded by revising the existing on-the-job training curriculum on domestic violence to also include sexual violence, relevant to the mandate of the criminal police and the prosecutors and prosecution’s investigators. The Manual under development will serve as the basis for training on sexual violence crimes.

Description/division of tasks and cost breakdown per deliverable

	Task/ deliverable	Person(s)/partner responsible	timeline	Cost covered by	Total price
1	To review international standards relevant to the investigation, prosecution and adjudication of sexual violence against women/ Review of International standards	Equality Now	15-Oct-19	Equality Now	1,078 \$

2	To identify key stakeholders from the police, prosecution and judiciary, in consultation with the Ministry of Internal Affairs, Prosecutor General's Office of Georgia, the High School of Justice of Georgia and the High Council of Justice of Georgia, to be part of the reference group engaged in the process of development of the Manual/ key stakeholders identified;	All partners	30-Sep-19	All partners	
3	To establish a peer-review team for the Manual consisting of two international experts and a representative of the Council of Europe/ A peer-review team established	All partners	15-Oct-19	All partners	774 \$
4	To develop a questionnaire for interviewing key informants and to guide national experts in developing their drafts. The questionnaire will be addressed to members of the key stakeholders identified above and other professionals engaged in the prevention and/or response to sexual violence crimes and/or assistance of and support to survivors/ A questionnaire for interviewing key informants developed	Lead local expert and international expert/Lead Drafter;	15-Oct-19	UN Women	1,794 \$
5	To develop a questionnaire for interviews with survivors (including from vulnerable groups) on their experiences with the investigation, prosecution and sentencing of cases of sexual violence against women (CoE)[1]/ questionnaire for interviews with survivors developed	International Expert	15-Oct-19	CoE	1,600 Eur
6	Peer review of the questionnaire for interviewing key stakeholders to guide national experts in developing their drafts/ Review of the questionnaire by peer review team completed	Peer review team	30-Oct-19	UN Women	658 \$

7	To translate the questionnaire for interviewing key stakeholders in Georgian/ Questionnaire translated into Georgian		10-Nov-19	CoE	260 Eur
8	To conduct interviews with key stakeholders and other informants /Interviews with key informants conducted	local expert	30-Nov-19	UN Women	5,921 \$
9	To analyze the results of the completed questionnaires from the above two groups of interviews (by international and local experts)/the completed questionnaires analyzed	International and Local experts (Equality Now)	16-Dec-19	CoE	5,600 EUR
10	To translate into English the respective three parts on the stages of investigation, prosecution and adjudication of sexual violence developed by the local experts/Respective parts of the Manual developed by local experts translated from Georgian into English		1-Feb-20	UN Women	2,330 \$
11	Based on the respective drafts of the local experts to develop the first draft of the Manual in English/ The first Draft of the Manual in English developed	international expert/Lead drafter	30-Apr-19	UN Women	7,020 \$
12	to review the first draft of the manual developed by international expert/lead drafter/Draft manual reviewed by Equality Now	Equality Now	30-May-19	UN Women	1,840 \$
13	To complete the peer-review of the second draft of the Manual/ A peer – review of the draft Manual completed	Peer-review team	30-Jun-20	UN Women	1,316 \$
14	To revise the Manual in English based on the inputs from the peer-review team and additional inputs from local experts/the Manual revised as per the inputs of the peer-review team	Lead local expert and international expert/Lead Drafter in consultation with local experts	20-Jul-20	UN Women	3,476 \$

15	To translate the draft manual into Georgian and to review the translation/draft Manual translated into Georgian and translation reviewed by lead local expert	Lead local expert	31-Nov-20	COE	1,644 Eur
16	To organize three validation meetings with the reference group members and practitioners (police, prosecutors, judges, lawyers, survivors, NGOs) in Tbilisi, Telavi and Zugdidi/Three validation meetings organized	COE; Interpretation	March-2021	COE	5,600 Eur
17	Based on the feedback from validation meetings to finalize the Manual in English/the Manual finalized	international expert/Lead Drafter; Equality Now	30-March-21	COE	4,800 Eur
18	English and Georgian proofreading of the Manual	International and national expert	30-Jun-2021	COE	2,614 Eur
19	Layout and publication of the final Manual		30-Aug-2021	COE	3,500 Eur
20	Based on the manual, development of a training module on the prosecution of sexual crimes and trainings of 60 prosecutors and prosecutorial investigators Conference costs and accommodation fees for trainings of 60 prosecutors and prosecutorial investigators	Equality Now/ International expert	Mar-Apr-2021	UN Women	24,946 \$
21	Based on the manual, development of a training module on the prosecution of sexual crimes and trainings of 60 prosecutors and prosecutorial investigators Interpretation fees for trainings of 60 prosecutors and prosecutorial investigators	Equality Now/ Lead local expert; Psychologist	Mar-Apr-2021	COE	6,930 EUR
22	Based on the manual, development of training for trainers' module for the police and training of trainers of 10 representatives of MIA	Equality Now, International expert; Lead local expert, Psychologist	May-2021	UN Women	9,560 \$

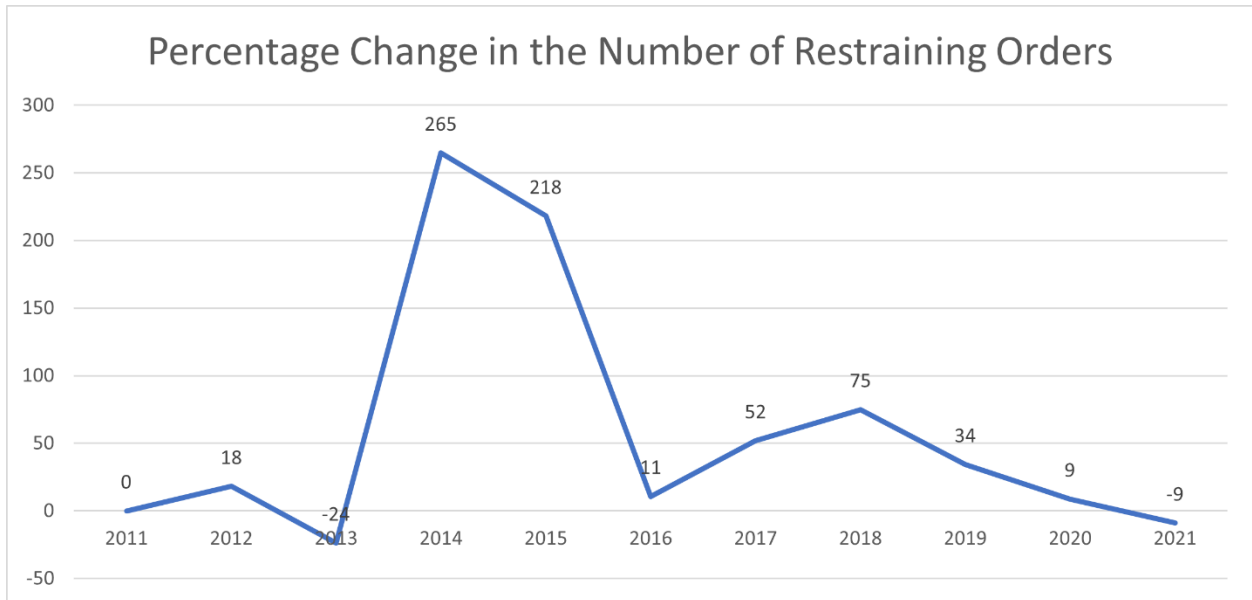
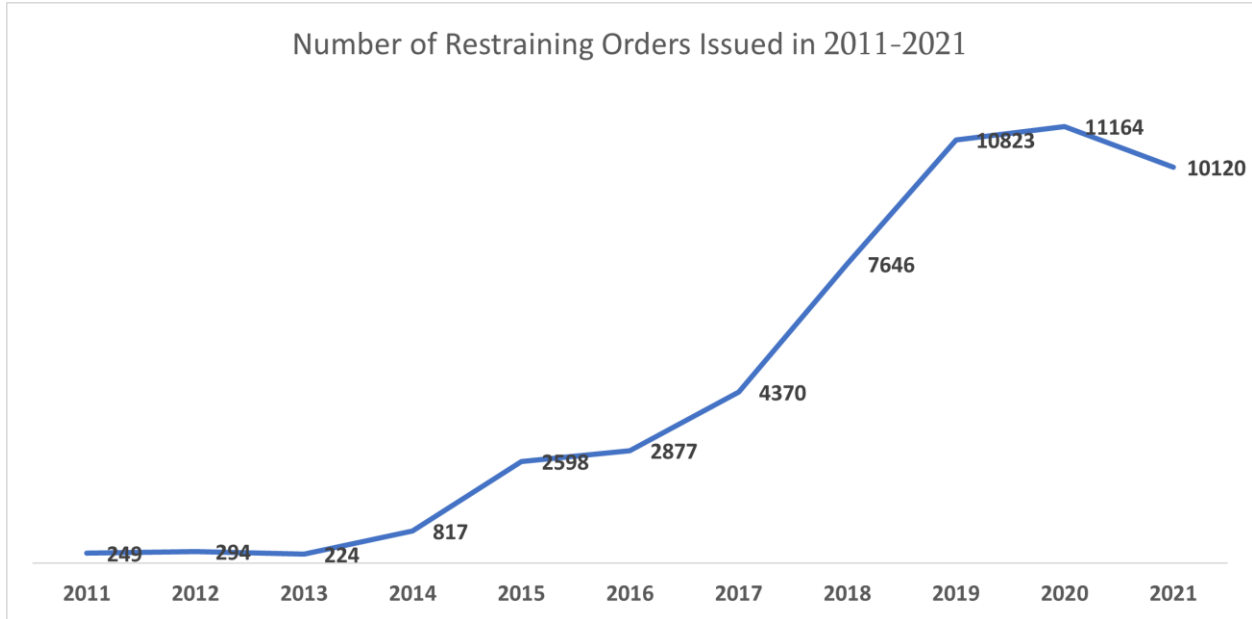
23	Based on the manual, development of a training for trainers' module for the police and training of trainers of 10 representatives of MIA Conference costs and and interpretation fees for ToT of 10 representatives	International police expert	May-June-2021	COE	11 860 Eur
24	Cascade trainings for at least 220 representatives of MIA using the developed training modules on investigation of sexual crimes	Equality Now; Lead local expert; Legal advisor; Psychologist	July-2021-December-2021	UN Women	15,100 \$
25	Conference fees for cascade trainings for at least 220 representatives of MIA	COE	July-2021-December-2021	COE	48,000 Eur
26	Training of additional 20 prosecutors and prosecutorial investigators using the developed training modules on investigation of sexual crimes; Conference/hybrid meeting, interpretation, accommodation fees for training of 20 prosecutors and prosecutorial investigators in Bakuriani, transportation to Bakuriani.	Equality Now; International expert, lead local expert, psychologist	11-15 July-2021	UN Women	13,453 \$
27	Transportation on the route Tbilisi- Kakheti-Tbilisi and covid-19 testing in Tbilisi and Kakheti for trainings on sexual violence investigation issues in Hotel Sketch, Telavi.	Equality Now; lead local expert, psychologist	29 August – 07 September	UN Women	1,454 \$
28	Training for MIA representatives – Transportation for participants and experts		10-19 October, 2021	UN Women	1,000.64 \$
29	Training for Prosecutors on sexual crimes: Conference, accommodation fees, experts' transportation to Kakheti, PCR tests.		8-11 November, 2021	UN Women	8,175.00 \$
30	Training for MIA representatives – Transportation for experts		14-21 November, 2021	UN Women	1,053.00 \$
31	Training for 15 Lawyers on sexual crimes: Conference, interpretation, accommodation fees, participants and experts'		12-15 December, 2021	UN Women	7,643.00\$

	transportation to Kakheti, PCR tests.				
32	Training for MIA Managers on sexual crimes: Conference, interpretation, accommodation fees, experts' transportation to Kakheti.		11-12 December, 2021	UN Women	5,194.64.00 \$

Total distribution of costs by partners

Equality Now	CoE	UN Women
\$ 1,078.00	92 408 EUR (355 678 GEL/112 024 \$)	111,934.3 USD

Annex 2B. Restraining Orders



Annex 2C. Statement on VAWP

Statement of Political Parties on Preventing Violence against Women in Politics and Elections

We, the representatives of political parties undersigned below,

Acknowledge that full and effective participation of women in political life is key to achieving democracy, sustainable development and peace, and that political parties and their members have their solid share of responsibility to create meaningful change towards the full realization of women's rights and ending violence against women in all spheres of life, including in politics;

Acknowledge that gender-based violence against women affects the foundations of democracy interfering with women's right to fully and equally participate in political life, holds back women from accessing leadership positions and directly impacts the political participation of women, further hindering progress in achieving gender equality;

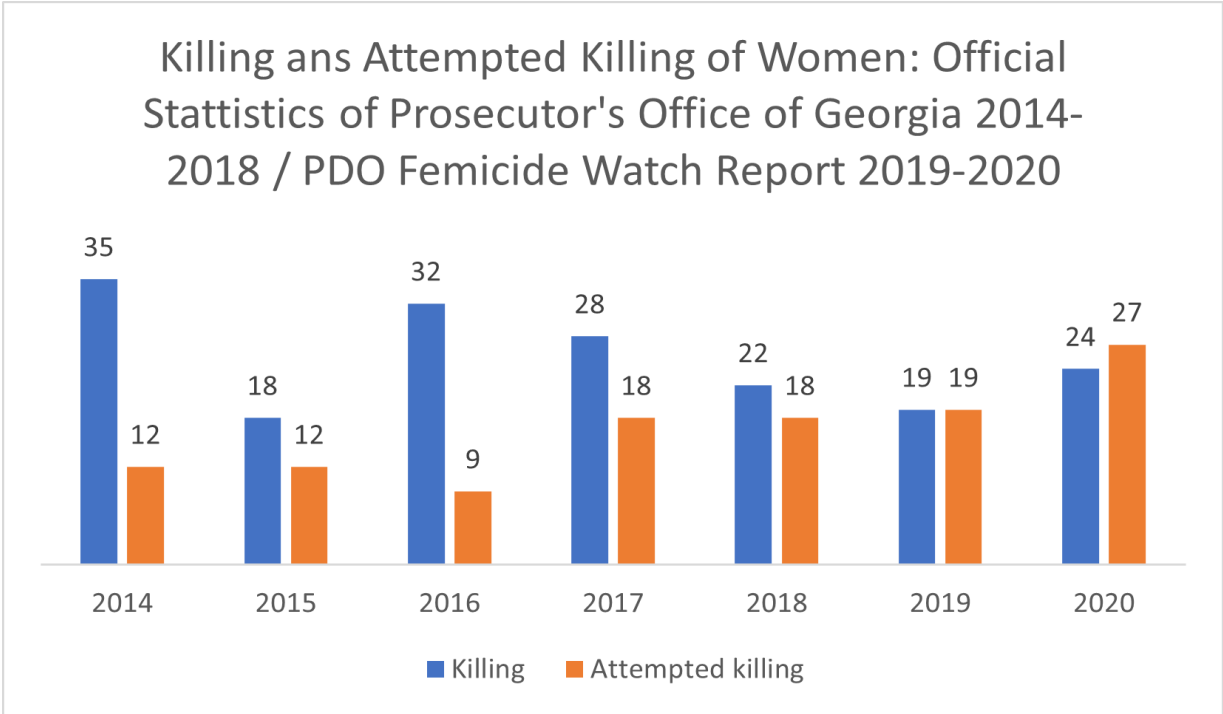
Recognize that gender-based violence against women in politics and elections is any act of, or threat of, gender-based violence, resulting in physical, sexual, psychological harm or suffering to women, that prevents them from exercising and realizing their political rights whether in public or private spaces, including the right to vote and hold public office, to vote in secret, to freely campaign, to associate and assemble, and to enjoy freedom of opinion and expression. Such violence is exercised with an intent to impact the realization of women's political rights, be it women's participation as candidates, voters, activists, party supporters, observers, election workers or public officials, and constitutes a major impediment to achieving women's full and effective participation in political life;

Commit to adopt a policy of zero tolerance for all forms of gender-based violence against women, including sexism and sexual harassment, that undermine women's participation in politics and their guarantee to free and equal participation in political life;

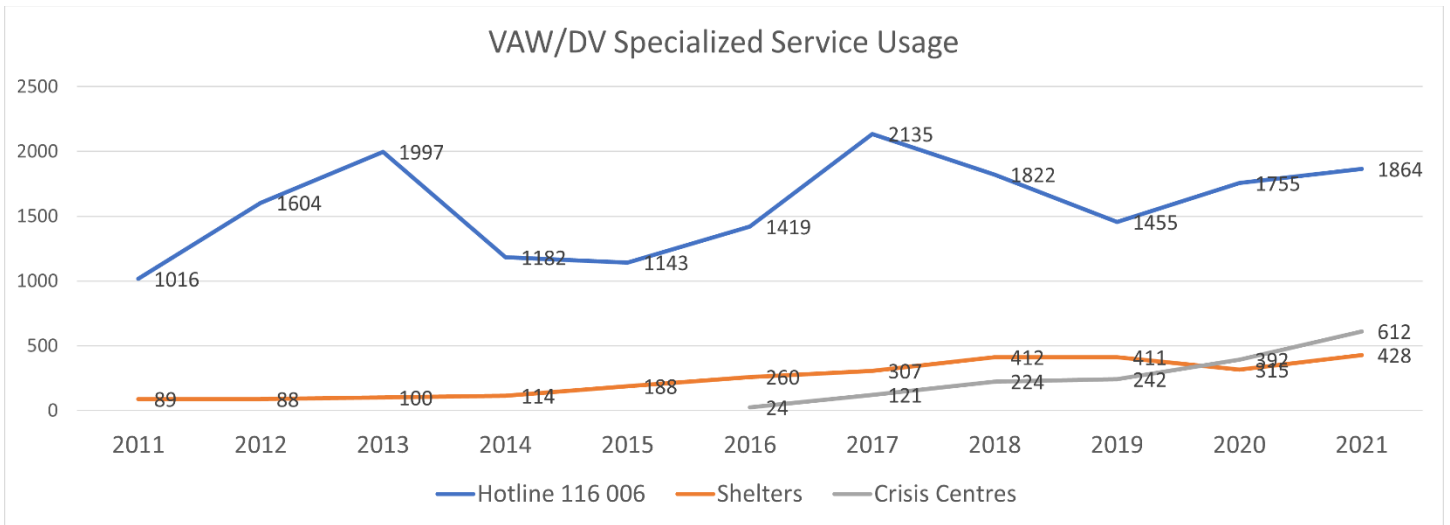
Reaffirm the commitments to the Istanbul Convention and, as part of its implementation, regularly report to the Convention monitoring body on violence against women in politics, including in political parties, in parliaments and in the context of the electoral process, in light of the overarching general obligations in the area of preventing violence against women set out in Article 12 and taking measures for its prevention and elimination.

Name	Political Party	Designation
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Annex 2D. Femicide cases



Annex 2E. VAW/DV Services



Annex 3A

Workshop Report – Family Friendly Workplaces – Policies and Practices

December 7-8, 2021

Prepared by Promundo-US

The UNFPA Georgia Country Office partnered with Promundo-US to strengthen the capacity of partners and further advocacy for applying good practices from EU countries on family friendly policies and responsible fatherhood through public and private sectors. To achieve this, Promundo and UNFPA Georgia CO developed a workshop for partners to demonstrate the best practices from EU countries and the benefits of applying family supporting policies including paternity leave in organizational settings. This “hybrid” workshop was held in Georgia from December 7 -8 with 17 representatives from both the private and public sectors. Due to COVID-19-related challenges, the workshop was adapted to be a hybrid where Promundo presented remotely and UNFPA facilitated in-person group discussion.

Below, is a summary of the main take aways from this 1.5 day workshop.

Workshop Objectives

- Participants become familiar with common best practices for family friendly workplace policies.
- Participants understand the benefit of family-friendly policies such as parental leave, and know of practical ways to implement them.
- Participants feel equipped to introduce the concept of, implement and/or strengthen family-friendly policies in their workplaces.

After a brief introduction of participants and by UNFPA and Promundo, participants were asked what were their main expectations. Most reflected that their expectations matched up with the workshop objectives. There was some desire to include a greater emphasis on some of the legislative challenges and contexts of parental leave, but this more or less was left alone as this was not the expertise Promundo brought to the workshop.

To end the session, Promundo gave a brief overview of the 1.5 day agenda, a copy of which is located in the Annex of this workshop report.

Presentation by Promundo – “Policies” versus “Practices”

Promundo stated that it’s important to begin by defining from the beginning what is meant by “policy” versus “practice” because the two aspects must work together.

Policies: *Boundaries, guidelines, and best practices for acceptable behavior*

- Written down
- Specific
- Agreed upon by organization leadership
- Clear consequences if violated, in theory

Practices / Culture: Norms of behavior regulating relationships between employees

- Sometimes invisible
- Consequences if violated?
- Ever-changing
- Can be different in each team, or at different levels of the organization
- Can be vague or undefined

After giving this overview, Promundo summarized major types of family friendly policies including examples of parental leave policies in Europe and how they compare with Georgia.

Group Discussion: Workplace Barriers to Family Friendly Environments

After a coffee break, participants were asked to engage in a group discussion about the types of barriers they face in the workplace to promoting a family friendly environment. This was what they reported:

- The first barrier is the legal support needed to introduce this culture. Also, strengthening mid-level management is very important, since it is primarily the responsibility of these employees to enable other employees to take parental leaves.
- Supporting work and everyday time management- Managers need to manage time correctly. Social environment, stereotypes, mentality are definitely barriers.
- Management, i.e. decision makers, have less information from a business perspective - what benefits will a family-friendly policy bring to the business and how it will strengthen the company?
- There is lack of information. Maybe there should be locally held workshops on what the specific barriers are because there is lack of information in management and a perceived lack of budget. Due to the lack of information, it is not included in the organization's priorities.
- It is strictly written in the law that a 6-month maternity leave is reimbursable. It is actually in the law now, but it is not clear that it is mandatory. All the problems faced come from here. If it is written more precisely - what the obligation of the company is, then many problems will be eliminated.
- Regarding the fathers- If we think we should encourage them to take leave, there is no support for them financially written into law. In addition to stereotypes, financial pressures and work commitments remain an important factor that prevent men and women from taking leave.
- From my experience, I have been on paid leave for 6 months, but 6 months is a very short time. A woman needs more, due to her physical condition. You are not ready to go back to work until the end. In addition, a 6 months old baby is very small and a mother is often unable to leave the baby with a babysitter or someone else. It was very difficult for me to leave her with another person. The dream version would be a 1 year reimbursed maternity leave.
- Raising awareness- it will be very good if we show how to encourage fathers to take paternity leave. In an ideal world, a space for children (daycare) at the parent's workplace would be very helpful.

Benefits for Workplaces

After the report out from the group discussion, Promundo summarized the main challenges and then presented some of the evidence that supports the benefits (including financial) for companies.

- Retention: When employees choose to leave because they are looking for a more supportive family friendly workplace or just choose to drop out of the workforce, there are lots of costs to hiring their replacement.
- Recruitment: Parental leave helps you recruit new talent
- Productivity: Parental leave may makes for happier and more productive employees

Then Promundo presented a few more slides to present further evidence such as on how having generous parental leave policies resulted in more resilient employers and employees.

Group Discussion: Additional Challenges in Policy

After lunch, workshop participants engaged in group discussions to understand the additional gaps and barriers to workplace policies, and to develop creative solutions to address problematic workplace culture.

The overall comment was that the main barriers are financial reimbursement and the gap in legislation. Here are the answers by group:

Group 1:

Question 1: To your knowledge, what kinds of family friendly policies does your workplace have now?

We have information about existing policies since it is part of contract and benefits are described.

Question 3: What are some of the benefits your managers/human resources departments may see to expanding parental leave or additional benefits for families?

Emotional well-being influences productivity of employee. It is also good for maintaining the workforce especially in specific professions where it is hard to find professionals.

Question 4: Promundo presented some evidence on the benefits of parental leave and family friendly policies. What data do you need to convince your workplace to expand family friendly policies?

We agreed that three main principles that Jane presented are all equally important.

Group 2:

The benefits that are defined by the legislation are used by our organisations and we represent public and private sector at this table. This includes day-offs in case of need, and some other benefits for employees (gifts and vouchers).

Group 3:

Separate Family Friendly Policies are not in place, but small benefits are integrated into different policies.

For management and HR and generally for the company it is important to have such policies since competition is increasing on the market. Also, it is in the interests of company to offer better conditions to its employees, for branding, for positioning on the market, and for keeping turnover of workforce at low rate.

Group 4:

To add, beyond standard documents and contracts, there is an “Internal Regulations” document, which describes all benefits for all employees. When employee is satisfied with conditions, it multiplies with the number of their family members. This increases stability and overall motivation level. Also, visibility of good employer.

Group Activity: Inclusive Family-Friendly Practices

The following summary below is a summary of how the workshop participants would respond differently from the manager in typical workplace scenarios to create a more family-friendly workplace.

Scenario 1: A manager wants to interact with all of his supervisees in a more informal setting. They haven’t done something like this in a long time.

Response: A manager checks his calendar, asks a few people if they can and invites his colleagues to get drinks right after work.

Better response:

- It would be better to respond not after working hours, but at the expense of working hours, for example one proven method which is happy hour. Working hours could end at 5 instead of 6 and from 5 to 6 happy hour could be established. Another option could be to start a meeting in the morning. Also team building which takes place on weekends and involves going out is very helpful.
- It was written here that some employees were singled out, only few of them were contacted, and the manager only checked his own calendar and hasn’t even seen other employees’ calendars. We think there should be transparent communication with everyone.

Scenario 2. A woman comes back from maternity leave and asks her manager for a room to ‘pump’ during the day.

Response: Her manager responds that the workplace is not responsible to accommodate this request, and asks them to go to their car or go home at lunch if they need to “do that.”

Better response:

- I think in any workplace there should be an opportunity to find a small space where women will be able to pump breastmilk independently, excluded from other employees. It is very important for the employee to be able to communicate openly with her hr and her manager. Another option is to arrange transportation of the employee during lunch hours for the employee to go home and return if needed. The main factor is clear communication with the manager and explaining that this is their right.
- When you are a breastfeeding mother you do not know in advance when you may need to feed the baby or pump milk; this space should be such that the employee

can use it whenever she needs it. Also, because we are in a new reality after Covid, we can offer a hybrid model to a woman at such a time, so that she can work from home during her lactation period and she might be much more productive herself.

Scenario 3: A man requests time off work to take his infant child to the doctor.

Response: Manager and/or colleagues ridicule the man for taking time off work and ask him if his wife is available.

Better response:

- First of all, we hope that such things do not happen anymore in everyday life, so we looked at this scenario more abstractly. A better response would be to definitely satisfy the request. His response is inadequate and irrelevant. We would also like to encourage the notion of men being as involved in taking care of children as women.
- I think the men caring for the family has become more trendy lately. They are perceived as role-models. But this is of course on a small scale.

Scenario 4: A man expresses the desire to take time off after his wife gives birth.

Response: Manager responds that if they take leave they will risk promotions in the future.

Better response:

- Of course this is a discriminatory approach and it would be better to say that he can go take time off and the negotiation regarding his promotion is valid.

Scenario 5: A man expresses the desire to take time off after his wife gives birth.

Response: Manager responds "OK, it is not in the policy, but we can make it work for you."

Better response:

- This was similar to the previous scenario. In this case, there is discrimination. It would be adequate to respond I will let you go in any case. It would be good for the employee to warn the manager in advance as well, of course if it's not urgent or the case of emergency.
- Since the introduction of Code of Ethics in companies, it is very rare to hear a rude response from a manager or colleague. We sometimes laugh and think that such scenarios do not happen. But it seems, that such cases still occur, so it is important to have a neutral person in the company who is not my direct manager and with whom I would feel more at ease to go to.
- All this is due to the fact that the employee does not have a substitute in most cases. Substitutes should be introduced in some way so that the employee can use his/her leave at the right time and not restrict his/her rights.

[Presentation on: OK, Now What? I'm Convinced](#)

After the group discussions that were led by UNFPA, Promundo presented on the best practices to move ahead on creating a family friendly workplace. The main headlines were:

1. Shift **practice** as well as policies
2. The **design** of policies matters

3. **Collect data** from the beginning - and don't be afraid to change

Promundo went into detail in each step, which is also summarized in the PPT Slides and Compendium Publication, so it will not be summarized here.

Personal Reflection and Close of Day 1

After this presentation, participants were asked to write down in their own notebooks, some of their reflections from the day and some of the family friendly practices they thought were implementable in their setting.

Here were other comments participants had during the course of the fatherhood workshop:

- Of course, it would be very desirable for the organization to be family-friendly. There are organizations, mostly abroad, in which family friendly conditions are provided. We also have the problem of leaving animals alone in the house. From today's point of view, it is ridiculous to even talk about this, but it is possible to introduce such things. A friend of mine works at apple and he used to say that they have cafeterias at their office, where family members can also go and spend some time together.
- I would say no to such offer in this case. This means that the employee has to think about work all the time and be in work environment all the time, and there is no time left for personal life and going out.
- There are good experiences that we do not use. A leave of more than 1 or 2 weeks is very rarely given at work and is considered as a bad tone. I wonder if there is available research on this, because employees burnout is so big, especially in the medical field it is very dangerous.
- Parental leave for fathers will be acceptable if it is paid and encouraged. If you know that no one will pay for it and you will not be able to bring in income when you have a diaper to buy, then no.
- If a woman has a paid maternal leave, a man must have one too. Unpaid parental leave shouldn't exist in either case. We come to the same principle that it should be equal for both.

Stereotypical attitudes also play a big role. It may be acceptable to you as a man to take the place of a woman, take a paid leave, however your surroundings and friends might meet it in a way that won't make you feel encouraged and might demotivate you.

So the parental leave has to be paid and stereotypes associated with it should be broken.

If there is any research it would be interesting to see the statistics if the numbers have changed- more men using paternity leave or not? I can't think of any cases of paternity leave at our workplace, even though it is encouraged.

- Paternal leave referrals have greatly increased on the hotline. Many call that they want to take paternity leaves and want to find out about the terms. However, this hotline only covers the private sector. There were a few instances that there were referrals from the regions as well.
- My youngest son is 9 years old and my husband took paternal leave for 2 weeks 9 years ago, even though he was leading a large group.
- At that time, probably there were only 2-3 people in the country who took paternal leaves.

- According to Georgia’s legislation at that time, I think paid leave was connected with pregnancy and giving birth and it was the good will of the company to give a paid leave and not mandatory.
- I think the most important issue is mandatory maternity pay. At the moment, this is the biggest gap in the legislation. Even the most minimum, at least a 2 month payment, should be mandatory for companies, all the rest is the second stage. We need this for the beginnin stage.
- As for fathers and paternal leave- media campaigns are important here. Young people receive information on social media, but for a large part of the population national television is the main source. There should be information campaigns that not only

Presenting the 4B Model

In this presentation, Promundo introduced participants to a clear way in which they can implement family friendly policies and practices in their workplaces.

‘4B’ model for implementing family friendly policies

#3 BE ABLE TO MEASURE

Use data to make the case

Actions

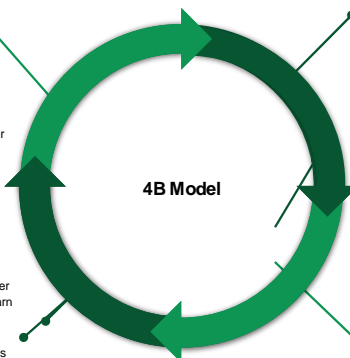
1. Define success: What does it look like for your team to have been successful in being a “family friendly” workplace?
2. Do data collection within a relevant (pre-defined) time period.
3. Communicate the results inside and outside the workplace.
4. Meet with the working group to review data collected, and invite male and female employees to exchange their opinions concerning achieved results and develop a roadmap for improvement.

#4 BUILD EFFECTIVE PARTNERSHIPS

Be a part of the global movement

Actions

1. Establish partnerships with other organizations who offer parental leave, to understand their experiences and learn from each other
2. As you implement new policies and/or practices, think through: what does my workplace need help with? Does the capacity for assisting exist within my workplace, or do we need support externally?
3. Discuss with partners and suppliers the benefits of offering family friendly policies. Think about leveraging your relationship with them to encourage them to offer this benefit to employees as well, and to be transparent about their data.
4. Support international campaigns on promotion of parental leave through actions such as signing the [MenCare Commitment](#) or aligning with similar corporations to launch new policies in a way that generates PR for your company



#1 BE AWARE

Define the problem

Actions

1. Establish a working group.
2. Collect data and undertake a needs assessment to understand your workplace situation and worker needs.
3. Map the policy landscape and review the company’s strategic documents so it will be supportive of the new policy.

Key Questions

1. What are men’s, women’s, and managers attitudes and behaviors on a family friendly workplace?
2. What family friendly policies and procedures are lacking in the workplace to encourage a family friendly workplace for male and female staff?
3. What should be done for the policies and other benefits to be accepted and taken up by both men and women?

Actions

1. Using the data you have from “#1 Be Aware”, develop an action plan with clear and measurable outcomes. What do you want to accomplish with this family friendly policy? What changes should be made in policies AND in workplace culture?
2. In some cases, it could be helpful to appoint a “Family Friendly” focal point to help answer questions and share information.
3. Implement the action plan! As you make changes, deliver trainings and master classes on gender equality and parental leave to shift attitudes.
4. Advocate with HR, managers and executive teams to “lead by example” by being supportive of families and encourage use of FF policies.
5. Communicate your commitment to your employees to achieve your “family friendly” action plan

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Group Discussion: Setting Goals for Ourselves

To end the final part of the day, participants were asked to review the 4B Model and discuss how they would adapt it to their particular setting. After the review, participants were asked to develop some concrete goals for themselves as a results of the workshop. The goals the participants created are below:

- Adjara group: This week I will be able to meet with the CEO and share what I heard at this meeting to include it in current projects. I have already planned a meeting with the Legal Department. Throughout the year plans - all employees will be informed of the

changes. From the first day of hiring, they will be informed about the environment in the organization.

- Avon: Current Week Plans - A news post (at least 1) on Facebook that my company participated in such an important workshop. We will share this experience with employees as well. Month plans introduce important insights to HR, then to top management as well. We are currently working on the strategic plan for 2022 and I would already include specific plans, both in the financial and legal part. I would form a team and if my role is needed, I will be one of the members of this group. Plans of the year - my company now has a family friendly policy and steps have been taken regarding maternity leave, I would start to raise awareness among men and that paternity leave would be as important and equal as maternity leave. I will try to use the 4d model as well.
- Bodyshop (?): In the first week I will try to introduce more about the existing project to the top management and employees.
Next month - introduce it to the staff and estimate the financial costs - what can be allocated. Most of our staff are women, what came to mind for next year plans is rehabilitation, which is a particularly difficult phase for mothers. I think at least next year, in addition to arranging additional room for pumping milk, we will also provide the support of a psychologist in terms of reintegration.
- Anagrama: We represent a communication strategy company, we have several projects, but currently, I am working on Evex internal strategy, for which firstly, I will share the information with my colleagues, with whom I work. We will invest it in the strategy. Next, we will present it while meeting Evex representative.
- Silknet: I will inform my direct manager. I will try to share the general information to the HR this week, then already in the future, will share it in detail and develop statistics with HR to prepare for a meeting with top management to move on to what we can do next. We have been thinking about Paternity leave before, together with the HR and will continue to do so.
- Liberty Bank: It is a difficult time period, the end of the year, especially heavy for the banking sector. At the same time it's a very good time, because plans for next year are being made. First of all, we will add all the policies that we have written to a separate policy - a separate communication on which we will base paternity leaves - it will be legally enforced. Next, comes execution, for which the communication strategy is important. We had Liberty's Fathers- last year and next year we will expand it even more and make it more exciting.

**Georgia Family-Friendly Workplaces: Policies and Practices
Skills- and Community-Building
FACILITATOR AGENDA**

By Promundo-US
Dates: December 7-8, 2021

Workshop Objectives:

- Participants become familiar with common best practices for family friendly workplace policies.
- Participants understand the benefit of family-friendly policies such as parental leave, and know of practical ways to implement them.
- Participants feel equipped to introduce the concept of, implement and/or strengthen family-friendly policies in their workplaces.

Day 1: Tuesday, December 7, 2021

Time	Agenda	Materials
10:00 (15 min)	<p>Welcome by UNFPA-Georgia <i>Mariam Bandzeladze will do this. The purpose will be to provide context for this workshop and how it feeds into UNFPA’s country program objectives.</i></p> <p><i>Mariam will ask participants to introduce themselves to the group.</i></p>	None
10:15 (15 min)	<p>Promundo Introductions & Personal Reflection <i>Introduce Promundo.</i></p> <p><i>Participants take notes to reflect on Question #1 .</i></p>	Audiovisual equipment Copies of Family Friendly Compendium for all participants Pens
10:30 (15 min)	<p>Overview of the Workshop Objectives and Activity <i>Promundo provides overview of Group Agreements.</i></p> <p><i>Overview of workshop objectives and agenda for Day 1 and 2.</i></p>	Audiovisual equipment Copies of Participant Agenda
10:45 (20 min)	<p>Introduction to the workplace policies and practices</p> <ul style="list-style-type: none"> • Present what we mean by policy vs. practice, underlining key differences • Solicit types of policies from audience. • Definitions of maternity/paternity/parental leave, with accompanying examples from Slovenia and Estonia 	Audiovisual equipment

	<ul style="list-style-type: none"> Ask audience how they talk about their workplace culture. Cue with “it’s how you feel at work.” 	
11:05 (20 min)	Coffee Break	
11:25 (25 min)	<p>Common Barriers to implementing family-friendly policies Discussion: Participants will briefly discuss with the person sitting next to them (or at their table) what they see are common barriers to implementing family-friendly policies in their workplaces?</p> <p>(NOTE: One person @ each table should take notes.)</p> <p>After 10 minutes, come back together as a group to discuss.</p> <p>Presentation: It is usual for barriers to fall under three buckets: concerns about <i>profit</i> (firm-level), concerns about <i>employment</i> /career (employee-level), and <i>culture</i>. The facilitator will go through each of these common arguments and underline that these are universal, in every country/community.</p>	<p>Audiovisual equipment</p> <p>Note-taker for group discussion</p> <p>Paper and pens</p>
11:50 (45 minutes)	<p>Why is parental leave good for business? Now that the common barriers are understood for implementing parental leave, it is important to present how to move past those barriers and in fact present parental leave as a positive thing for a workplace.</p> <p>This slide will refute many of the commonly-heard barriers, with the aim to equip participants with arguments they can see with critics when they return to their workplaces and communities.</p>	Audiovisual equipment
12:35 (5 minutes)	<p>Promundo to explain the procedure for next phase – group discussion + lunch.</p> <p>Any housekeeping announcements?</p>	None.
12:40 (20 min)	<p>**UNFPA-LED** (PART 1) Family-Friendly Workplaces: Policies and Practices - Group Discussion Follow the directions in the Facilitator Guide to lead participants in small group discussions up to Step 7. Ensure there is a UNFPA note-taker to record key take aways from group discussion report-outs.</p>	<p>Facilitator Guide</p> <p>Copies of Discussion Questions for all participants</p>
13:00 (60 mins)	Lunch	
14:00 (40 min)	<p>**UNFPA-LED** (PART 2) Family-Friendly Workplaces: Policies and Practices - Group Discussion Follow the directions in the Facilitator Guide to lead participants in small group discussions. Ensure there is a UNFPA note-taker to record key take aways from group discussion report-outs.</p>	<p>Facilitator Guide</p> <p>Copies of Discussion Questions for all participants</p>

15:00 (1 hour)	<p>**UNFPA-LED**</p> <p>Group Activity: Inclusive Family-Friendly Practices</p> <p>Follow the directions in the Facilitator Guide to lead participants through the group activity. Ensure there is a UNFPA note-taker to record key take aways from the final discussion at the end of the activity.</p>	<p>Facilitator Guide</p> <p>Copies of the Group Activity Worksheet for all participants</p>
16:00 (20 min)	Coffee Break	
16:20 (45 min)	<p>Ok, I'm convinced: Now what?</p> <p>Facilitator explains the best practices for implementing parental leave through policy and culture. The facilitator will go through the best practices for <i>designing</i> parental leave policies, and <i>collecting data</i> for transparency and accountability. Will also present a few slides from IMAGES Georgia data which illustrates what sort of data companies could collect to meet goals towards family-friendliness.</p>	<p>Audiovisual equipment</p> <p>Notebooks</p>
17:05 (15 min)	Review of next day's agenda, final take-aways, and close for the day	None
17:20	Close	

Day 2: Wednesday, December 8, 2021

Time	Agenda	Materials
10:00 (15 min)	<p>Welcome back / Agreement / Review of Day 1 Group reflection on: Key Take Aways from Day 1. Can the group discussion be led by UNFPA?</p>	Audiovisual equipment
10:15 (30 min)	<p>Presentation: 4b model for implementing / expanding family friendly policies Present audience with one model for implementing parental leave or other family-friendly policy.</p>	<p>Audiovisual equipment</p> <p>Copies of adapted 4B model given to each person</p>
10:45 (15 mins)	<p>Personal Reflection (15 minutes) Participants will write in their copy of the 4B Model answers to the questions posted in the PPT. They should reflect on what changes they would make, how they would personalize it, and what they need to do to follow up on the goals they made.</p> <p>Promundo hands off to UNFPA to lead final reflection on goal-setting, but will stay online for the final hour.</p>	<p>Audiovisual equipment</p> <p>Notebooks</p>
11:00 (45 min)	<p>**UNFPA LEADS** Group Discussion: Setting Goals for Ourselves Follow the directions in the Facilitation Guide. Participants will set goals for themselves for next week, next month, and end of the year – using the SMART framework as a guide and then UNFPA will lead a big group discussion about their commitments.</p> <p>Facilitators should walk around to make sure tables are staying on track.</p>	Audiovisual equipment
11:45 (30 min)	Final Reflections, Questions, and Close	
12:15	Close of Workshop	

Annex 3B

Outline of the Social Norm Change Intervention Re. CSE in Georgia

Based on the discussion held on 14/07/21 with participation of:

Marta Diavolova

Peter Aggleton

Marika Bandzeladze

Lela Bakradze

Brief Background Information

The necessity to ensure a healthy lifestyle, sexual and reproductive health and rights education to youngsters is considered and acknowledged by the state policy and relevant strategies in Georgia. In addition, international policy frameworks and Human Rights related agreements that Georgia is signatory of, oblige the country to spearhead education on these issues in the country.

Gender equality issues and certain topics of comprehensive sexuality education (CSE) are covered, but insufficiently so, in the curricula of primary and secondary education. The Civic Education curriculum includes topics related to gender equality – such as child/early marriage, equal political participation of the sexes, equality and tolerance – but avoids any mention of “gender”; and the Biology curriculum (revised according to the WHO and UNESCO standards on CSE) extensively covers issues of healthy lifestyle and reproductive health. However, major challenges still exist in the full integration of CSE topics into the formal education system. Even though there has been significant progress in recent years in introducing SRH and healthy lifestyle topics into school curricula (under biology and civic education), the curricula of other subjects still lack consideration of gender issues, school textbooks are still far from being stereotype-free and gender-balanced, and teachers’ insufficient qualifications and enthusiasm for gender-responsive teaching remains a challenge. Moreover, the information and skills gaps are considerable at the primary education level, when children aged 6-12 practically do not receive any information on any aspects of the CSE. Though the Ministry of Education and Science of Georgia acknowledges the role of formal education in informing youngsters about the different aspects of sexuality education, its discourse on the matter has never been clear and straightforward, neither was it open to include a wide variety of issues recommended by the WHO and UNESCO standards in the relevant subject standards.

Public perception of leading CSE is quite polarized. The distinctive hindrances for implementation of CSE in the country stem from two considerations: the low awareness of the population on the essence, content, and benefits of the CSE; and stereotypical and negative perceptions prevailing in the society, specifically supported by the radical conservative groups in the country. A qualitative study on the need for sexuality education in Georgia, which can be used as the source to base the campaign on social norm change about CSE, provides insight on the barriers existing among professionals and/or society at large to lead CSE. Most significantly, the study explored attitudes of teachers towards CSE. Understandingly, majority of the teachers share same stereotypes and fears existing in the society regarding CSE, but those who acknowledge its importance and are ready to spearhead CSE, identify the scarcity of educational resources that could be used for interactive classes and the fear of backlash from parents or community. On the other

hand, parents' attitudes towards CSE remain polarized. The main misconception around the CSE is that it promotes and encourages early sexual relationships. Moreover, some believe that speaking on these topics is somehow against local traditions and cultures. However, some parents understand the need for CSE and believe that school doctors and school psychologists might be better equipped to deliver the information to youngsters. Finally, school principals tend to conform with the prevailing public opinion about the CSE since, as the members of the same community, they either inherently share the same negative attitudes, or simply conform for the fear of backlash and being criticized.

Unfortunately, there have been several cases of child molestations in Georgia recently, where the victims were 6-9-year-olds. The public outcry has been severe, mainly demanding the punishment of the culprits, however, the public discourse has never been directed towards the need for sexuality education as one of the means of preventing sexual abuse. The discourse on the issue was mainly driven by the civil society representatives, whose approach to the matter is also diverse. Those belonging to more radical feminist groups have brought a lawsuit against the Ministry of Education and Science of Georgia to introduce comprehensive sexuality education in the formal education system and they openly criticize the ministry for its lack of straightforwardness. On the other hand, there is another group of NGOs (in fact, two NGOs, one of which is UNFPA's Implementing Partner in introducing the CSE in formal education system) that work on the matter more tacitly, cooperating with the ministry of education.

UN system spearheads relevant measures to assist the Government of Georgia in attaining Sustainable Development Goals, and in this case, significant efforts are made to promote Goal 4 and 5. UNFPA will partner with UNDP and UN Women in this regards, within the framework of the UN Joint Program for Gender Equality. The agencies will jointly renew the Memorandum of Understanding with the Ministry of Education and Science of Georgia on the matter and will plan various initiatives considering respective mandates. Potentially, UNFPA will also explore the possibility of cooperating with UNICEF in this regards.

Action Points

To transform social norms related to sexuality education in Georgia, it is important to adopt a multi-levelled and holistic approach while designing and implementing a program. Considering the institutional arrangement of the educational system, the cultural context of the country, and societal attitudes prevailing in the country, it is recommended to apply a tiered approach to programming.

The below described Streams shall take place almost simultaneously.

Stream 1: Advocacy for wider integration of CSE topics into the formal education system – mobilizing support of the Gender Equality Council of the Parliament [*able to influence the Ministry of Education, Science and Culture of Georgia (MoE) decisions*]

- Come up with a name for CSE that is publicly accepted and framed around public perceptions of education that promotes healthy relationships, non-violent living; respect and dignity; care for one another; and healthy literacy and behavior; It would be recommended to initiate discussion on the matter on a workshop with the CSOs – please see Stream 4;
- Advocate to advance the implementation of existing legislation and strengthen the quality of education; and to prepare children 7-10 years old and 11-18 years old to have safe/non-risky behavior and be safeguarded and supported through their transition from childhood to adulthood;

Stream 2: Work with the MoE to plan the next stage of technical support for developing work on CSE within the formal education system

- Within the framework of a New School Model, spearheaded by the Ministry of Education and Science of Georgia, CSE (in the form of “education for harmonious and healthy development of youth”) should be piloted in the selected public schools of Georgia. The pilot schools will be selected in consultation with the MoES.
- Multi-professional teams in the selected schools will be trained:
 - Teachers of Biology and Civic Education – widening the scope of the content with an emphasis on relationships;
 - School Doctors/Nurses – to lead the education provided at primary education level (age of students – 6-12);
 - School psychologists (where possible);
 - Resource persons (“coaches”) - teachers involved in the New School Model

Training module and lesson plans already prepared based on the revised subject standards will be used to raise awareness of teachers on the benefits of good quality sexuality education. The training sessions will serve to challenge existing myths and stereotypes around sexuality education and will boost the confidence of teachers to lead more interactive lessons.

- Additional teaching resources will be developed for teachers to conduct the lessons related to CSE topics;
- An online training module will be prepared for teachers. The training module shall become an integral part of the teachers’ professional development.

Stream 3: Social mobilization in the pilot schools surrounding local communities:

- Informational sessions will be held with the principals and parents. Invited speakers with credibility and status will explain to parents the content of sexuality education, as well as the benefits of providing evidence-based information to youngsters considering their age development.

Stream 4: Communication campaign targeting parents and the public more generally

- A workshop will be conducted with the CSO SRH coordination platform existing in Georgia. The workshop will be dedicated to outline a plan of action for conducting the communication campaign in Georgia and to agree on messages and approach used throughout the campaign.
- A media campaign will be designed to be implemented throughout the year. The outline of the media campaign will identify potential speakers, messages to be disseminated, as well as the various channels of communication to provide evidence-based information to the audience, including the evidence generated through the pilot schools.

In addition:

- (Provisional idea): A knowledge exchange tour may be arranged for teachers and resource persons (“coaches”) involved in the pilot to showcase the implementation of sexuality education and to observe lessons conducted on various aspects of sexuality education. The main goal of the study tour would be to boost the capabilities of teachers to lead interactive lessons on the subject and

to acquire communication skills necessary for leading conversations with students and their parents in the respective communities. The participants of the study tour will later be employed as the trainers/experts for sharing experience/knowledge with colleagues.

Assistance Needed

Engagement of the international consultant is required in the following areas:

- To lead a workshop with the SRH platform representatives. The goal of the workshop will be to agree on the plan of action to promote CSE, agree on an acceptable title for the CSE considering the local context, identify positive deviants and beneficial norms based on which the messages for communication will be tailored;
- To conduct an introductory informational session with principals;
- To conduct an introductory informational session for teachers (could be online); Teacher education will be later expanded in two directions: (i) working with the higher education institutions to integrate relevant course/training/workshop in a state-funded teacher preparation program; (ii) to train in-service teachers through conducting a ToT and promoting online teacher education module.
- To elaborate messages to communicate benefits of the evidence-based sexuality education considering the positive deviants and beneficial norms prevailing in the society (positive deviants could be identified based on the qualitative research conducted in Georgia)
- Moreover, assistance will be required to prepare additional educational resources for teachers that will be used as supplementary resources during the lessons.
- To prepare a brochure for parents on how to talk with children on various issues of CSE. The brochures will be distributed by schools through informational sessions.