

ANNEX A

Revised 06 November, 2015

Country: Georgia

Programme Title: UN Joint Programme for Gender Equality

Joint Programme Outcome(s):

Programme Duration: <u>5 years</u> Anticipated start/end dates: _____ Fund Management Option(s): _____	Total estimated budget*: SEK 70,000,000 Out of which: Funded Budget: 2. Unfunded budget: _____ Sources of funded budget: <ul style="list-style-type: none"> • Government _____ • UN Org.... _____ • UN Org... _____ • Donor ... Swedish Government
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UN organizations	National Coordinating Authorities
Mr. Niels Scott UNDP Resident Representative in Georgia Signature _____ Date _____	Ms. Manana Kobakhidze Chair of the Gender Equality Council of the Parliament of Georgia Signature _____ Date <u>10.11.15</u>
Ms. Erika Kvapilova UN Women Representative in Georgia Signature _____ Date _____	Replace with: Name of Head of Partner _____ Signature _____ Name of Institution _____ Date & Seal _____
Mr. Karl Kulesa UNFPA Representative in Turkey, Country Director for Georgia Signature _____ Date _____	Replace with: Name of Head of Partner _____ Signature _____ Name of Institution _____ Date & Seal _____

1. Executive Summary

The proposed second phase of the Joint Programme will continue to respond directly to the women's rights and gender equality commitments undertaken by the Government of Georgia (GoG) on international and national levels, and will upscale the results achieved by the UNJP in previous phase and UN agencies in general, as well as other stakeholders in the area of gender equality and women's empowerment in Georgia.

The Joint Programme will address gender inequality in a coherent and comprehensive manner, covering a wide range of issues, such as political and economic empowerment of women, reducing violence against women and girls and promotion of women's sexual and reproductive health and reproductive rights. Therefore, it is mandatory to pool together and unify efforts of UN agencies in order to pave the way for a more effective response to the truly complex and multifaceted problem in the country. Consequently, the Joint Programming modality is the most effective approach to build on and complement the mandates, capacities, experience and expertise of each agency (UNDP, UN Women and UNFPA), and thus tackle an overly complex issue in Georgian society.

The overall goal of the project is to promote gender equality and women's empowerment by means of strengthening capacities of government at both central and local levels and across the executive, legislative and judicial branches, engaging civil society and raising public awareness about gender equality. This ambitious goal will be achieved by realization of the following outcomes:

- **Enhanced women's political and economic empowerment**
- **Enabling environment to eliminate violence against women and girls, especially sexual and domestic violence, created in Georgia**
- **Advanced gender equality and reproductive rights, including for the most vulnerable women, adolescents and youth**

The project will have a holistic approach by simultaneously targeting three interrelated levels (national, local and grassroots) and applying multi-tiered programming approaches:

- **Policy advice** - to advocate for streamlining of national legislation and policies in view of gender equality including, political and economic empowerment, violence against women and girls, reproductive rights; and recommend improvements; adjust policies, develop/update the action plans; support evidence-based policy dialogue between policy and decision makers, the legislature and women's rights and gender equality advocates as well as communities at grassroots level;
- **Strengthening national systems** – to enhance coordination and implementation of innovative policies and plans related to gender equality, including political and economic empowerment, SRH&RR, prevention and response to violence against women and girls, as well as supporting development and institutionalization of monitoring mechanisms of implementation.
- **Strengthening public advocacy** – to enhance the capacities of rights-holders on the issue of gender equality and women's political and economic empowerment, domestic and other forms of violence against women and girls, harmful practices and reproductive rights by mobilizing and supporting participatory advocacy platforms with civil society and communities at grassroots level.

The proposed UNJP is fully aligned with national priorities in the area of gender equality and the stated goals and priority areas of the United Nations Development Assistance Framework for Georgia (2010-15) and draft UN Partnership Framework (2016-2020) as well as the Results Strategy for Sweden's Reform Cooperation with Eastern Europe, the Western Balkans and Turkey (2014 – 2020).

A human rights-based approach will be at the heart of the programme while developing capacities and opportunities for both duty-bearers and rights-holders. The programme will strengthen the capacity of duty bearers, i.e. central and local government institutions to effectively fulfil their obligations and increase accountability as well as supporting rights holders to effectively claim their rights. All programme activities will be based and will apply universal human rights principles such as: equality and non-discrimination, participation and inclusion, accountability and rule of law.

A communication strategy will be developed in cooperation with the programme partners supporting advocacy for the achievement of the project results.

The project will benefit from local and international expertise as required. It will partner with the Government, CSOs, including women's NGOs and gender equality advocates for the implementation of selected activities.

In light of the three upcoming elections (Parliamentary elections in 2016, Local Government Elections in 2017 and Presidential elections in 2018), during the second phase, the project will adapt to and remain flexible towards the changing political environment.

M&E: the project team will conduct regular monitoring during the project duration. In addition, mid-term and final evaluation will be conducted by external evaluators.

Target population: Society-at-large, women, men and youth and especially excluded groups of women such as – IDPs and conflict affected populations, ethnic and religious minorities, female-headed households, victims/survivors of domestic violence and sexual violence.

Geographic areas: Tbilisi, Samegrelo and Kakheti regions

Intended partners: Human Rights Inter-Agency Council (HRIAC), Gender Equality Council (GEC); Supreme Court of Georgia; the Parliamentary Budget and Finance Committee; the Parliamentary Committee on Health and Social Affairs; the Parliamentary Budget Office; Interagency Coordination Council Implementing Measures to Eliminate Domestic Violence; Ministry of Labor, Health, and Social Affairs (MoLHSA); Ministry of Internal Affairs (MIA); Ministry of Regional Development and Infrastructure (MRDI); Ministry of Education and Sciences (MES); Ministry of Sports and Youth Affairs (MSY); Ministry of Justice (MoJ); Ministry of Defence (MoD); Ministry of Economy and Sustainable Development (MoE); Ministry of Agriculture (MoA); Civil Service Bureau (CSB); Chief Prosecutor's Office of Georgia; State Fund for Protection and Assistance of Victims of Human Trafficking and Domestic Violence; Legal Aid Service; National Statistic Service (GEOSTAT); Public Defender's Office (PDO); Local Self-Government Bodies; Georgian Bar Association (GBA); High School of Justice of Georgia (HSOJ); Teachers' Professional Development Centre; Georgian Rugby Union; Zurab Zhvania School of Public Administration (ZSPA); Municipal Service Providers Association (MSPA); Centre for Strategic Research and Development of Georgia (CSR DG); CSO-s including women's NGOs; gender equality advocates; media and academia.

2. Situation Analysis

Georgia has made significant progress in strengthening the legislative and policy framework for enhancing gender equality and combating violence against women and girls in the country. A number of policy documents and legislative acts have been adopted over recent years including the Law of Georgia on Prevention of Domestic Violence, Protection and Assistance of Victims of Domestic Violence (2006); Gender Equality Law (2010); Non-Discrimination Law (2014); as well as Gender Equality National Action Plans (2007-2009; 2009-2011; 2011-2013; 2014-2016); Domestic Violence Action Plans (2007-2008; 2009-2010; 2011-2012 and 2013-2015); National Action Plan on Women, Peace and Security (2012-2015) and Youth Policy and Action Plan (2014-2020). The Government of Georgia also included domestic and sexual violence into the mandate of the State Fund for Protection and Assistance of Victims of Human Trafficking (2009; 2012), criminalized domestic violence in 2012, forced marriage in 2014, and signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in 2014.

Moreover, the Government of Georgia (GoG) developed and adopted the National Strategy for Protection of Human Rights in Georgia (2014-2020) and subsequent Action Plan on Protection of Human Rights (2014-2015). To facilitate the implementation of the HR strategy and action plan and coordinate relationship between executive agencies, the GoG also established the Human Rights Inter-Agency Coordination Council (HRIACC) that consists of several working groups including the one on gender equality. In 2014, the GoG re-established the Inter-Agency Council Implementing Measures to Eliminate Domestic Violence in Georgia (previously established in 2008) as a policy-making body in the area of elimination of domestic violence and protection and support to DV victims/survivors. The DV Council is tasked to coordinate and monitor government agencies involved in implementation of the National Referral Mechanism (NFM).

Despite the progress, gender inequality remains high and is considered as one of the major constraints to more sustainable and inclusive development that also leads to human rights violations in the country. Georgia is ranked 81 out of 147 countries in Gender Inequality Index (GII),¹ 84 out of 148 countries in Gender-related Development Index (GDI)² and 85 out of 142 countries in Global Gender Gap Index (GGGI).³ Also, the country ranked 60 out of 86 in the "2012 Social Institutions and Gender Index" (SIGI), which captures and quantifies discriminatory social institutions such as early marriage, discriminatory inheritance practices, violence against women, son bias, restrictions on access to public space and restricted access to productive resources.⁴

Persistent gender inequality is manifested by underrepresentation of women in decision-making positions, women's limited participation in political and social life, large gender wage gap, occupational segregation, skewed sex ratio at birth with son preference, prevalence of sexual harassment, early marriages and violence against women and girls as well as cultural stereotypes and norms that diminish women's role in society. Furthermore, both, duty bearers and right holders lack the relevant capacities to fulfil their obligations and claim their rights, respectively.

The women's participation in political and economic life is limited. With only 12 % of women in the Parliament, Georgia ranked 108th out of 190 countries in the World Classification of the Women in National Parliaments.⁵ Women are underrepresented in the local government too. Only 11.6 % of women were elected in the local self-government elections in 2014, which is a slight increase from 11.0 % in 2010.⁶

While the country has achieved a robust economic growth over the last decade and made progress in reducing poverty and especially extreme poverty, the poverty rates still remain high (14.8% - poverty and

¹ UNDP (2013) Human Development Report 2013: The Rise of the South: Human Progress in a Diverse World

² UNDP (2014) Human Development Report 2014: Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience

³ World Economic Forum (2013) The Global Gender Gap Report 2014. Retrieved in April 2015

http://www3.weforum.org/docs/GGGR14/GGGR_CompleteReport_2014.pdf

⁴ OECD (2013) SIGI index. Retrieved in January 2015 <http://genderindex.org/content/team>

⁵ Inter Parliamentary Union. 2015. Retrieved in April 2015 from <http://www.ipu.org/wmn-e/classif.htm>

⁶ ISFED (2014) Gender Monitoring of Local Self-Government Bodies and Strengthening Women Involvement in Political Life. Retrieved in January 2015 <http://www.isfed.ge/main/769/eng/>

3.7 %- extreme poverty rates)⁷ and along with persistent inequality define the high level of vulnerability of the population. Rural households headed by women with children are particularly vulnerable to poverty. There is still significant difference between the distribution of average monthly incomes between men and women in Georgia. While the average monthly income per household tends to increase, the men-headed households have more income than women-headed ones. The average monthly income (both cash and non-cash inflows) of men-headed households was 32.7% higher than that for women headed households in 2012.⁸

Furthermore, country is known to have seen the “jobless growth”, since the growth has not been translated into job creation and high level of unemployment (14.6 % in 2013) is considered the key factor responsible for poverty. Women are particularly disadvantaged at the labour market as demonstrated by the gaps in labour force participation rate, employment rate and salaries. The female labour force participation rate (57 %) is much lower than that of male (75 %).⁹ Similarly, women employment rate is lower (48.8 %) than that of man (54.5 %)¹⁰ and there are large differences between wages of men and women in Georgia. The country’s Gender Wage Gap (GWG) was estimated at 34.8% by a recent study and there is continued horizontal and vertical gender segregation in the labour market, where women are concentrated in low-paid jobs. According to the study, unlike men, labour market does not reward women in accordance to their educational attainment, as women’s wages do not increase according to their education level, which also suggests potential mismatch between education level and occupations and occupational segregation.¹¹

Gender inequality and violation of women’s rights is further demonstrated by growing cases of violence against women and girls. 2014 has been especially tragic in terms of increased number of media reported cases of women being severely injured or murdered by their former or current partners/spouses. As per UN and NGO data, these cases equal to about 30. According to official statistics, 1 102 cases of domestic violence, with 1 010 women victims, were registered during the period of January 2007 and June 2014¹² and 84, 82 and 79 cases of rape were registered in 2009, 2010 and 2012 respectively, while only about 50% of male perpetrators were convicted of the rape crime in all these cases.¹³ This is, however, the number of registered cases, whereas the scale of gender-based violence, including domestic and sexual violence against women and girls, is much broader and women experience various forms of violence including physical, verbal, psychological, economic and sexual violence, but due to the stigma, there is much lower disclosure rate as informed by various studies.

The UNJP study conducted in Tbilisi, Kakheti and Samegrelo-Zemo Svaneti regions revealed that 77.8 % of respondents believe domestic violence occurs very often or quite often, while 66.8% know a victim and 56.3% know a perpetrator in person.¹⁴ An earlier study reveals that among women, who have ever been married, every eleventh is a victim of physical abuse from their husband and 34.7% has had injuries several times.¹⁵

The cases of early marriages are another area of concern. Georgia has one of the highest rates (17.2 %) of women married under the age of 18 among the European Countries.¹⁶ The data is not complete because child marriages up to 16 years are not officially registered. However, various studies show that girl child marriage is a nationwide social problem, but the reasons that trigger child marriage are not homogenous and vary according to religious, ethnic, and regional factors. Traditions and patriarchal values and lack of

⁷ WB data (2012)

⁸ UN (2014) Georgia – Beijing+20. National Review of the Implementation of the Beijing Declaration and Platform for Action

⁹ WB Data (2013) Retrieved in January 2015 from <http://data.worldbank.org>

¹⁰ Geostat (2014) http://geostat.ge/cms/site_images/files/english/Women%20and%20Men%202013.pdf

¹¹ UN Women (2014) Technical Assistance to GEOSTAT in Measuring the Gender Wage Gap in Georgia

¹² Ministry of Internal Affairs Georgia (2014) Domestic Violence Statistics

¹³ Geostat, Criminal Justice Statistics, Retrieved in April 2015 from:

http://www.geostat.ge/index.php?action=page&p_id=602&lang=eng

¹⁴ UN Women (2013) Study of the Perceptions and Attitudes towards Violence against Women and Domestic Violence in Tbilisi, Kakheti and Samegrelo-Zemo Svaneti

¹⁵ UNFPA (2010) National Research on Domestic Violence against Women in Georgia

¹⁶ UNFPA (2012) Marrying Too Young

education are among the main triggers behind child marriage in regions populated by ethnic and religious minorities. According to the statistical data of the Ministry of Education and Science of Georgia, during the period from October 2011 to January 2013, 7 367 girls terminated education before the end of basic level (7-9 grades) and the reason for abandonment of education in majority of cases was early marriage.¹⁷ At the same time, neither the state nor the public recognizes child marriage as a social problem. Hence, child marriage is not been adequately researched and addressed so far.

Further concerns include gender-biased sex selection manifesting in birth ratios skewed in favour of boys. The Parliamentary Assembly of the Council of Europe (PACE) Resolution 1829 (2011) on prenatal sex selection placed Georgia among the other few Council of Europe member countries, where the skewed sex ratio at birth “has reached worrying proportions” (111 boys for 100 girls).¹⁸ During the last years, the sex imbalance at birth appears to have begun to reduce. According to the latest figure, it is now below 110 male births per 100 female births, which is closer to the normal ratio, however, there is a further need to maintain this trend and reduce the gap.¹⁹ The pre-natal sex selection (as a rule, for the desire to have a son) has also been revealed by a survey on men and gender relations. According to the study findings, 9% of women living with a partner or spouse say that they have sought an abortion for the sole purpose of pre-natal sex selection.²⁰ Apart from being the radical expression of gender discrimination, this practice also causes serious risks to the country’s demography. It had already been estimated that in 2010 about 25,000 girls aged 0-19 years were missing from the country's population owing to the sex imbalances at birth that occurred since the 1990s.²¹

The fact that reproductive rights are not considered within the broader framework of human rights in Georgia is further jeopardizing full realization of the rights of women and girls to gender equality and non-discrimination. Gaps in population education, as well as in enabling environment are among the challenges to be addressed.²² Although the Total Induced Abortion Rate (TIAR) has seen 50% reduction in the last decade, abortions continue to be widely practiced and, more importantly, constitute one of the main family planning methods. The prevalence of modern contraceptive methods is still low at 35%, with 14 % difference between urban and rural settings. The study on gaps published by UNFPA in 2013 revealed substantial weaknesses in the government capacity to provide supportive environment for effective family planning (FP). According to UN JP 2013 research on men and gender relations 70% of respondents think that women are responsible to protect themselves from the unplanned pregnancy, while according to 45% of men living with wives/partners, the partner has had an induced abortion at least once and decision about abortion was made with the participation of men in 37 % of cases.²³ The reproductive and sexual health needs of adolescents are going largely unmet in Georgia; The lack of youth friendly services, absence of education on SRH&RR and healthy life-style and presence of cultural stigma hinder access of adolescents and youth to sexual and reproductive health services and information, risking HIV infection and unintended pregnancies. Adolescent fertility rate fell from 65 per 1,000 women aged 15-19 in 1999 to 39 in 2010; however, it is still higher than the regional average.

The problem of gender inequality is further compounded by cultural stereotypes and patriarchal norms that dominate Georgian society and undermine women’s social status, participation in public life and their professional careers. The studies about public perceptions on gender equality reveal that Georgian society considers a woman’s main function to raise children and take care of the household, while a man’s function to support the family financially. Consequently, men and women do not take joint responsibility during the child’s upbringing and raising a child is considered the women’s natural responsibility. In addition, Georgian

¹⁷ UN (2014) Georgia – Beijing+20. National Review of the Implementation of the Beijing Declaration and Platform for Action

¹⁸ Parliamentary Assembly, Council of Europe, Resolution 1829, 2011. Retrieved in April 2015 from <http://assembly.coe.int/Mainf.asp?link=/Documents/AdoptedText/ta11/ERES1829.htm>

¹⁹ UN JP (2015) Gender-biased sex selection in Georgia: Context, Evidence, and Implications; Christophe Z. Guilmoto

²⁰ UNJP (2013) Men and Gender Relations in Georgia

²¹ UN JP (2015) Gender-biased sex selection in Georgia: Context, Evidence, and Implications; Christophe Z. Guilmoto

²² UNFPA (2013) Gaps in Family Planning Services

²³ UNJP (2013) Men and Gender Relations in Georgia

society believes that woman should be obedient to her husband and let him have leading positions in various activities.²⁴

While the comparison of study findings in retrospect shows an increase in intolerance towards violence against women²⁵ and domestic violence, there are still persistent cultural norms that condone ill treatment of women. According to the survey, 65% of men believe women should endure verbal violence and 14% agree that women should tolerate physical violence for maintaining family's integrity.²⁶ In addition, a recent study conducted by NDI and CRRC nationwide reveals that 39% of the respondents still consider physical violence as a matter only to be solved within the family.²⁷

Overall, despite some positive trends, still much needs to be done in order to challenge the patriarchal norms of Georgian society, change public attitudes towards gender roles, stimulate right holders' demand and enforce the implementation of respective national and international legislative acts.

3. Strategies, including lessons learned and proposed joint programme

Background/context

The proposed UNJP is fully aligned with national priorities in the area of gender equality and the stated goals and priority areas of the United Nations Development Assistance Framework for Georgia (2010-15) and draft UN Partnership Framework (2016-2020) as well as the Results Strategy for Sweden's Reform Cooperation with Eastern Europe, the Western Balkans and Turkey (2014 – 2020).

The project will contribute to the achievement of the UNDAF outcome 1.3 (vulnerable groups enjoy improved access to quality health, education, legal aid, justice and other essential social services) and outcome 2.1 (enhanced protection and promotion of human rights, access to justice and gender equality with particular focus on the rights of minorities, marginalized and vulnerable groups). The project will also contribute to attain 2nd expected strategy result in Eastern Europe (strengthened democracy, greater respect for human rights and a more fully developed state under the rule of law) as spelled out in Results Strategy for Sweden's Reform Cooperation.

The UNJP is reflected in UN partnership Framework for 2016-2020 (Focus area 1; Key results/Outcome 2) and participant UN agencies respective strategic documents: UN Women Strategic Note and Action Plan (impact area 3), UNDP Country Programme Document (output 1.2.) and UNFPA draft Country Programme Document 2016-2020²⁸ (Outcomes 2 and 3). This synchronized approach is an additional guarantee for sustainability of the UNJP's results.

Effective implementation of proposed UNJP will support the Government of Georgia to tackle gender inequality by fulfilling its international obligations in the area of gender equality. The country expressed its clear willingness to fight discrimination against women and support gender equality by signing and ratifying the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) in 1994; Joining the Beijing Declaration and Platform for Action (BPfA) in 1995 and 2013 Agreed Conclusions of the 57th session of the Commission on the Status of Women; adopting the Programme of Action of the International Conference on Population and Development (ICPD PoA) in 1994 as well as the Framework of Actions for the follow up to the Programme of Action of the International Conference on Population and Development Beyond 2014 in 2014;

Georgia also signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in 2014. The country is expected to fulfil obligations endorsed by the UN Security Council Resolution 1325 et al. on Women, Peace and Security and the

²⁴ UNJP (2013) Public Perception on Gender Equality in Politics and Business; UNJP (2013) Men and Gender Relations in Georgia

²⁵ E.g. in 2009, 78.3% ²⁵ of respondents believed that domestic violence is a family matter and 34.1% believed that violence in the family can be justified, whereas in 2013 only 25% believe that domestic violence is a family matter, while 69%²⁵ believe it is a crime and 17% believe it can be justified in certain cases.

²⁶ UNJP (2013) Men and Gender Relations in Georgia

²⁷ NDI and CRRC (2014) *Public Opinion Poll on Women's Political Participation in Georgia*

²⁸ UNFPA Country Programme 2016-2020 to be approved in September 2015.

Millennium Development Goal # 3 to promote gender equality and empower women. The Joint Programme is fully in line with the priorities suggested for the Sustainable Development Goals for 2015-2030, especially the standalone goal 5 on Gender.

Moreover, the joint programme will support the GoG in the process of country's approximation with the EU standards by contributing to attain stated goals of the Association Agreement (AA), particularly the article 349 of chapter 14 (equal opportunities and anti-discrimination aiming at enhancing gender equality and ensuring equal opportunities between men and women, as well as combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation); thus strengthening ties between Georgia and EU and paving the way for EU enlargement, which is also strongly supported by the Swedish government as spelled out in Results Strategy for Sweden's Reform Cooperation.

Lessons Learned

This joint programme is built on the experience and lessons learned from the previous phase as well as the knowledge and experience of UNDP, UN Women and UNFPA in general. Taking into account the key findings of the evaluation study as well as the conclusions drawn from discussions with major stakeholders, the UNJP has formulated the following lessons learned that will be addressed systematically during the implementation of the programme:

- Need for an effective merge of three programme areas into a single whole so that to maximize the value-added/benefits of the programme being a joint effort of the three UN agencies

The UNJP aims to promote a comprehensive approach to advancing gender equality in Georgia. For this reason, the programme brings together the three outcome areas, each led by one participating agency. The rationale for bringing these three areas together is the nexus between the issues under each component that requires holistic approach and combined effort of participating agencies. The previous phase demonstrated that effective collaboration of three agencies has led to successful development of national policies on gender equality. This includes joint advocacy to establish a gender equality function within the executive branch of government, and joint work on the GE NAP (2014-2016). At the same time, evidence generated through the evaluation suggests that activities under each outcome area need to be further synchronized to ensure a joint approach is in place throughout the whole implementation of the programme.

Consequently, the UNJP will put a special emphasis on joining efforts of UN participating agencies to streamline programme components and thus maximize effectiveness of joint approach. For this reason, the UNJP identified four major strategic interventions that will be designed and delivered with joint forces of three agencies. More details about joint interventions are provided in the *proposed joint programme section* of this proposal. Moreover, close collaboration of participating agencies will be ensured within certain programme sub-components and activities (see results framework section for more information). In order to maximize joint approach UNJP introduces the function of the Convening Agent (to be performed by UN Women as specialized UN agency on gender equality and women's rights) that will lead inter-agency coordination aspect (see Management Arrangement section for more details).

- Need for further enhancement of national authorities' (duty-bearers') ownership over the Joint Programme interventions to form a sound basis for lasting effects

Due to the changes in political landscape in Georgia, which resulted in the turnover of public officials and the loss of institutional memory, one of the areas that emerged during the programme evaluation was the issue of ownership among the UNJP's partner institutions. Consequently, the programme will put a special emphasis on greater engagement of national authorities in programme activities including in the design and planning phase to enhance domestic ownership and make national authorities true drivers of the process. Moreover, further emphasis will be made on institutionalization of programme interventions through integrating joint programme activities into the wider government programmes and securing state funding for continuous delivery of UNJP supported services (e.g. SGBV training modules delivered within the Continuous Legal Education System GE/DV course delivered within the High School of Justice curricula;

vocational education courses for women delivered within the VET centres general curricula; Leadership School delivered by Zurab Zhvania School of Public Administration; gender indicators incorporated into the programme budgeting methodology; sexual and reproductive rights monitoring carried out by Public Defender's institution etc.). Further details on programme sustainability are provided in the respective section of this proposal.

Proposed joint programme

This ambitious Joint Programme will address gender inequality in a coherent and comprehensive manner, covering a wide range of issues, such as political and economic empowerment of women, reducing violence against women and girls as well as promotion of women's and youth sexual and reproductive health and reproductive rights. Obviously, tackling such a complex and multifaceted problem requires pooling together and unifying efforts of UN agencies to achieve greater coherence and maximum effectiveness. Hence, the Joint Programming modality is the most effective approach to build on and complement the mandates, capacities, experience and expertise of each UN agency (UNDP, UN Women and UNFPA), and thus maximize the effectiveness of UN support to the country. Through coordinated efforts of three UN agencies, this programme aims to articulate a joint approach to an overly complex problem in Georgian society.

Within the joint programming framework, the UNDP, UN Women and UNFPA will synchronize their activities at each level (policy, institutional and grassroots) and establish important linkages among the programme components and newly introduced function of a Convening Agent will be the mechanism for doing so. At the same time, all the major multi-dimensional strategic interventions will be led jointly by three participating agencies to encompass all directions of the joint programme, these multi-dimensional interventions are:

- Research. Through combined efforts of three UN agencies, the UNJP will conduct the comprehensive research in relation to gender roles and stereotypes, violence against women and girls/domestic violence and analysing its effects on women's reproductive health, well-being and socio-economic participation of women/girls. The study will examine the effects of discriminatory practices and public attitudes on the key aspects of women's condition and position²⁹ in Georgian society. This study will also reflect on findings of the previous research carried out within the first phase of the programme. The findings of the research will inform the programming framework especially with regard to joint advocacy and policy dialogue, capacity development and public awareness campaign.
- Advocacy and Policy Advice. As a general approach, all three UN agencies will prioritize joint engagement in advocacy and policy dialogue and the provision of integrated policy advice throughout UNJP implementation. UNDP, UN Women and UNFPA will elaborate a joint approach to advocate for and provide support to further enhancement of GE policies and institutional mechanism at the national level. Specifically, UNJP will advocate for establishment of effective institutional mechanism on gender equality in the executive branch (e.g. interagency governmental commission). Furthermore, JP will provide technical assistance to the government in consolidation of policy-making in the field of gender equality by development of gender equality and women's empowerment strategy encompassing all key areas related to strengthening substantive gender equality, combatting violence against women and girls and promoting women peace and security agenda. UNJP will also support the GoG to introduce evidence-based policy making in the area of gender equality and establish functional mechanisms for monitoring, reporting and evaluation of national gender equality policies and plans.
- Capacity Development. Within the Joint Programme framework, the UN agencies will conduct the stakeholder mapping and identify respective stakeholders to whom the programme will provide capacity development jointly. In the first phase of UNJP, successful collaboration

²⁹ Women's condition refers to the material conditions of their everyday lives as women experience them, whereas their position refers to their social status relative to that of men

experience has been accumulated in relation to joint training of judges, journalists. This work will be taken further with *inter alia* GEC, women councillors, key partners in the executive branch, and beneficiaries at grassroots level. Each agency will contribute specific knowledge and technical expertise derived from their respective mandates to elaborate and conduct relevant capacity development interventions jointly.

- *Communications and Awareness Raising.* Based on the lessons learned from the previous phase, the UNJP participating agencies have significantly revised communications' approach and strategies. In the second phase, the UNJP will put greater emphasis on combined efforts and joint implementation of public awareness campaigns to the maximum extent possible. In order to improve internal communication planning, the UNJP will convene monthly meetings of programme communications specialists to coordinate and synchronize public relations activities and events of the programme. The UNJP will also revise and simplify the communication and visibility brand-book to allow for increased visibility of the joint programme and the Swedish government. Furthermore, all publications, outreach and communications materials produced by the programme will follow an agreed brand-book to minimize agency-specific visibility and enhance the visibility of the Joint Program.

The above-mentioned comprehensive research on gender equality will serve as the foundation for the design/development of the UNJP awareness raising campaign with one name/slogan. In this campaign, each agency will lead sub-components per their mandates and responsibilities/leadership within the Joint Programme. At the same time, the joint planning of the campaign will take place to ensure effective coordination of constituencies, target audiences, media partnerships and locations of the events.

Reflecting on experience from phase 1, the title of the Joint Programme has been simplified to *UN Joint Programme for Gender Equality*, as Georgian translation of this title is easier to comprehend than the title of the previous phase of the joint programme.

Sustainability of results

Ensuring sustainability of the achieved results will remain at the heart of the programme and will be strongly emphasised over its entire duration. The programme sustainability strategy will be based on the experience and lessons learned from the previous phase as well as the best practices from UN participating agencies' work in general.

To ensure sustainability of the achieved results, the UNJP will put special emphasis on institutionalization of the interventions initiated and supported by the programme. Strengthening human and institutional capacities to embrace changes and carry on independently once the programme is over will be a central part of the programme sustainability strategy. The programme will actively engage partner and beneficiary organizations in planning and implementing all programme activities to enhance the national authorities' (duty-bearers') ownership over the Joint Programme interventions and thus pave the way for smooth transfer of relevant programme activities in the future.

The interventions aimed at enhancing human capacities will be integrated into the wider programmes and initiatives to institutionalize the processes and thus ensure continuity of the activities upon the end of the joint programme as relevant. The examples of such interventions include for instance the incorporation of SGBV training modules into the mandatory Continuous Legal Education System and engendering the curricula of the High School of Justice of Georgia; incorporation of gender indicators into the programme budgeting for state and municipal budgets; incorporation of women targeted vocation education courses into the selected VET centres curricula; integration of SRH and healthy life-style education into the formal and informal education systems; institutionalization of sexual and reproductive rights monitoring into the Public Defender's institution; integration of the Leadership School into the curricula of Zurab Zhvania School of Public Administration etc. In addition, the programme will produce carefully designed selection criteria for beneficiaries of human capacity development initiatives to ensure the long-lasting effects of the interventions and sustainability of results.

Similarly, interventions targeted at strengthening institutional capacities of the national partners will be designed in a way to ensure systematic changes and institutionalization of results, so that upon the end of the joint programme, the national institutions have the ability to independently carry out their commitments and deliver high quality public goods and services in the area of gender equality.

Through capacity development measures and strategic public awareness campaigns, the programme will also strengthen the linkages between service providers (duty bearers) and recipients (rights-holders), thus building a lasting partnership for sustainable change.

Overall, sustainability of results will be achieved through the changes at three different level:

- At the legislative and policy level - through adoption and improvement of relevant policies and documents
- At the institutional level – through institutionalization of capacity development interventions; creation of mandates, functions that will be taken over by partner state agencies; handing over of established/developed services to relevant state agencies; institutionalizing functioning monitoring and evaluation and reporting mechanisms of policies, programmes, action plans;
- At grassroots level- through well-targeted and creative communications and outreach strategies

As part of the efforts to enhance sustainability, the UNJP will develop a phase-out strategy based on the findings of the programme mid-term review. The strategy will be discussed and agreed with programme partners and stakeholders to make sure that each party is well aware of its role and ready to undertake further responsibilities once the project is over.

More specifically, the Joint Program will be implemented in three main stages – build-up of implementation, reaching its peak in the third year; adjustments during fourth year and phase-out in the fifth year. The UNJP will conduct mid-term evaluation in the second half of the third year of the program implementation. Based on the results of the evaluation the program might require adjustments to be agreed with the donor. The sustainability/exit plan will be discussed with the stakeholders and finalized by the end of 2019, subject to the donor approval.

The phase out strategy will be anchored in considerations linked to sustainability of achieved results. At the initial planning stage, UNJP participating agencies consider phase out of certain interventions throughout the implementation, e.g. partnership with Georgian Bar Association (GBA) is planned only for the first two years, since the agreement is already reached to institutionalize SGBV education for lawyers through incorporating the SGBV training module into the mandatory Continuous Legal Education System (CLE).

5. Results Framework

The proposed second phase of the Joint Programme will continue to respond directly to the women's rights and gender equality commitments undertaken by Georgia on international as well as national levels and will upscale results achieved by UNJP as well as UN agencies and other stakeholders in the area of gender equality and women's empowerment through innovative initiatives.

The project will have a holistic approach by simultaneously targeting three interrelated levels (national, local and grassroots) and applying multi-tiered programming approaches:

- **Policy advice** - to advocate for streamlining of national legislation and policies in view of gender equality including, political and economic empowerment, domestic violence, reproductive rights; and recommend improvements; adjust policies, develop/update the action plans; support evidence-based policy dialogue between policy and decision-makers, the legislature and women's rights and gender equality advocates as well as communities at grassroots level;
- **Strengthening national systems** – to enhance coordination and implementation of innovative policies and plans related to gender equality, including political and economic empowerment, SRH&RR, prevention and response to violence against women and girls, as well as supporting development and institutionalization of monitoring mechanisms of implementation.
- **Strengthening public advocacy** – to enhance the capacities of rights-holders on the issue of gender equality and women's political and economic empowerment, domestic and other forms of violence against women and girls, harmful practices and reproductive rights by mobilizing and supporting participatory advocacy platforms with civil society and communities at grassroots level.

Outcome 1 – Enhanced women's political and economic empowerment

Building on the achieved results of the first phase, the Joint Programme will provide further support to public institutions across the executive, legislative and judicial branches, as well as local self-governance authorities to strengthen their capacity, stimulate policy change and establish gender sensitive service delivery at central and local levels. Moreover, recognizing that women's economic empowerment is a prerequisite for sustainable growth and an enabling factor for increased equality, self-respect and civic participation, the UNJP will facilitate women's engagement in economic activities through enhancement of their employability and income generating skills. Finally, the programme activities will be complemented by a large-scale public awareness and communication campaign to increase general understanding of gender equality issues, challenge the established gender stereotypes about woman's role in the society and encourage women to take an active part in political and economic life. The campaign will showcase successful examples of women empowerment within the frames of the UNJP to motivate and inspire other women to pursue similar activities.

The programme interventions are designed in a way to establish an effective and sustainable partnership among three levels (central government, local self-government and community) to support each other and advance gender equality by integrating top-down and bottom up approaches. To achieve this, the UNJP will facilitate greater cooperation between national policy-making institutions (Human Rights Inter-Agency Council, Gender Equality Council), representative and executive bodies of the local self-government and women's grassroots organizations to join forces and establish lasting partnership for sustainable change.

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

It is widely recognized that the strong institutional mechanism plays a crucial role in advancing gender equality and sustaining results in the country. Therefore, UNJP will support the Government of Georgia to fulfil its gender equality-related commitments by strengthening the capacity and positioning of the gender institutional mechanisms to act as a catalyst for advancement of women's rights and gender equality in Georgia.

Namely, the Joint Programme will support the Human Rights Inter-Agency Coordination Council (HRIAC) to improve coordination between government institutions and facilitate implementation of the GoG's

commitments in the area of gender equality, and the Gender Equality Council (GEC) to increase its role in national policy-making and stimulate policy change for gender equality.

Recognizing that the success of the gender institutional mechanism depends largely on the support of civil society and women grassroots organizations, UNJP will aim to further strengthen the ties between the HRIAC, GEC and wider NGO community to form synergies, find the channels of influence and mobilize resources for joint advocacy efforts. For this reason, the programme will provide needs-based support to facilitate networking and coordination activities aimed at enhancement of cooperation between gender institutional mechanisms and the local CSOs working on gender issue. The programme will also support selected initiatives of the local NGOs to engage in policy dialogue and influence national policymaking.

The UNJP will continue engagement in implementation of the GE NAP and the development of the consecutive NAP(s). In parallel, the programme will support key ministries and government institutions in meeting their commitments with regard to gender equality.

In light of the upcoming Parliamentary (2016) and the Local Self-Governance elections (2017), UNJP in partnership with donor community and CSOs will continue supporting the GEC in advocating for introducing the mandatory quota system to attract more women in politics and narrow the gender gap in the parliament and the local self-governance in Georgia.

Furthermore, the UNJP interventions will be accompanied by a comprehensive public awareness campaign to equip right-holders with relevant knowledge and information to claim their rights and stimulate policy change from below.

This output will be implemented in close cooperation with UN Women and UNFPA.

1.1.1. Human Rights Inter-Agency Coordination Council (HRIAC), its working group on Gender Equality and the dedicated secretariat structure have a greater capacity and positioning as a gender equality advocate

The HRIAC represents the central policy coordination unit inside the executive branch of the government in the field of human rights, as it coordinates the implementation of the National Action Plan on Protection of Human Rights in Georgia (2014-2016) and facilitates relationships among government bodies. The HRIAC is chaired by the Prime Minister of Georgia and consists of line ministers, MPs, Ombudsperson and other key stakeholders. The council contains 9 working groups, among them one on gender equality. The work of the council and the working groups is supported by the secretariat.

The proactive role of the HRIAC is crucial for successful promotion and implementation of the gender equality agenda. Consequently, the UNJP will put special efforts to enhance the human and institutional capacity of HRIAC and strengthen its coordination function to support effective implementation of gender related aspects of the HR NAP.

The UNJP will provide technical and administrative assistance to the HRIAC and its secretariat and particularly to the working group on gender equality. The council as well as the secretariat will go through an extensive capacity development programme that will include a series of needs-based trainings and on the job coaching. Based on needs, the programme will also provide temporary experts to support effective mainstreaming of gender issues into the wide range of human rights areas.

In addition, the HRIAC and its secretariat, along with GEC will get exposure to the best international practices through establishing international connections by means of study tours and networking activities to promote knowledge and experience sharing with foreign counterparts with relevant experience.

The activities targeted at strengthening the HRIAC will be closely aligned with the upcoming UN Joint Programme "Human Rights for All" funded by the EU and implemented by UNDP, UNICEF, OHCHR and ILO. One of the main objectives of the UN Joint Programme on Human Rights is to strengthen the capacity of the HRIAC and its secretariat to effectively coordinate HR NAP implementation, set up proper M&E system, facilitate stakeholder engagement and ensure clear communication with wider public. To maximize effectiveness of UN interventions, the two joint programmes will join forces and share resources to provide

targeted assistance to the HRIAC, its secretariat and Gender Working group with regard to gender equality issues.

1.1.2. Gender Equality Council has a greater capacity and positioning to champion policy change on gender equality

The GEC represents a central gender institutional mechanism within the Parliament of Georgia with the mandate to promote and support gender equality agenda and gender mainstreaming in all policy areas as well as oversee the implementation of national policies on gender equality, respective legislative acts and NAPs.

Over recent years, with support of UNJP and other actors of international community, GEC has achieved significant progress in terms of capacity building, visibility, status, outreach and coordination of activities. This was demonstrated during the latest GE NAP (2014-2016) elaboration process when the GEC emerged as a leading player unlike previous years when the processes were largely driven by external actors. Considerable improvements have also been observed in the quality of a new GE NAP compared to preceding documents.

During the second phase, the UNJP will provide further support to advance the GEC's policy-making and advocacy capacities to the next level. The programme will specifically target the GEC's capacity to conduct gender analysis of national legislation and endorse gender mainstreaming into an array of legislative acts, including the Civil Service Law envisioned to be amended within the ongoing Civil Service Reform and other major reform laws (e.g. election code). Gender Equality Law, enacted in 2010, will also be reviewed and adapted to current needs and priorities. In addition, the programme will provide capacity development trainings to the staff of selected committees and the legal department of the Parliament to create a professional cadre with the ability to support GEC in gender analysis of legislation.

Furthermore, the programme will facilitate cooperation between the GEC and the HRIAC to ensure effective coordination of gender mainstreaming into a wide range of policy areas and enhance joint national advocacy measures. Special assistance will also be provided to strengthen the monitoring capacity of the GEC to ensure effective oversight of the GE NAP implementation. In addition, the UNJP will provide technical support to the Council in leading consecutive GE NAP elaboration process. At the same time, the programme will continue advocating for introducing a position of gender officer as a permanent staff member of the Parliament of Georgia to perform the secretariat function for the council.

1.1.3. Public better aware of GE issues and supportive to women's engagement in political, economic and social life

The nationwide advocacy and public awareness campaign will be the key element to accompany the joint program throughout its second phase with the overarching aim to dispel the long-held social and cultural beliefs about gender roles and promote sustainable behaviour change of the right-holders to demand greater equality and stimulate policy change.

The comprehensive public awareness campaign will encompass all directions of the Joint programme and will be planned and delivered with joint efforts of all three agencies (UNDP, UN Women and UNFPA). The channels of communication will include the traditional and social media outlets as well as outreach initiatives.

The campaign will build on the campaigns conducted during the first phase. UNJP plans to design and conduct a consecutive joint study on various aspects of gender equality. The findings of the study along with the data generated by other studies and particularly the ones carried out during the first phase of the programme (*Public Perceptions on Gender Equality in Politics and Business, Men and Gender Relations in Georgia*) will be analysed in a systematic way to inform the campaign. Accordingly, the main messages of the campaign will be elaborated based on the analysis of various study findings and the communication strategy will be developed so that the UNJP reaches out to audiences in urban and rural settings

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

UNJP will support government agencies to strengthen their capacity to improve implementation of GE NAP and facilitate gender mainstreaming into government programs and development plans at central and local levels. The programme will target key ministries and independent public bodies (judiciary, Civil Service Bureau etc.) to engender their policies and establish gender sensitive approaches. Special emphasis will be made on the process of institutionalization of gender budgeting principles through incorporating respective indicators into the program budgeting.

At the sub-national level, UNJP will build on its engagement with locally elected women through the Women Councillors' Forum and Leadership School. In addition, UNJP plans to extend opportunities for involving executive authorities in supporting gender equality at the local level.

Activities aimed at supporting government agencies will be aligned with other initiatives of international community and particularly with the UN-led programmes to maximize the effectiveness of Joint Programme interventions.

1.2.1 Target executive branch agencies (MOF, MOA, MES, MRDI, MESD, CSB) have greater capacities to implement the GE NAP

The UNJP will facilitate the implementation of the GE NAP through technical support to the executive branch of the government. For this reason, the UNJP has identified the high-impact initiatives and will engage with respective authorities to support them in the process of engendering national policies and plans.

Namely, the programme will collaborate with the Ministry of Regional Development and Infrastructure of Georgia to incorporate gender elements into the ongoing local self-governance reform plan. UNJP will build on its partnership with the Ministry of Education and support gender sensitive curricula and textbook development. Further, the programme will provide assistance to the Ministry of Agriculture of Georgia and the Ministry of Economy and Sustainable Development of Georgia to engender certain state programmes, particularly the ones aimed at economic empowerment of rural population (agricultural cooperative support program, Produce in Georgia programme). In this way, the UNJP will also prepare the sound basis for smooth engagement of rural women in government-led programs (see activities 1.3.1 and 1.3.2.)

Special assistance will be provided to the Ministry of Finance of Georgia (MoF) to institutionalize gender sensitive budgeting by incorporating gender-disaggregated data and indicators into the program budgeting methodology. The MoF has already produced the draft program budgeting methodology with gender responsive indicators, which is applicable to the state budget and is expected to be adopted in summer of 2015. In light of this, the UNJP will intensify support to the MoF to replicate the similar approach at the local level and incorporate gender indicators into the municipal budgeting methodology.

Institutionalization of gender sensitive budgeting model at state and municipal levels will foster gender mainstreaming into the government-wide programs and policies and ensure rapid scale out and sustainability of gender sensitive service delivery in the public sector.

The UNJP will also cooperate with the Civil Service Bureau (CSB) to engender the ongoing civil service reform plan and incorporate gender elements into the draft law on the civil service. The CSB is a central government agency with the aim to develop and promote centralized policy for establishment of a professional, career-based civil service in the country. Incorporation of gender elements into the CSB's initiatives will establish and institutionalize gender-sensitive national framework for civil service in Georgia. UNJP will partner with USAID in support of functional analysis of government agencies.

Finally, UNJP will be open to emerging opportunities and partnership with executive authorities and provide intensive capacity development assistance through a series of special trainings and on the job coaching services. Thus, the programme will aim to create a competent pool of gender advocates within the executive branch of the government who will be able to gradually take over gender-related responsibilities and ensure continuity of the archived results.

1.2.2. Gender Equality institutionalized in the standard judicial training curriculum and Courts collect sex disaggregated data

The UNJP will provide support to the High School of Justice of Georgia (HSoJ) in delivering the newly created GE/DV course. The HSoJ is the only public body providing professional training to the future and sitting judges. The school delivers preparatory courses for the students of justice (judicial candidates) and continuous training programmes for sitting judges, as well as assistants to judges and other court staff. Consequently, by delivering a special course on GE/DV within the curricula of the HSoJ, the UNJP will set a sound and sustainable mechanism to equip future and sitting judges with gender sensitive skills and approaches.

In addition, the programme will extend technical assistance to the Judiciary to establish sex-desegregated databases to be used for future analysis and evaluations. The programme will provide “on-demand” capacity development through provision of temporary experts and on the job trainings to designated staff members to enhance the human and institutional capacity of the system.

1.2.3. Local Authorities consider gender differences while planning and delivering local services (in collaboration with UN Women and UNFPA)

Taking stock of its capacity development work conducted at the local level during the first phase UNJP will upscale its interventions during the second phase. In so doing, the programme will continue support to women councillors and also engage men from local self-governance representative and executive bodies in its capacity development measures and networking activities.

Women Councillors’ Forum and its elected Task Force, established during the first phase of the programme, became an effective advocacy platform for streamlining women’s needs and priorities into the local programs and policies. Therefore, the programme will provide further trainings to the Forum and Task Force members to enhance their technical skills and understanding of policy issues. The programme will also facilitate various networking activities to strengthen women councillor’s ties with central government representatives and community members. Annual forums will be held and the Task Force meetings convened on a regular basis to maintain gender issues on the top of the local policy agenda.

Moreover, to advance its previous efforts, the UNJP will also provide capacity development assistance to selected senior members of local councillors (chairs and vice-chairs of councils, predominantly men) and elected officials of the local self-government’s executive branch (city mayor and district heads/gamgebeli, also men). Local elected officials from representative and executive bodies will also be engaged in networking activities and policy dialogue on gender equality.

The joint programme will further promote institutionalization of gender responsive service delivery at the local level through fostering participatory budgeting process reflecting gender considerations and advocating for incorporation of gender indicators into the budget development instructions for municipalities.

Gender mainstreaming at the local level will be coordinated with the UNDP led “Fostering Regional and Local Development in Georgia” programme that addresses various aspects of regional development, decentralization and local-self-governance reform in Georgia. The two programmes will form an important synergy to support municipalities in considering gender aspects while developing or updating local program documents such as municipal development plans, knowledge products and nation-wide training system for municipal civil servants. In this way, the UNJP will create a sound bases for scaling out and institutionalization of gender sensitive service delivery at the local level.

The UNJP will continue collaboration with Municipal Service Providers Association (MSPA), the programme’s established partner from the previous phase, to conduct local self-governance related activities. Together with MSPA, the UNJP will work with Zurab Zhvania School of Public Administration (ZSPA) to take over the Leadership School developed during the previous phase. ZSPA is a public body under the Ministry of Education and Science of Georgia, which provides continuous education for local elected and civil servants countrywide. Consequently, by integrating the Leadership School into the ZSPA curricula, the joint programme will institutionalize its capacity development intervention specifically designed for municipal officials during the first phase.

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

The UNJP will use multi-fold approach to advance women's empowerment at grassroots level. Namely, the programme will support rural women to enhance their employability, acquire industry-relevant and income generating skills, secure funding and mobilize resources for economic activities as well as build their self-confidence and engage in local decision-making.

The programme will aim to increase women's employability by addressing the skills mismatch on labour market in selected regions. Georgia has traditional employment structure that implies that few jobs require higher education and industries and firms that generate employment need more employees with secondary or vocational education³⁰. Therefore, the UNJP will further support the VET centres in target regions to attract more women and offer specialized training courses (both agricultural and non-agricultural). Thus, the programme will make a special emphasis on adapting women workforce to labour market requirements as well as help women farmers to acquire relevant agricultural skills and engage in cooperatives, which play an important role in empowering small farmers economically and socially.

Besides enhancing employability, the programme will also support local women to develop income-generating skills and engage in economic activities. Namely, the UNJP will provide trainings and business coaching services to rural women as well as facilitate their access to funding through state-run initiatives and micro credits programmes offered by micro finance organizations.

Furthermore, the Joint Programme will solidify results of community mobilization efforts and strengthen the ties of community leader women with local self-government bodies to encourage social activism and engage women in local decision-making. The hub of leader women created through community mobilization efforts will be further expanded and strengthened.

Thus, the programme will create a cadre of local women with better opportunities and stronger capacities to engage in local policymaking and pursue economic activities for income generation. Acknowledging that the UNJP will only be able to extend such support in selected regions, the programme will design a scale-up strategy that will utilize various communication tools and channels to showcase the role-model women, promote available resources and inspire others to take similar actions.

1.3.1 Women workforce better equipped with income generation skills through tailored professional education programs offered at VET centers and more women engaged in agricultural cooperatives

In light of persistent high unemployment and existing skills mismatch on Georgian labour market, VET has been increasingly seen as a major tool to enhance employability of the population by adapting workforce development to labour market needs. Consequently, the UNJP will aim to boost women's employability and enhance their income generation skills by means of tailored professional programs (both agricultural and non-agricultural) offered at VET institutions and Extension Centres in targeted regions.

In order to align the interventions with existing needs and requirements of the labour market, the Joint Programme will conduct the preliminary labour market survey to identify the most demanded professions and support VET institutions to design tailored courses for women accordingly. In addition, the UNJP will support the VET institution to attract more women and facilitate their access to job opportunities through various activities such as job fairs and matching services. For those women who do not seek paid employment but rather are engaged in family farming, the VET institutions will provide agricultural vocational programs to help them increase farm productivity and generate income.

This activity will be closely aligned with the UNDP led "Income Generation and Employment through Skills Development" programme with the overarching aim to contribute to improving the quality of vocational education and training and increasing income/employment opportunities for rural poor. By synchronizing activities with this programme, the Joint Programme will pave the way for replication of activities and sustainability of results.

³⁰ World Bank (2013) Georgia Rising: Sustaining Rapid Economic Growth

To further support the income generating activities UNJP will promote agricultural cooperatives supported by the Agricultural Cooperatives Development Agency (ACDA) operated under the Ministry of Agriculture of Georgia and by “the European Neighbourhood Programme for Agriculture and Rural Development (ENPARD)” policy initiative operated under the European Commission. Both the ACDA and the ENPARD aim to support agriculture and rural development through strengthening and promoting agricultural cooperatives in Georgia. Namely, they offer special consultancy and training services to cooperative members and promote information and experience sharing among agricultural cooperatives. The ENPARD’s portfolio also includes the provision of rural development grants to farmers.

The Joint Programme will act as a mediator to strengthen the linkages between VET graduates and rural community women and agricultural cooperative support programs offered by the ACDA and ENPARD. Specifically, the programme will disseminate information about agriculture cooperative programmes, provide capacity development and consultancy services to rural women and facilitate their referral to government-operated consultation centres for further assistance.

1.3.2 Local women have better entrepreneurial/life skills and enjoy improved access to financial resources through micro credits and/or government programs

Access to finance is considered as a major pre-requisite for entrepreneurship development particularly for the development of micro, small and medium sized enterprises (MSMEs). At the same time, both the GoG and international community identified limited access to finance as one of the major constraints to SME development in Georgia. Consequently, one of the major parts of the Country development strategy is concerned with improved access to finance and boosting the entrepreneurship development.

Many evaluations show that women targeted micro finance services when combined with other empowerment interventions and complementary services such as training, consultancy and business coaching serve as an effective vehicle for women’s empowerment. Besides, women are good credit risk, less likely to misuse the loan, and more likely to share the benefits with others in their household, especially their children.

The UNJP will provide technical support to selected micro finance organizations to develop micro/small credits programmes specifically targeted at women entrepreneurs and thus improve women’s access to finance for entrepreneurship activities.

In addition, the Joint Programme will encourage and facilitate women’s engagement in government-run programmes that offer preferential credits/insurance for agricultural and entrepreneurial activities under the overall “Produce in Georgia” programme operated jointly by the Ministry of Economy and Sustainable Development and Ministry of Agriculture. The UNJP will disseminate information about the state-run micro credit/insurance programmes (Micro/small entrepreneurs program; Preferential Agrocredit programme; Agro insurance) among rural women to encourage their engagement in economic activities. In parallel, the programme will provide business coaching and consultancy services to enhance women’s entrepreneurial/life skills and boost their self-confidence.

1.3.3 Community mobilisation results in enhanced women's participation and activity in local decision making.

Women’s political and economic empowerment is simplified if attempted jointly and in associations. In this respect, community mobilization has been seen as a powerful tool for empowering women to play an influential role in sensitizing and mobilizing others and encouraging positive action.

The success of the community mobilization efforts undertaken by the Joint Programme in partnership with the Centre for Strategic Research and Development of Georgia (CSR DG) during the previous phase demonstrates that women, if provided with opportunities and the capacity to make meaningful choices and to act on them, can be influential players in facilitating participatory decision-making and stimulating positive change.

The previous efforts of the UNJP and CSR DG led to mobilization of 183 active women from 26 communities of 8 target municipalities, who have been able to address a wide spectrum of issues by means of developing programme proposals for local self-government bodies. Overall, 250 most urgent and critical

community problems were submitted to targeted municipalities, of which 82 were acknowledged and included into respective budgets.

During the next programming phase, the UNJP in partnership with CSRDG will solidify results of community mobilization efforts and support community leaders to maintain the hub of leader women, further strengthen their ties with local self-government bodies and replicate their successful approaches in other communities. The UNJP will develop consistent strategy for the scale-out of community mobilization efforts through various communication channels and networking activities.

1.3.4 Successful cases of women's empowerment promoted and replicated outside target regions

In order to roll out successful pilot interventions and reach women beyond the programme target municipalities, the UNJP will design a specific scale-up strategy. The strategy will use various communication means and channels to disseminate information about successful examples of women's empowerment and encourage other women to pursue similar activities.

Experience shows that positive role models may serve as a powerful tool for motivating and inspiring others. Therefore, the UNJP will select and promote women who had been able to overcome existing barriers and achieve success in economic and political life and thus may act as positive role models. By illustrating successful stories of women's empowerment, highlighting possible achievements that one can strive for, and demonstrating the route for achieving them, the UNJP will help women to overcome the challenges that hold them back, dispel self-doubt and instil confidence to take action.

The success stories of women role models will be promoted through various means and channels of communication and outreach activities. This will include experience sharing through visits and study tours to other regions, peer mentoring sessions, feature stories produced by local media etc.

The story of Women Farmers Association established within the previous phase of the programme will serve as a powerful example and therefore will be promoted extensively throughout the programme implementation. Several groups of farmers are already interested in replicating association in Samegrelo and Racha.

Outcome 2 - Enabling environment to eliminate violence against women and girls, especially sexual and domestic violence, created in Georgia

This second phase of the UN JP aims to take stock of the results achieved in combating and preventing domestic violence (DV) in Georgia and to expand technical and financial assistance to relevant national partners in the government and civil society. The overarching goal of the intervention is to intensify efforts to create an enabling institutional and policy environment for the elimination of violence against women and girls (VAWG), especially sexual and domestic violence (DV) and to provide relevant support and protection to the victims/survivors of sexual violence and DV. On the one hand, work will be continued for further improvement of current relevant policies and laws as well as for the improvement of services and establishment of new services where necessary for victims/survivors of sexual violence and DV both by state and non-state actors (such as shelters, crisis centres, career advice, job-placement and access to justice) in line with the requirements under the Istanbul Convention. To ensure sustainability of these services, state ownership through taking financial responsibility will be ensured. UNJP will reach agreement with the Government of Georgia on the takeover of funding of the shelter services to be established (in Tbilisi and Zugdidi) within the present phase from the State Budget, as it has been the case for the two shelters established in the first phase of the UNJP (in Kutaisi and Tsnori).³¹ Further, UNJP will support the DV Council in the development and costing of the subsequent DV NAP to ensure that adequate financial resources are allocated in the State Budget for the implementation of the activities thereunder by the respective government agencies. Moreover, UNJP will work with the service providers to the victims/survivors of DV and sexual violence to institutionalize training curricula developed/revised in the framework of the project to ensure continuation of the respective trainings after the UNJP's phase out by the service providers themselves. Therefore, the basic approach throughout the Joint Programme will be to enhance ownership and sustainability of the results achieved.

On the other hand, bearing in mind the achievements of the public awareness raising efforts within the first phase of the UNJP, UNJP II will continue its efforts that are aimed at the prevention of violence against women and girls, especially sexual violence and domestic violence, through strategic and well-targeted awareness raising initiatives, to include public information campaigns that will contribute to changes in those attitudes, values and structures that sustain inequality and discrimination and expand the public awareness campaign to include sexual violence issues.

Output 2.1. National laws and policies on violence against women and girls, especially on sexual and domestic violence, improved in line with international commitments (DEVAW, CEDAW, Beijing Platform for Action, CoE Convention on Preventing and Combating Violence against Women and Domestic Violence)

At this level, the interventions will focus on supporting the government to review and improve legislative and policy frameworks aimed at eliminating VAWG, in particular DV and sexual violence with an eye on enhanced government's ownership of the improvements made. The Joint Programme will provide a platform for constructive dialogue to the government and civil society representatives to ensure more effective implementation and monitoring of the country's commitments on VAWG, especially domestic violence and sexual violence. UNJP will support the Government of Georgia to review relevant legislative and policy frameworks to ensure their compliance with the CoE Istanbul Convention. Particular emphasis will be made on integration of the issues of LGBTI individuals in the review process of existing legislation and more importantly in the development of new policies, procedures and laws.

This output will be implemented by UN Women in close cooperation with UNDP and UNFPA as all the UNJP agencies will speak in one voice with the government partners in relation to formulation of legislation and policies aimed at elimination of violence against women and girls.

³¹ This has been the practice also under the Swedish Government funded project "SHiEld – Enhancing Prevention and Response to DV in Georgia" in the framework of which the two pioneer DV shelters (in Tbilisi and Gori) and a nationwide hotline were established and based on the agreement between UN Women and the Government of Georgia the funding has been successfully taken over by the State Budget after the phase out of the project by increasing the funding of the State Fund for the Protection and Assistance of the (Statutory) Victims of Human Trafficking by 31%.

2.1.1 Technical assistance provided to the DV Council to enhance its capacity to fulfill its mandate, i.e. coordinate and monitor implementation of the national laws and policies in the area of combating and preventing DV

Due to the fact that the DV Council, as all other Inter-Agency Councils in Georgia, does not have human resources i.e. secretariat to support its work, it is of key importance to provide capacity development support both in terms of material and human resources and at the same time to advocate with the government that such financial and human resources are provided from the state budget to ensure the sustainability and effective functioning of this mechanism. The DV Council is mandated to ensure efficient monitoring and coordination of the activities aimed at the elimination of DV and support and assistance to DV victims implemented by different state and non-state actors. The Joint Programme will continue cooperation with the DV Council in order to strengthen its capacity through recruitment of 2-3 short-term experts (as needed) to provide support to enhance the DV Council's capacity to develop the next Phase of the National Action Plan on Domestic Violence (as the current one is expiring in the end of 2015) based on the principles of results-based management (RBM) with SMART indicators and to monitor and evaluate its implementation.

As a result, of this support the DV Council will be better positioned to implement its mandate as the national coordinating body of inter-sectorial response to the problem of domestic violence. The key areas of technical and financial support in terms of capacity development of the DV Council will further encompass individual capacity development of the representatives of line ministries under the DV Council who are responsible for the actual implementation of the activities aimed at the elimination of DV and protection and assistance to the victims/survivors. The individual capacity development will include series of training on the relevant international women's rights instruments and domestic legislation. The Joint Programme will also address institutional capacity of the DV Council to strengthen its coordinating function through facilitation of Council's meetings, establishment of working groups and support of their work. In addition, the Joint Programme will strengthen the DV Council's communication and advocacy capacities by supporting the development of its web-page and relevant publications.

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 relation to the subsequent DV NAP (2016 - ?)

The DV Council will be supported in carrying out the monitoring of DV National Action Plan 2013-2015 and, based on the findings of the monitoring as well as other needs identified in the field of combating domestic violence throughout 2013-2015, including but not limited to the Agreed Conclusions of the 57th session of the Commission on the Status of Women, CEDAW Concluding Observations of 2014, and the Istanbul Convention, it will develop the subsequent DV NAP through a participatory process which will involve government stakeholders as well as NGOs and, where possible, beneficiaries. It is also likely that subsequent NAP will have broader focus on ending violence against women and girls along with maintaining focus on DV.

2.1.3 Technical assistance provided to the DV Council to enhance its capacity to carry out analysis and prepare needed amendments to VAWG, especially sexual and domestic violence related legislation and relevant policies

The Joint Programme will also support the DV Council by facilitating the process of reviewing and preparing amendments to the Domestic Violence Law of Georgia and other VAWG/DV related legislation in order to make it more compliant with international standards and more responsive to the needs of victims/survivors of sexual and domestic violence and gender based violence. UNJP will explore opportunities to ensure that the VAWG/DV-related legislation seriously takes into consideration gender inequality as an underlying cause of VAWG and DV.

In addition, the DV Council will be supported in initiating a review of the national DV referral mechanism and development of special operating procedures (SOP) for domestic violence and sexual violence to ensure efficient referral taking into consideration aforementioned changes in legislation.

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 and domestic violence

The amendments to the DV Law adopted in late 2009 oblige the Government of Georgia to organize the exchange of DV-related data among relevant government agencies. In order to support the GOG in complying with this obligation the Joint Programme will cooperate with the DV Council and the National Statistics Office of Georgia (GEOSTAT) to develop a comprehensive statistical database on domestic violence and sexual violence in line with the UNECE minimum gender indicators related to VAWG/DV.

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 and violence against women and domestic violence

An enabling institutional environment that allows victims/survivors of domestic violence and sexual violence to disclose their suffering and freely seek protection and assistance will be the main result of the Joint Programme's work at institutional level. Capacity development work targeting different service-providers in the field of domestic violence and sexual violence should result in increases in the quality of, and demand on these services and consequently a higher level of trust in these institutions among the victims/survivors of violence.

To ensure sustainability of the results achieved, UN Women will work with the service providers to the victims/survivors of DV and VAWG to institutionalize training curricula developed in the framework of the project to ensure continuation of the respective trainings after the UNJP's phase out by the service providers themselves.

In the framework of the UNJP I phase UN Women conducted a capacity assessments of the NGO partners of the project, which will also be involved in the implementation of the present second phase. Further, UN Women conducted Participatory Gender Audit of the Ministry of Internal Affairs of Georgia and capacity assessments of judges, lawyers and prosecutors in terms of DV response. The capacity development initiatives under this second phase of the Joint Programme will heavily rely on the results of already conducted capacity development work with the representatives of these institutions and recommendations of the capacity assessments/Audit. Under this output, special emphasis will be made on integration of the needs and priorities of the LGBTI persons in the capacity development interventions and developed services.

2.2.1 Capacity of patrol and district police officers strengthened to ensure efficient response to VAWG and DV cases

The capacity building work with patrol and district police officers initiated by UN Women in the framework of the UNJP Phase I will be expanded by revising the existing on-the-job training curriculum on domestic violence to also include sexual violence and violence against LGBTI persons relevant to the mandate of the patrol and district police.

2.2.2 Capacity of criminal police strengthened to ensure efficient response to VAWG, in particular sexual violence cases

UN Women will initiate cooperation with the criminal police tasked with the investigation of sexual offences. UN Women in cooperation with the MoIA will develop a training programme for criminal police investigators on sexual violence (including against LGBTI persons) cases, including but not limited to collection of evidence, victim interview techniques and etc. to ensure efficient response and investigation into these cases and ultimately increase reporting on sexual violence cases.

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 and DV cases and analyze relevant data

UN Women will support the MoIA in strengthening linkages between existing structures within the MoIA tasked with response to domestic violence cases, such as the Commission on Domestic Violence, pilot specialized units on DV created in the framework of the UNJP I Phase and district police specialized units on DV to ensure increased coordination and division of tasks among these different unites. Furthermore, UN

Women will work with the MoIA on the establishment of a specialized VAWG (in particular DV and sexual violence) within the police department of the MoIA to oversee and coordinate work of the aforementioned structures as well as analyse data to inform policy making and management decisions in relation to DV and sexual violence cases for improved protection of the victims/survivors and increased efficiency of investigations.

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 and DV cases

UN Women will work with the Supreme Court of Georgia to analyse existing cases on VAWG, in particular sexual and domestic violence to identify evidential and sentencing trends among the different common courts of Georgia. Based on the analysis, UN Women will develop recommendations in cooperation with the Supreme Court of Georgia to ensure universal approach to evidential requirements and sentencing, i.e. common practice across common courts of Georgia on these cases.

Based on the analysis, UN Women will further work with the High School of Justice to develop a tailor-made training programme for sitting judges on VAWG, in particular sexual and domestic violence meeting the capacity needs of common court judges. UNJP in cooperation with the HSOJ will further conduct training for criminal and administrative law judges of the trial courts of Georgia based on the developed training programme.

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 education program

UN Women will build on the cooperation with the GBA initiated during the UNJP Phase I to expand the training programme on DV to also include sexual violence and LGBTI issues. The revised training programme will also be included in the mandatory continuous legal education system for lawyers under the GBA's Training Centre. UN Women through the GBA Training Centre will conduct a series of trainings for lawyers based on the revised training programme.

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 and teacher training programs

UN Women will continue its productive collaboration with the State Fund for the Assistance and Protection of the Victims of Trafficking in Human Beings and Domestic Violence and, due to the high demand on DV shelters, in addition to the four existing shelters and the nation-wide hotline with the support of Sweden in the framework of the SHiEld Project and UNJP Phase I, it will establish two additional shelters for domestic violence victims in two of the target regions of the Joint Programme (to be jointly identified and agreed with the State Fund – proposed locations are Tbilisi and Zugdidi). The end goal again, as in the case of the four previously established shelters, would be that the maintenance and running costs of the two additional shelters should be integrated into the state budget by 2020, before the phase out of the UNJP Phase II to ensure the sustainability of the institution. The Shelter Standards and Code of Conduct of the shelter and hotline staff will be effectively put into practice through the training of new recruits, and through the on-going training of the existing shelters and hotline personnel.

2.2.7 To support the State Fund to establish specialized services for victims/survivors of sexual violence

UN Women will work with the MoES to integrate VAWG, in particular sexual violence and DV issues into the general education national curriculum of Georgia. Furthermore, UN Women will work with the Teachers' Professional Development Agency to elaborate a training programme for teachers on VAWG issues and conduct a series of trainings based on the developed training programme for teachers to ensure that they are qualified and skilled to teach these subjects in schools.

2.2.8 Support provided to the State Fund to establish two additional shelters (location TBD) for DV victims/survivors

In 2012, the mandate of the State Fund has been expanded to also include services to victims/survivors of sexual violence. However, to this date, the State Fund has no specialized services for these target group, but is rather offering the same package of services as to the DV victims/survivors. Due to the absence of tailor-made services, the demand to the services from the part of sexual violence victims /survivors has been rather low. UN Women will therefore work with the State Fund to develop a package of services based on the needs of sexual violence victims/survivors in line with the requirements of the Istanbul Convention.

2.2.9 Capacity of the PDO's GED strengthened to monitor implementation of the legislation in relation to women's rights, gender equality and VAWG

The Gender Equality Department (GED) is a newly created entity under the Public Defender's Office (PDO) established as a result of advocacy work within the UNJP Phase I. In the framework of the UNJP Phase I, UN Women provided technical and financial assistance to the GED in form of individual capacity development initiatives for the PDO staff, development of the gender mainstreaming strategy and action plan 2014-2016 as well as development and piloting of different monitoring tools, such as the DV shelters and hotline monitoring tool, protective and restrictive orders monitoring tool, and femicide investigations monitoring tool. UN Women will continue its support to the PDO GED to further enhance its role in monitoring the government's performance in meeting its obligations in the area of combatting VAWG, in particular sexual and domestic violence.

Despite the fact that there have been numerous ad hoc capacity development initiatives offered by different actors in Georgia in recent years, human rights awareness in the society is still low hindering effective protection of human rights and prevention of violations. The reasons therefore can be, on the one hand the fragmentation and instability of the above mentioned educational activities and on the other hand - the level of human rights in the educational system can be considered as a lack of comprehensive policy.

Therefore, UN Women will support the PDO in mainstreaming VAWG and LGBTI issues in PDO's Rights School curricula. The Human Rights School is aimed at raising public awareness, primarily that of public servants, on Ombudsman's mandate, as a national mechanism to support human rights protection and to establish Public Defender, as the main institute in the field of human rights education and research. In particular, UN Women will support the PDO in the development of a course on Gender Equality with focus on sexual and domestic violence and sexual harassment issues.

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 sexual violence if possible)

Article 8 of the DV Law obliges the Ministry of Labour, Healthcare, and Social Affairs (MoLHSA) to provide social services to families in order to prevent violence and to introduce relevant support mechanisms, including the presence of social workers. In the framework of the UNJP Phase I, UN Women in collaboration with the Georgian Social Workers Association and MoLHSA has developed a draft concept on the status and mandate of social workers with regard to combating domestic violence. During UNJP Phase II, UN Women will work towards institutionalizing the concept within the Social Service Agency under the MoLHSA. Furthermore, UN Women will develop a training programme for practicing social workers in partnership with the Social Workers' Association of Georgia to train social workers from the target regions of the programme on domestic violence issues, including identification of domestic violence in the families, techniques for dealing with the victims/survivors of DV, response to DV i.e. existing protection mechanisms for juveniles and adults, monitoring the families after the issuance of restrictive/protective orders, support victims/survivors in social rehabilitation, referral and etc. to ensure their active participation in the National Referral Mechanism and adequate inter-agency response to cases of DV. UN Women will provide further assistance to the Social Service Agency to develop internal policies and guidelines as applicable to ensure efficiency of social workers vis-à-vis domestic violence victims/survivors.

2.2.11 Capacity of the Legal Aid Service of Georgia strengthened to provide legal consultation and court representation services to VAWG and DV victims/survivors on legal matters related to being subjected to VAWG and DV

In accordance to the legislative amendments adopted in 2014 to the Law of Georgia on Legal Aid as part of the harmonization process with the Istanbul Convention, the Legal Aid Service has been tasked with the duty to provide legal consultations and court representation services to the victims/survivors of domestic violence apart from its initial target group (socially vulnerable criminal defendants). UN Women will work with the Legal Aid Service to develop its institutional as well as individual capacities to ensure quality legal protection of DV victims/survivors. For this purpose, UN Women will recruit 5 lawyers for selected territorial offices of the Legal Aid Service (to be identified in consultation with the Legal Aid Service in accordance to the case load in different offices). Furthermore, UN Women will ensure advanced training on sexual and domestic violence issues of the Legal Aid Service lawyers throughout the country in cooperation with the GBA's training centre. Moreover, UN Women will work with the Legal Aid Service to develop internal guidelines on efficient handling of these cases. Further, UN Women will advocate that the function established through the recruitment of these five lawyers is taken over by the state budget of Legal Aid Service upon the completion of the UNJP.

2.2.12 Support provided to the Chief Prosecutor's Office of Georgia to strengthen capacities of prosecutors to ensure efficient response to VAWG and DV cases

UN Women will continue its work with the Chief Prosecutor's Office of Georgia initiated within UNJP Phase I to expand the developed training programme on DV to also include sexual violence issues (including against LGBTI persons). UN Women will also support the Chief Prosecutor's Office to provide a series of training to prosecutors on the revised training programme. UN Women will further work with the Chief Prosecutor's Office to integrate DV and sexual violence issues into the internal guidelines for prosecutors to ensure uniform approach to the preparation of DV and sexual violence cases for adjudication.

In addition, UN Women will support the Chief Prosecutor's office to initiate inter-agency coordination with the police and judiciary on DV and sexual violence cases to ensure coordinated response to such cases, identify challenges and flaws (if any) in the enforcement of relevant legislation and come up with proposed solutions, including legislative initiatives.

2.2.13 Support provided to the government in setting up a network of crisis centers for sexual violence and DV victims/survivors

As provided by the Law on Domestic Violence, Crisis Centres have a critical role to play in terms of psycho-social rehabilitation of the victims. However, to this date, there are no state funded crisis centres in Georgia, which is a significant gap in ensuring universal access to services to the DV victims/survivors. During the UNJP Phase I, UN Women in partnership with the NGO Sakhli has developed a concept on DV crisis centres and based on it, established a model crisis centre in Tbilisi. During UNJP II Phase, UN Women will expand the crisis centre concept to also include services for sexual violence victims/survivors and establish two more crisis centres in the UNJP target regions (Telavi and Zugdidi) and advocate with the respective local self-governments to take over funding of these crisis centres by 2020.

2.2.14 Support provided to the government in the establishment of a system of socio-economic rehabilitation for VAWG and DV victims/survivors

During UNJP Phase I, UN Women in partnership with the NGO Amagdari has developed a concept / model of socio-economic rehabilitation for victims/survivors of DV. During UNJP Phase II, UN Women in collaboration with relevant actors (UNICEF) will work with the Government of Georgia to integrate the concept /model into the existing social protection system of Georgia to ensure sustainable social benefits for socially vulnerable DV victims/survivors.

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

The UNJP second phase's work at grassroots level will aim at supporting prevention as well as disclosure of instances of VAWG, in particular domestic violence and sexual violence, aiming specifically to a) increase awareness among the citizens in the target locations of the problem of VAWG, in particular domestic violence and sexual violence b) encourage disclosure of the instances of VAWG, in particular sexual

violence and DV and promote the use of the existing and newly established victim support services; c) prevent violence from occurring in the longer run by promoting zero tolerance towards VAWG in general, in particular sexual violence and DV as they constitute criminal offences, the proposed Joint Programme aims to achieve these outputs by undertaking the activities listed below:

2.3.1 Services established in the area of VAWG and DV promoted in partnership with celebrities from the field of sport and art

UN Women will continue its successful public awareness raising campaign aimed at the promotion of the DV hotline with the participation of celebrities from the fields of sport and art. In addition, newly established services for sexual violence victims/survivors as foreseen under Output 2.2 herein will also be included in the awareness raising campaign.

Printed media, outdoor advertisement opportunities, public service announcements and other materials produced within UNJP Phase I will be used for the promotion of available services for victims/survivors of sexual violence and DV. UN Women will continue using large scale campaigns, such as the UN Secretary General's UNiTE to End Violence against Women campaign and the global 16 Days of Activism against Violence against women, to mobilize increased public attention to the problem of VAWG by a variety of creative and at the same time context specific means. UN Women will further continue using multifold strategies to promote male involvement in the efforts aimed at the elimination of VAWG.

2.3.2 Zero tolerance towards VAWG and DV promoted in partnership with celebrities from the field of sport and art

UN Women will also continue its successful public awareness raising campaign aimed at the promotion of zero tolerance towards the practice of VAWG and expand its focus from DV to also include sexual violence with close collaboration with celebrities / opinion leaders from the fields of sport and arts.

UN Women will organize screenings of the DV documentary SPEAK OUT! produced within UNJP Phase I among different targeted audiences (such as public schools, universities, government, members of parliament, local governments and etc.) throughout the UNJP target regions to encourage public discussion on the issue.

2.3.3 Partnerships established with the representatives of media to enhance their capacities in gender sensitive and ethical reporting (in collaboration with UNDP and UNFPA)

Building on the work initiated within UNJP Phase I, UN Women will expand the curriculum on gender-sensitive reporting for bachelor journalism programs developed in cooperation with UNDP and UNFPA for masters programs in 3 select universities of the UNJP target regions.

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

In the second phase of the UNJP UNFPA Georgia will continue to combine its core expertise in SRH&RR, gender equality, and GBV/DV with innovative and transformative programming. In this joint programme, UNFPA Georgia will be responsible for outcome 3, which aims at strengthening national policies and systems and public advocacy for advancement of gender equality and reproductive rights, including for the most vulnerable women, adolescents and youth.

UNFPA Georgia, will continue to assist the country in achieving its international and national development targets in sexual and reproductive health and reproductive rights, gender equality, elimination of harmful practices and in ending gender-based violence as set by the ICPD beyond 2014 Framework of Actions; the National Gender Equality, Domestic Violence, and Youth Policy action plans, by using a comprehensive, multi-level, and multi-stakeholder approach to improve socio-cultural, as well as policy environments in the country. The organization will continue its advocacy and policy advice efforts to enable the duty-bearers' to fulfil country's commitments vis-à-vis above mentioned issues, etc. In parallel, the organization will empower the rights' holders to advocate that gender equality and reproductive rights are respected and they are able to fully exercise their rights. As part of the effort of advancing de facto gender equality,

UNFPA will address public view and attitudes including through increased emphasis on adolescents and youth formal education, creative communication and education campaigns for advancing male involvement to promote gender equality and end gender-based violence/domestic violence, and monitor these on a regular basis as indicators of social development. Through these efforts UNFPA Georgia will contribute to reducing inequalities and promoting women's and girls' equal and meaningful participation in the economic, political, social and cultural development of Georgia.

From the operational standpoint, UNFPA Georgia plans to scale up the implementation process between years 1 and 3, after which period the organization will gradually phase out various programme components. UNFPA Georgia's sustainability strategy will organically culminate the process by which, the organization has:

- 1) Secured political will and built the capacity of the programme beneficiaries, both the government and the civil society partners, and increased their expertise to a degree which allows them take over and successfully manage all relevant processes;
- 2) standardized and institutionalized programmes within relevant ministries and educational institutions thus ensuring sustainability of programme outcomes

Within the framework of UNJP II, UNFPA Georgia plans to fulfil the above mentioned broad goal by implementing a set of narrower objectives, which are outlined below:

Output 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;

UNFPA Georgia aims to strengthen a legal framework and policy environment conducive to enhancing gender equality and reproductive rights by providing accurate, timely and reliable evidence and data for policy making and by intensifying advocacy and policy advice for creating such environment.

In the next phase of the UN JP, UNFPA Georgia will continue to strengthen the body of evidence on the above mentioned issues, as well as will strengthen its policy advocacy efforts to stimulate evidence-based policy formulation and planning. The organization will also focus on the newly recognized issues that lie at the crossroads of human rights, gender equality and sexual and reproductive health, such as early marriages and prenatal gender-biased sex selection. All of the above will allow for more evidence-based gender-responsive national policy-making able to operationalize effectively the principles of gender equality, and SRH&RR.

More specifically, the following activities will be undertaken to achieve this result:

3.1.1. Evidence-based policy advocacy on issues related to GE, DV/VAW, and SRH&RR, harmful practices is strengthened

Over the course of UNJP Phase II, the activity will encompass three interlinked areas: creating knowledge resources, capacity development of the policy makers and policy advocacy.

UNFPA Georgia will support efforts aimed at generating evidence on three specific issues emerging from the national priorities and imperative for promoting gender equality agenda in the country:

- (1) UNFPA will support generating evidence on gender-based violence and analysing its effects on reproductive health, well-being and socio-economic participation of women/girls and using it for policy advocacy. The survey will be used for formulation of more tailor-made policies and targeted public advocacy campaigns. The survey will be conducted in 2016-2017 in collaboration with UN Women and UNDP.
- (2) UNFPA Georgia will undertake the first nationwide research on causes, consequences and existing practices of early marriages for developing prevention policies, including for ethnic minorities. The research into early/child marriages will take place in 2015-2016 and will serve as a guide for future policy advocacy and advice.
- (3) In order to strengthen its evidence-based advocacy initiatives on gender equality, UNFPA Georgia will support data collection and analysis through the second wave of research on *Men and Gender*

Relations in Georgia. Planned for 2019, this will be a repeat of the UNFPA Georgia's 2013 Men and Gender Relations research which will serve as a ground to measure behaviour or perception changes in men's attitudes and practices regarding gender equality.

UNFPA Georgia will continue to support capacity development of the policy makers/decision makers to enable them to develop targeted and coordinated policies and programmes for advancing gender equality and reproductive rights and prevention of violence and harmful practices against women and girls, including early marriages, gender-biased sex selection, etc. Technical support will be in the form of arranging capacity development trainings, roundtables, public lectures with the participation of the international experts in the above-mentioned issues. Strengthened capacity of national institutions and partners, amongst others, will enable inclusion of human rights and sexual and reproductive health need of women, adolescents and youth, including marginalized groups, into national policies, plans, and programmes.

UNFPA will advance its efforts to support policy dialogue through providing technical assistance to the relevant government entities in refining legislative and policy framework for strengthening prevention of early marriages. Furthermore, the UN JP will support integration of the issue of early marriage into the national policies and action plans related to human rights, gender equality, youth development and civic integration to ensure the implementation of international and national instruments related to children's and women's rights in Georgia.

The UN JP will target its joint efforts to update the 3-year National Action Plans on GE and DV to ensure integrated policy support. Starting in 2015, this recurring activity will be implemented in close collaboration with UN Women and UNDP. This joint effort will also include strengthening and institutionalizing the NAPs' monitoring framework for ensuring sustainable results.

3.1.2. Participatory partnership platforms to advocate for increased investment in marginalized adolescents and youth to advance gender equality is supported

To further ensure participatory approach to policy formulation and drawing from its successful track record of fostering youth engagement in policy formulation, UNFPA Georgia will support youth participatory advocacy platforms to advocate for increased investment in marginalized adolescents and youth. This will be achieved through arranging youth multi-sectorial forums in collaboration with the European Youth Parliament and Georgian Youth Parliament, Parliament and the Government of Georgia,. The forums will bring the emerging needs and priorities for youth sustainable development, especially related to SRH&RR gender equality, harmful practices, forefront on the political agenda and will enable the government to meet the international obligations in response to the ICPD beyond 2014 Framework of Actions and SDGs.

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

UNFPA Georgia aims to promote comprehensive, institutional approaches to address the complex social problems and strengthen institutional frameworks that respects human rights and eliminates discrimination

Building on the results achieved and lessons learned during the Phase I regarding improving the health system response to domestic violence and sexual violence against women, in UN JP Phase II, UNFPA Georgia will use its expertise and experience in supporting national capacity development for institutionalizing the *Recommendations for health care providers on Revealing, Referring, and Documenting the Cases of Physical, Sexual and Psychological Violence against Women*, developed during the Phase I of the UN JP.

UNFPA Georgia in cooperation with UN Women proposes a lasting change resulting from the establishment of a mandatory DV/GBV learning course with the Academy of the Ministry of Internal Affairs of Georgia (hereinafter "Academy") to train cohorts of police officers on how to respond appropriately to VAW/DV, thus strengthening an inherent state deterrence mechanism of DV/GBV - the Georgian Police. The

innovative approach proposed is the integration of gender transformative approach in this module to increase sensitivity of policemen on gender equality and change attitude to violence against women.

UNFPA Georgia will partner with the Ministry of Education and Science to support integration of healthy lifestyle and sexual and reproductive health education in formal education systems, including through development and revision of education materials for teachers, school doctors, and students in accordance to the national concept on *Youth Harmonious and Healthy Development*³².

In light of all this, UNFPA Georgia plans to carry out the following activities:

3.2.1 Health system response to DV and Sexual Violence against Women through integrating Recommendations on Revealing, Referring, and Documenting the Cases of Physical, Sexual and Psychological Violence against Women in the health system is strengthened

Within the UNJP Phase II, UNFPA Georgia will continue to direct its efforts towards strengthening the health system response to DV/GBV, thus responding to the commitments undertaken within the framework of the Council of Europe Convention on preventing and combating violence against women and (2011) and National Action Plan on Combating Domestic Violence (2013-2015).

Starting in 2015, the organization will support the operationalization and piloting of *Recommendations on Revealing, Referring, and Documenting the Cases of Physical, Sexual and Psychological Violence against Women (Recommendations)*. Based on the analysis of the piloting exercise, UNFPA Georgia will evaluate the model of health system response as suggested in the Recommendations in order to improve the operationalization of the Recommendations for further roll-out within the healthcare system. Within the piloting process, UNFPA will support efforts to build the capacity and improve knowledge of health care providers through providing accredited training to healthcare professionals and developing the special IEC materials, detailing the rights of the victims and the roles and responsibilities of health care professionals in dealing with DV/GBV cases. UNFPA will advocate for the integration and institutionalization of the Recommendations into the national system and will support MoLHSA to further extend the results of the pilot national wide.

UNFPA Georgia will collaborate closely with all relevant stakeholders at the MoLHSA, NCDC, and GeoStat to accumulate data on violence against women from the health system and integrate it into the unified database. The undertaking will be a crucial step to enhance health system response to domestic violence/violence against women and improve the monitoring mechanism over the process.

Additionally, UNFPA Georgia will ensure the sustainability of the health system response to VAW through designing a dedicated curriculum on Health System Response to VAW to be integrated into the formal education at the Medical University.

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

UNFPA's advocacy efforts within the Phase I of the UN JP resulted in mobilizing the political will and establishing partnership with the MoES to support the integration of the national concept on *Youth Harmonious and Healthy Development* into the formal education system. This complex process has been already launched at the end of 2014 with revision of the National Education Plan and consequently, the standards of the specific disciplines for integrating GE, SRH&RR, and healthy lifestyle issues.

Having created the momentum for cooperation in Phase I of the UNJP, in 2016-2020, UNFPA Georgia will conclude a specific Memorandum of Understanding (MoU) with the Ministry of Education and Science of Georgia to secure the Ministry's commitment for advancing the healthy lifestyle and reproductive health and rights education and underscoring government's ownership over the process. The MoU will spell out all the major initiatives to be implemented under the technical assistance of UNFPA for enhancing the

³² The concept was developed through a participatory process in 2009 with UNFPA-EU support and was endorsed by the MoES in 2014 as a basis for revision of the National Education Plan.

formal education system. According to the plan, UNFPA will continue providing technical expertise for reviewing/enhancing the specific subject standards in order to ensure the integration of the above mentioned issues into the formal education system. UNFPA Georgia will accomplish this task through the provision of technical expertise to the working groups within the MoES in order to review and improve the existing standards on a concrete set of subjects

The organization will provide technical expertise and support knowledge-sharing initiatives in order to foster the elaboration of teaching and learning contents on SRH&RR (teaching modules, toolkits and guidelines, as well as visual, audio and video aids and demos) for students and educators. UNFPA Georgia plans to collaborate with the MoES to achieve integration of these updated learning tools into the formal education system. Furthermore, the organization will support the MoES and the Teachers Professional Development Centre in integrating the training module on Healthy Lifestyle and SRH&RR issues into the teachers' professional education system.

Furthermore, UNFPA will organize a study tour for the group of ministry experts to learn about the SRH&RR and Healthy Lifestyle teaching methodology and best practices. This initiative will increase the knowledge of the ministry experts and create a professional networking possibility for them, but also foster a longer term commitment and sense of ownership amongst the MoES personnel.

In order to further refine the educational systems and processes, UNFPA Georgia plans to enlist the help of two other professional groups present at almost all educational institutions: School Supervisors (Mandaturi) and school doctors. The organization plans to incorporate modules on GE, DV/GBV, and Health in the mandatory training curriculum of the School Supervisors. The School doctors will also receive targeted capacity building on youth-friendly sexual and reproductive health services, healthy lifestyle and the basics of sexual and reproductive health and reproductive rights; this activity will be undertaken in close collaboration with the National Centre for Disease Control and Public Health and with the technical support of EuTeach.³³

Furthermore, UNFPA Georgia strongly believes that parents are a critical link and a powerful resource in educating youth about gender equality, SRH&RR, and healthy lifestyle. Therefore, the organization plans to support efforts to educate parents on these important issues. The organization will invest in the development of information-education and communication materials for parents and will produce and widely disseminate these materials. The portal for parents operating on the basis of MoES website will be supported and enriched by UNFPA Georgia through creating and integrating web-based, E-learning modules for parents as a resource for learning and engaging with their children on gender equality, SRH&RR, and healthy lifestyle.

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 supported

UNFPA Georgia has long prioritized the institutionalization of tools and mechanisms that promote SRH&RR and gender equality, and eradicate discrimination, DV /GBV. In line with this, UNFPA Georgia will provide technical support to the Public Defender's office (PDO) of Georgia in order to strengthen their capacity to conduct country assessments and national inquiries into sexual and reproductive health and rights.³⁴ Thus, starting in 2016, UNFPA Georgia will provide PDO with necessary technical assistance, guidance and capacity building. UNFPA Georgia will use the *Country Assessment on SRH&RR* methodology and practical experiences gained elsewhere in the region to enable the PDO to develop a SRH&RR indicator sets (including structural, process and outcome indicators) as well as more comprehensive monitoring system on reproductive rights (measuring progress, research methods, data analysis and report writing). By working closely with PDO and relevant state institutions, UNFPA Georgia will foster the process of adopting and customizing this methodology. Furthermore, the organization will assist the PDO in operationalizing the newly developed monitoring methodology in order to generate recommendations for further refining

³³ Tri-partite MoU among the three organizations on advancing youth SRH&RR has been concluded in 2014.

³⁴ UNFPA's draft *Guide to Support National Human Rights Institutions (NHRIs) to Conduct Country Assessments and National Inquiries on Sexual and Reproductive Health and Rights*

the national policy. By establishing this sustainable monitoring mechanism, an independent verification instrument will be created which will further stimulate the policy dialogue on SRH&RR, will address current challenges and will contribute to the development of targeted policy recommendations.

Output 3.3. Strengthened public advocacy for enhancing de facto Gender Equality and promotion of SRH&RR

Notwithstanding shifting the attitudes in favour of gender equality worldwide, the existing evidence shows, that Georgian men still remain superior to women when it comes to education, employment, wages, titles, and other social attributes. The 2013 UNFPA survey on *Men and Gender Relations*³⁵ survey findings reinforced the idea of asymmetrical distribution of power within Georgian families, including in household chores, child-rearing responsibilities, etc.

In light of this, UNFPA Georgia remains committed to the idea of empowering men and youth to become agents of change in their communities, as part of its Gender Transformative Programming to enhance their involvement and support to gender equality and SRH&RR, combating VAW and in transforming discriminatory societal norms and harmful practices, thus bringing about positive change in the society. This will ensure lasting improvements in *de facto* gender equality and SRH&RR, as vicious cycle of gender discrimination and violation of women's reproductive rights is broken and young generation, especially men, are raised in the socio-cultural environment where women and girls are respected and treated equality at home, at school, in the workplace, in politics and the society. To achieve this, UNFPA Georgia plans to reinforce public advocacy for greater gender equality and advancement of SRH&RR.

By empowering youth through informal peer-to-peer education and youth festivals on SRH&RR and gender equality, the organization will support youth advocacy for gender equality and human rights. UNFPA Georgia will sustain involvement of the government in this important undertaking in order to emphasize the country's commitment towards empowerment of younger generation. The use of interactive and participatory Peer Education methodology as well as Youth Festivals will ensure effective delivery of information and will increase the impact of education and the commitment of the young generation to gender equality and SRH&RR. UNFPA Georgia will use a multi-media campaign tools to facilitate wide dissemination of reliable information and messages on these important topics.

The following activities are thought to advance the achievement of the above mentioned objectives:

3.3.1. Gender Transformative Programming through increasing male involvement in attaining greater gender equality is supported

For UNFPA Georgia, fostering male involvement has long been a logical imperative in combatting gender discrimination and violence against women and girls. Therefore, UNFPA Georgia will continue its ground-breaking initiatives in public advocacy through awareness raising campaigns on gender equality in the country. These are aimed at increasing male involvement in advancing gender equality in the country and combating violence against women. In this regards, the organization is planning a number of gender transformative initiatives to enlist men's and boys' active participation in combating gender-based discrimination, harmful stereotypes, and practices. Building on the results achieved during the Phase I of the UN JP, the gender transformative programming will be expended to promote a greater male engagement in supporting *de facto* gender equality.

³⁵ While exploring the role of men in the family, the research found that respondents differentiated domestic activities as "womanly" (washing, cleaning, grooming, cooking, child care) and "manly" (fixing household appliances). Men are mostly involved in the following activities: fixing household appliances, paying bills, and buying foods and least in cleaning and cooking, etc. Notably, 86% of men and 72% of women is content with current distribution of chores. In parenthood and child-rearing only 18% fathers prepare food, change clothes/diapers, bathe, take children to kindergarten/schools, walk with, and read books daily for the children aged 0-6. With children aged 7-12, only 7% of fathers cook, wash clothes, read books. In terms of attitudes towards GE, some 89% of all respondents agreed that a woman's main duty was to take care of the family. Some 78% agreed that the man has the last say in the family; etc.

In partnership with the UNFPA-supported national partner, the organization will expand the public advocacy campaign: *Daddy, Read Me a Book*.³⁶ Due to an enormous success of this mixed media initiative, it will be rolled out in Kakheti and Samegrelo starting in 2015.

Furthermore, the organization, in partnership with civil society organizations in Georgia, will support the launching of a Georgia chapter of *MenCare - A global Fatherhood Campaign*. UNFPA Georgia will support various innovative initiatives that promote men as non-violent, caring fathers and which bring about the community-wide benefits in education, health outcomes, equality, and quality of life.³⁷ With this purpose, UNFPA Georgia will select a national partner while elaborating the MenCare campaign national concept in order to ensure the sustainability of the results and the continuation of the gender transformative agenda in the future. Within the frameworks of the MenCare campaign, UNFPA will arrange a study tour in one of the countries which has advanced in this area, in order to share the best practices and acquire information on the various initiatives within the campaign.

Among various other interventions, UNFPA Georgia will further implement the Men Talking to Men methodology and conduct MTM trainings sessions in Kakheti and Samegrelo regions as an effective tool for combating prevailing gender stereotypes and causing attitudinal or behavioural change of male population for acknowledging gender equality as a precondition of the harmonious family and the society at large. UNFPA Georgia, in collaboration with UN Women, will also continue to support the awareness raising and sensitization of police force about GE, DV, GBV, early marriages. For this, the organization will provide technical assistance to the Academy to enrich the existing curriculum for the continuous education trainings and the undergraduate studies of the future police officers with the additional sections on the above, including the gender transformative approach. *As a part of the innovative public awareness raising initiatives, UNFPA Georgia, for the first time in Georgia's TV broadcasting history, will launch a Reality TV Show, which is dedicated solely to raising public's awareness on a highly debated social issue in Georgia – gender equality. In the weekly episodes, the Reality Show will feature famous Georgian fathers (policy makers, celebrities, cultural figureheads, athletes and opinion leaders) spending two days with their children as sole caregivers, responsible for managing the entire household without outside assistance. At the end of each episode, fathers will reflect on their experience, discuss the importance of male involvement, and share key gender equality messages with the society. By using celebrities as role models, the Reality Show will break stereotypes on gender roles and will send a powerful message of how male involvement can help achieve de facto gender equality in the country. Equally importantly, UNFPA Georgia believes that Show's participants, by virtue of their exposure to real and pre-defined gender roles and unequal distribution of burden and responsibilities in the family, will lead the viewers towards the understanding that the existing status quo should be challenged and changed and that such a change will have positive impact on children, men, women, families and the society at large. UNFPA Georgia is further convinced that Show's participants will become avid advocates of the cause and will reflect this new awareness in their legislative, policy-making and /or creative work. The funding for the first season of the above-mentioned initiative will be secured by UNFPA from the organization's Headquarter, thus making significant contribution to the donor-funded project.*

Based on the results achieved UNFPA will explore the further opportunities for replicating this activity within the framework of the present UN Joint Programme.

In the longer term, UNFPA Georgia will ensure that Georgia's civil society organizations are fully familiar with the Gender Transformative approaches, are well equipped with data through the *Men and Gender Relations* survey and are able to continue working within the grassroots to improve gender equality in Georgia beyond the scope of this project.

³⁶ In 2014, UNFPA Georgia launched *Daddy, Read Me a Book* campaign calling on fathers to play more prominent role in the upbringing of their children.

³⁷ *MenCare* campaigns worldwide promote the idea of fathers' critical role and a need for greater participation in ensuring a safe, comfortable birth for your children and for their mother; helping mother in caring for their children; being evolved and proud fathers; ensuring children's health; engaging in educating and playing with their children; raising children without violence and teaching them about respect and equality.

3.3.2. Youth advocacy for enhanced GE and HR of youth is supported

In 2006, UNFPA Georgia pioneered the *Peer Education* approach to raising awareness of youth about gender equality, non-discrimination, SRH&RR, healthy lifestyles, etc. The success of this approach, which uses youth-led, interactive awareness-raising and sensitization sessions, has been immense, allowing the organization to reach over 40,000 youth countrywide. Starting in 2016, UNFPA Georgia will expand the youth *peer-to-peer* education campaign on gender equality, SRH&RR, healthy lifestyle, DV/GBV, early marriages, etc. by rolling it out in the target regions of Georgia.

Supporting youth local forums in partnership with Youth led organizations will enable participants to engage in the meaningful discussion on youth and adolescents needs and priorities at the grassroots level, with special emphasis on marginalized and vulnerable adolescents and youth, e.g. Key Affected Populations, youth leaving the foster care and juvenile detention institutions. The participants will elaborate recommendations for the Youth participatory partnership advocacy platforms, thus bringing the youth voices from the grassroots level to the attention of policy and decision makers.

Youth Festivals is an innovative informal youth awareness raising campaign initiated by UNFPA Georgia. Through partnerships with the Ministry of Sport and Youth Affairs and local government and youth NGOs in the target regions, young people in Kakheti and Samegrelo will organize and participate in annual, regional *Youth Festivals*. Usually co-funded by the local administrations, these festivals include indoor and outdoor activities that help mobilize the youth for advocacy on issues imperative for equality. Festivals also serve as a platform for celebrities, cultural figureheads and athletes sensitized on the issues to promote Gender Equality, healthy lifestyle, and youth sexual and reproductive health and rights. During the UNJP Phase II, the festivals will use the experience gained at the *Telavi Youth Festival* and will be replicated in Samegrelo.

To widen the scope and reach, UNFPA Georgia will support Community Based Organizations (CBOs) in selected regions to implement awareness-raising programs with the particular focus on youth and SRH&RR, gender equality and early marriages at the grass-roots level. Before implementing the awareness-raising programs, UNFPA Georgia will ensure capacity development of the NGOs in the selected regions on the issues of GE, DV/GBV, SRH&RR, harmful practices (early marriage), male involvement, healthy lifestyle and other issues of ICPD B 2014. Apart from knowledge-sharing and networking, this support will make funds available for selected CBOs from Kakheti and Samegrelo regions through a UNFPA Georgia-administered small-grants program earmarked for regional public advocacy initiatives. UNFPA will strongly encourage involvement of as well as outreach to ethnic and religious minorities residing in these regions.

3.3.3. Public Advocacy for creating enabling socio-cultural environment to promote Gender Equality, SRH&RR and preventing harmful practice is supported.

In order to create enabling socio-cultural environment that promotes Gender Equality, Healthy Lifestyle, and SRH&RR and fights against discrimination, DV/GBV, etc., UNFPA Georgia will continue to develop and update the information and education communication materials, fact sheets, infographics, video clips, and PSAs to reach out the population in targeted regions.

The specific themes of the multi-media campaign will include:

- The issue of child marriage and its adverse consequences: in particular, such a campaign should focus on the most affected areas of the country where there are higher rates of child marriage, and abortion, among girls under the age of 18. Partner with UNFPA offices in neighbouring countries to conduct such campaigns among the ethnic minority groups, using materials in local languages that are culturally and socially appropriate.
- Gender biased sex selection and the preference for sons – the campaign will be based on the main findings of the study undertaken in 2014 to raise the public awareness of the issue and its main implication in terms of gender equity and sustainable population dynamics. Particular groups will be targeted for sensitization and awareness raising, particularly teenagers and young people, educators, the media, parents, women, social and religious leaders, and government officials; the campaign will project Georgian traditions in ways that strengthen gender equity and the status of

women in families and ensure that communication on reproductive choices does not reinforce male-oriented kinship and bias against parents without children or without son.

UNFPA Georgia will strengthen a dialogue with the religious confessions and their leaders, who are the opinion leaders and frequently having the authority to register early marriages, despite being illegal by the rule of law. The partnership will be established with the "Inter-Religious Council" in Georgia to contribute to prevention of early marriage practices and improvement of the women's situation in Georgia. The inter-religious group is composed of 11 confessions, which, among others, include the Georgian Orthodox Church, Muslim Council of All Georgia, Jewish Community of Georgia, Armenian Apostolic Church, Roman Catholic Church, Evangelical Baptist Church, Evangelical Lutheran Church – religious organizations present and conducting religious services.

The organization will facilitate and support involvement of religious community member/faith-based CSOs working on gender issues (e.g. association of Georgian- Jewish women and similar organizations) through organization of thematic awareness raising meetings on child marriages within the framework of the Inter-Religious working group. AT the Regular meetings (workshops) the problem of child marriages will be discussed and its negative results stressed; religious leaders' involvement at national/local levels and their assistance role will be outlined and ways of such assistance mapped out; further participating religious personnel will be equipped with brief information journals/booklets which they can consult/distribute as necessary. This intervention, to be funded through organization's core resources will strengthen the planned interventions within the framework of UN JP to support prevention of early marriages.

Furthermore, UNFPA will partner with PDO and civil society organizations to implement the awareness activities for teachers, school principals and school students with particular focus on communities, where child marriage practice is prevailing, including ethnic and religious minorities.

3.3.4 Media is strengthened to raise awareness and trigger opinion change related to gender equality, SRH&RR and harmful practices

UNFPA Georgia will mobilize both social and traditional media in order to stimulate public discourse on early/child marriages, gender-biased prenatal sex selection, SRB, SRH&RR, GE, DV/GBV, LGBT rights, and gender discrimination. In the short run, the organization will hold workshops for journalist, journalists' contests on GE, SRH&RR, youth issues and encourage independent, media-led public awareness raising initiatives.

In terms of longer-term interventions, UNFPA together with UNDP and UN Women will support the development of a syllabus on sensitive reporting for the journalism faculties within the institutions of higher education.

Additionally, starting in 2017, UNFPA Georgia will support the development of a tool for conducting regular media monitoring exercises. Subsequently, regular Media Monitoring Reports will be developed, which will take stock and analyse the frequency, geographic coverage and types of messages delivered to the public on early marriages, gender-biased prenatal sex selection, SRB, SRH&RR, GE, and gender discrimination, GBV through mass media.

5. Management and Coordination Arrangements

The programme will be jointly implemented by UNFPA, UN Women and UNDP. UNDP will continue to serve as the Administrative Agent of the programme while UN Women will serve as the Convening Agent. There will be recruited the Programme Management Unit, comprised of programme managers for each programme component, supported by Administrative/Finance Assistants and Drivers/Logisticians.

As per UN corporate guidance note on UN Joint Programmes, as well as findings and recommendations of the UNJP Evaluation that concern strengthening of coordination and joint work, there will be three distinct and at the same time complementary roles for UN agencies that are parties to this joint programme.

All three agencies are Participating UN Organizations (PUNOs), having clear responsibility to implement and report on specific aspects/parts of the programme as spelled out in this project document. In addition to being a PUNO, UNDP will serve as the Administrative Agent (AA), accountable for effective and impartial fiduciary management and financial reporting. The AA is responsible for financial/administrative management - receives donor contributions, disburses funds to Participating UN Organizations and consolidates periodic financial reports and final financial reports. AA is also responsible for submission of the financial and narrative reports to the donor.

In addition to being a PUNO, UN Women will serve as the Convening Agency (CA) accountable for coordination of joint programmatic activities and narrative reporting to the AA. The CA is responsible for programmatic coordination of UNJP joint components and for preparation of annual and final consolidated narrative progress reports based on the reports submitted by each participating UN organization. The CA provides those consolidated reports to the Administrative Agent for further submission to the donor.

A Programme Steering Committee will be set-up with participation of senior personnel of all signatories to the joint programme document with similar level of decision-making authority including representatives of the three UN participating agencies and national coordinating authorities. Swedish Government will be invited to join the Steering Committee with an observer's status. The main role of the Steering Committee is to provide strategic guidance for programme implementation, approve programme annual work plans, including annual targets for the results framework and review progress against set targets. The programme steering committee, co-chaired by UN Resident Coordinator and the Chair of the Parliamentary Council for Gender Equality will meet at least once a year, in the first quarter of each calendar year.

Overall responsibility: participating UN agencies will designate relevant personnel (other than programme implementation units) who will be responsible for quality assurance of the programme implementation and advise Steering Committee on any adjustments and issues relevant to successful implementation of the programme objectives.

Programme Implementation Units (PIU)

The three UN agencies will act as collectively responsible for attainment of the project objectives and will be individually accountable for successful implementation of the activities as specified in the three outcomes:

- UNDP – outputs and activities under outcome 1;
- UN Women – outputs and activities under outcome 2;
- UNFPA – outputs and activities under outcome 3.

The PIU will consist of the Programme Component Managers, who will be supported by relevant technical personnel.

The Programme Component Managers will be responsible for all execution aspects of the programme, including coordination and management of partners, achievement of set results under the respective outcomes and overall monitoring and reporting.

Short-term consultants will be recruited as needed to provide support in specific technical areas.

6. Fund Management Arrangements

The present UN JP will follow the Pass-through fund management modality according to the UNDG Guidelines on UN Joint Programming. The UNDP MPTF Office, serving as the Administrative Agent for the Joint Programme, as set out in the Standard Memorandum of Understanding (MOU) for Joint Programmes using Pass-Through Fund Management will perform the following functions:

- (a) Receive contributions from the donor ;
- (b) Administer such funds received, in accordance with the Memorandum of Understanding including the provisions relating to winding up the Joint Programme Account and related matters;
- (c) Subject to availability of funds, disburse such funds to each of the Participating UN Organizations in accordance with instructions from the Steering Committee, taking into account the budget set out

in the Joint Programme Document, as amended in writing from time to time by the Steering Committee;

- (d) Consolidate financial reports, based on submissions provided to the Administrative Agent by each Participating UN Organization, and provide these to the donor that has contributed to the Joint Programme Account and to the Steering Committee and PUNOs;
- (e) Provide final reporting, including notification that the Joint Programme has been operationally completed, in accordance with Section IV of the MOU;
- (f) Disburse funds to any Participating UN Organization for any additional costs of the task that the Steering Committee may decide to allocate (as referred to in Section I, Paragraph 3 of the MOU) in accordance with Joint Programme Document.

The Administrative Agent will be entitled to an administrative fee of one percent of the amount contributed by the donor to the Joint Programme to meet the Administrative Agent's costs of performing the Administrative Agent's functions described in the Memorandum of Understanding. The Administrative Agent will establish a separate ledger account under its financial regulations and rules for the receipt and administration of the funds received pursuant to Administrative Arrangement. The Joint Programme Account will be administered by the Administrative Agent in accordance with the regulations, rules, directives and procedures applicable to it, including those relating to interest.

Prior to the Joint Programme launch a Memorandum of Understanding will be signed between Participating UN Organizations and the Administrative Agent. A detailed joint work-plan as a part of this programme will be developed for one year of the implementation in the first quarter of each yearly cycle.

Some of the Implementing Partners / Responsible Parties of the Joint Program have been already identified by the Participating UN Organizations through previous cooperation experience and partners' capacity assessments, these are: VET College "Aisi, VET College "Pazisi", Shota Meskhia Zugdidi University, NGO Centre for Strategic Research and Development (CSR DG), Municipal Service Providers Association (MSPA), Association of Women Farmers, the State Fund for Protection and Assistance of Victims of Human Trafficking and Domestic Violence, NGO Amagdari, NGO Women's Advice Center "Sakhli", NGO Anti-Violence Network of Georgia, Georgian Rugby Union, Georgian Bar Association, Public Defender's Office, State Legal Aid Service, NGO Kakheti Regional Development Foundation, NGO Caucasus Social Marketing Association, NGO "Centre for Information and Counselling on Reproductive Health "TANADGOMA", NGO "Georgian Youth Education and Development Association", European Youth Parliament. The other Implementing Partners will be identified through open tenders and competition in accordance with participating UN agencies' regulations, rules, directives and procedures.

Transfer of cash to national Implementing Partners: Cash transfer modalities, the size and frequency of disbursements, and the scope and frequency of monitoring, reporting, assurance and audit will be agreed prior to programme implementation, taking into consideration the capacity of implementing partners, and can be adjusted in its course in accordance with applicable policies, processes and procedures of the Participating UN Organizations.

7. Monitoring, Evaluation and Reporting

A Joint Programme monitoring, evaluation and audit will be carried out in accordance with the respective regulations, rules and procedures of the Participating UN Organizations.

Environmental Assessment: The Joint Program will provide the donor with the Environmental Assessment check-list with the Inception Report to be submitted by 31 May, 2016

Monitoring: The Joint Programme will be monitored throughout its duration and evaluated in accordance with the UNDAF (UNPF) M&E plan. In addition there will be a developed programme specific monitoring and evaluation plan with the Inception Report to be submitted to the donor by 31 May, 2016. Participating UN Organizations will share information and progress updates, and undertake joint visits where appropriate.

Programme monitoring will be carried out by the Programme Management Unit and by the JP Coordination Team in accordance with the policies and procedures of Participating UN Organizations. The programme implementation will be assessed continuously at the level of outputs. Outputs will be measured at regular intervals and against clearly defined indicators. Specific programme activities will serve as benchmarks indicating the progress achieved.

The results of monitoring activities will be presented to the Programme Steering Committee by the Programme Management Unit.

Annual/Regular reviews: As mentioned above, the Programme Steering Committee will carry out annual reviews of the implementation, desirably, in the framework of larger UNDAF (UNPF) annual reviews.

Evaluation: An External evaluation of the joint programme will take place twice during the Joint Program lifetime. The mid-term and final evaluations will be carried out after two years and in the last year of the JP implementation respectively to collect feedback from stakeholders – partners and beneficiaries, analyse the results achieved and challenges encountered, adjust implementation modalities as needed and incorporate changes throughout all program components.

Joint Programme evaluation will be facilitated by UN Women at the Outcomes' level and will be coordinated with the Participating UN Organizations according to the agreed evaluation Terms of Reference (TOR). UN Women undertakes the responsibility for consolidating the final evaluation report in consultation with the participating UN agencies.

Reporting: The undg annual Standard Progress Report format will be adapted for the Joint Programme reporting purposes, reflecting the donor requirements. The draft annual report will be reviewed by the Joint Programme Steering Committee in the framework of the annual progress review process to incorporate feedback and guidance from the Steering Committee.

Each Participating UN Organization will provide the Administrative Agency with the following statements and reports prepared in accordance with the accounting and reporting procedures applicable to the Participating UN Organization concerned. The Participating UN Organization will endeavour to harmonize their reporting formats to the extent possible.

- (a) Annual financial statements and reports as of 31 December with respect to the funds disbursed to it from the JP Account, to be provided no later than four months (**30 April**) after the end of the calendar year;
- (b) Certified final statements and final financial reports after the completion of the activities in the approved programmatic document and including the final year of the activities in the approved programmatic document, to be provided no later than six months (**30 June**) of the year following the financial closure of the JP.

The Programme Management Unit will develop, in accordance with the reporting procedures applicable to the Participating UN Organization and the Convening Agency will coordinate and harmonize the following reports:

- (a) *Annual narrative reports*, to be provided no later than three months (**31 March**) after the end of the calendar year.
- (b) *Final narrative report*, after the completion of the activities in the approved programmatic document and including the final year of the activities in the approved programmatic document, to be provided no later than four months (**30 April**) of the year following the financial closing of the JP. The final report will give a summary of results and achievements compared to the goals and objectives of the JP.

The Administrative Agent will provide the Steering Committee and the Donor with the following statements and reports, based on submissions provided to the Administrative Agent by Participating UN Organizations prepared in accordance with the accounting and reporting procedures applicable to it:

- (a) *Annual Consolidated narrative and financial progress reports*, based on annual progress reports received from Participating UN organizations, to be provided no later than five months (**31 May**) after the end of the calendar year;
- (b) *Final consolidated narrative and financial report*, based on final report received from Participating UN Organizations after the completion of the activities approved programmatic document and including the final year of the activities in the approved document and including the final year of the activities in the approved programmatic document, to be provided no later than seven months (**31 July**) of the year following the financial closing of the JP. The final consolidated narrative report will contain a summary of the results and achievements compared to the goals and objectives of the JP.

Table 1. Risks and Mitigation Table

#	Description	Category	Impact & Probability	Countermeasures / Mngt response
1	Shifting political environment, upcoming parliamentary and Presidential elections	Political	Changes in the composition of the Parliament and the Government may require the UN agencies to invest in establishing new linkages and building; maintain good-will around gender equality agenda. These changes may also require that new capacity building initiatives are carried out. P = 4 I = 3	The Programme will use resources, including advocacy by the senior management of the agencies and the UNRC to sensitize the senior government officials and prevent any shifting priorities as a result of elections. Intensive capacity development measures will also support to sensitize more policy-makers on the principles of gender equality.
2	Resistance to change towards more egalitarian society that respects women's rights and gender equality	Environmental / Cultural	Resistance to the change may hinder shifting the current attitude, whereby, representatives of Georgian Society often disregard gender inequality problems as non-existent and view gender stereotypes as a social norm; political culture is male dominated and domestic violence is regarded as a private matter. P = 2 I = 5	To mitigate this, a tailor-made, well-articulated set of messages will be developed and delivered to each target group through public education and media outreach. An extensive advocacy will take place vis-à-vis the policy makers; Women will be educated to understand and remedy their situation. Civil society will be used to get the message out to grassroots. Men and boys will be especially sensitized by using "Gender Transformative Programming.
3	Insufficient human and financial resources at the Government level	Organizational	Lack of sufficient human and financial resources to meet the undertaken commitments in the area of gender equality and women's empowerment- such as establishment of the GEC secretariat, allocating additional human resources to gender equality mechanism in the executive branch, or taking over additionally established shelters. Insufficient human and financial resources may hinder a sustainable continuation of the programme achievements. P = 4 I = 3	Demonstrate to the government the increased benefits and added value of investing in implementation of gender equality laws and policies, and following up to the CEDAW recommendations (including in relation to institutional mechanisms on gender) of July 2014, for the democratic development of the country. Provision of technical assistance to showcase the relevance of such work, discuss and reach commitment to hand-over developed services and functions to relevant government partners.
4	Risk of internal/external	Internal	Improper use of resource affecting successful	To mitigate this UN Agencies apply internal fraud prevention action plan updated on annual basis. In

	corruption/ fraud		implementation of the programme P = 1 I = 3	addition each agency has its own monitoring and control mechanism in place ensuring proper compliance with UN rules and regulations for sound programme and financial accountability platform. Also, UNFPA Fraud and Operational Risks Assessment and Prevention Action Plan addresses both the external and the internal corruption risks and outlines the set of mitigating strategies and activities covering wide range of issues, such as operational& fraud risks and other unethical behaviour, etc.
5	Lack of political support to the project	Political	Limited cooperation with the project from central and local authorities side, hindering the effectiveness of the programme activities P = 2 I = 4	UN agencies have already established good working relations with the individual stakeholders and much political resistance is not expected; However, if this realizes, UN will use its resources, to advocate effectively, including through the UNRC.
6	High turnover of the staff at central/local level	Organizational	Unstable civil service system may lead to the significant turnover of the staff both at national and local levels. Such turnover will have a negative impact on capacity development initiatives of the project. P = 3 I = 2	Staff turnover has been a greater problem before, which understandable decreased the effect of the individual capacity development activities. However, it should be acknowledged that the turnover practice, especially at the level of mid-rank officials, saw a reduction over the last few years. Anyways, to account for the potential changes, the programme will develop and leave with stakeholders the written instructions and guidelines, materials and documentations as relevant that can be of use to the new staff.
7	Lack of confidence at the grassroots level	Organizational	Limited confidence at the grassroots level may lead to a limited cooperation for achievement of the programme objectives. P = 1 I = 3	The programme will need to initiate the close cooperation at the grassroots level from the very beginning; Intensive partnership building and confidence building process shall take place, though meetings, discussions, involvement of all the local partners in planning and implementation of all respective actions of the programme. Careful consideration of local contexts once developing the outreach and communications strategy of the program will also mitigate this risk.

8	Lack of internal coordination among the agencies	Organizational	<p>Uncoordinated actions and messages may undermine the credibility of the programme with all stakeholders (national, local , CSOs, grassroots, donor)</p> <p>P = 1 I = 4</p>	<p>Coordination across the UN agencies will be ensured first and foremost under a leadership of the UNRC. The agencies have already established a close coordination at the technical level, that will be further enhanced with the introduction of a Convening Agency function in the UNJP that will be instrumental during the design of the unified work plans, facilitation of strategic decision-making through the JP Steering Committee, planning and implementation of common activities, and last but not least joint reporting.</p>
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8. Legal Context or Basis of Relationship

Participating UN organization	Agreement
UNDP	<p>This Joint Programme Document shall be the instrument referred to as the Programme Document in Article I of the Standard Basic Assistance Agreement between the Government of Georgia and the United Nations Development Programme, signed by the parties on July 1994.</p> <p>This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Programme Document as referred to in the Standard Basic Assistance Agreement (SBAA) and all CPAP provisions apply to this document.</p>
UNFPA	<p>The relationship between the Government of Georgia (GoG) and the United Nations Population Fund (UNFPA) is governed by the Standard Basic Assistance Agreement (SBAA) signed by the Government and the United Nations Development Programme (UNDP) on July 1, 1994, which, mutatis mutandis, is accepted as a basis of cooperation between the Government of Georgia and the United Nations Population Fund and applies to UNFPA activities and personnel³⁸. All CPAP provisions apply to this document</p>
UN Women	<p>United Nations Entity for Gender Equality and the Empowerment of Women - UN Women - is established by the General Assembly in 2010 through its Resolution 64/289. The relationship between the Government of Georgia (GoG) and the UN Women is governed by the Standard Basic Assistance Agreement (SBAA) signed by the Government and the United Nations Development Programme (UNDP) on July 1, 1994, which, mutatis mutandis, is accepted as a basis of cooperation between the Government of Georgia and the UN Women and applies to UN Women activities and personnel.³⁹</p>

The Implementing Partners/Executing Agency⁴⁰ agree to undertake all reasonable efforts to ensure that none of the funds received pursuant to this Joint Programme are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by Participating UN organizations do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Programme Document.

9. Work plans and budgets

The Budget of the Joint Program is attached as Annex 1.

Work plans will be prepared on an annual basis.

³⁸ Letters of exchange between UNFPA and Ministry of Foreign Affairs (MFA) of Georgia is stipulated in official letter, N7/107-14, Signed by Deputy Minister of MFA, dated 16.06.2009

³⁹ Exchange of letters between UN Women and Ministry of Foreign Affairs (MFA) of, N1/49633, Signed by Deputy Minister of MFA, dated 05.12.2013.

⁴⁰ Executing Agency in case of UNDP in countries with no signed Country Programme Action Plans