

**Resolution of the Parliament of Georgia**  
**About Approving “2011-2013 Action Plan for Implementation of Gender Equality”**

In accordance with sub-paragraph “a”, paragraph 3, article 12 of the Law of Georgia “About Gender Equality”,

The Parliament of Georgia decides:

1. To approve the attached “2011-2013 Action Plan for Implementation of Gender Equality”.
2. This resolution to enter into force upon publishing.

The Chairman of the Parliament of Georgia  
D. Bakradze

Tbilisi,  
5 May, 2011  
No. 4672-Il

<b>Enhancing Gender Equality Institutional Machineries</b>					
<b>Goal: Supporting implementation of the State Policy on Gender Equality</b>					
<b>Target</b>	<b>Activity</b>	<b>Indicator</b>	<b>Implementers</b>	<b>Time Frame</b>	<b>Funding Resources</b>
1.1 Supporting Institutional Strengthening of Gender Equality Council	1.1.1. Refinement of the Gender Equality regulations as necessary	Regulations have been refined by the end of 2011	Council Parliament of Georgia	2011	State Budget
	1.1.2. Enhancing efficiency of the Council activities and supporting the implementation of its functions by creating additional staff position (for providing technical and administrative support for the Council and for coordinating the activities of the Council)	The Council Coordinator and other support staff, as needed, has been hired and functions	Parliament of Georgia Council With the cooperation of interested donor community	2011	State Budget Donor Organizations
	1.1.3. Supporting institutional strengthening of the Council by providing technical assistance (providing expertise, organizing separate research, software and information-analytical provision (including creation of a web-site), ensuring technical equipment and functioning, if needed)	Number of experts, providing technical support to the Council for analytical activities, number of organized studies, developed program/software (including web-site), allocated technical facilities (computer, fax, photo-copier, transport and communication means etc.)	Parliament of Georgia  With the cooperation of interested donor community	2011-2013	State budget Donor Organizations
	1.1.4. Providing Council with concepts, draft action plans and programs by the relevant line ministries, other state institutions and regional and local authorities for the purpose of working out recommendations for the integration of gender equality principles	Number of relevant state documents reviewed by the Council	Council  Georgian Ministries of Education and Science, Environment; Economy and Sustainable Development; Justice; Accommodation and Refugees, Energy and Natural Resources; Culture and Monument Protection; Agriculture; Finance; Labor, Health and Social Affairs; Corrections and Legal Assistance; Regional Development and Infrastructure; Sport and Youth Affairs  Regional and local authorities	2011-2013	State budget Donor Organizations

	<p>1.1.5. Introducing gender analysis of the draft laws by enhancing parliamentary committees' staff capacity and skills</p>	<p>Trainings on the gender analysis of the draft laws have been conducted</p> <p>Number of the Parliamentary Committees' staff participating in the trainings</p>	<p>Council</p> <p>Parliament of Georgia</p> <p>With the cooperation of interested donor community</p>	<p>2011-2013</p>	<p>State budget</p> <p>Donor Organizations</p>
	<p>1.1.6. Enhancing coordination and cooperation of the Gender Equality Council with the Executive Branch (on the central and local level) and local self government by creating network of contact persons and by increasing their knowledge and qualification on the Gender Equality issues</p>	<p>Identifying contact persons in all relevant line ministries of the executive branch and local self-government and increasing their awareness and qualifications on the Gender Equality issues in the process of the NAP implementation</p> <p>Number of trainings conducted for enhancement of skill set of the contact persons</p>	<p>Council</p> <p>Georgian Ministries of Education and Science, Environment; Economy and Sustainable Development; Justice; Accommodation and Refugees; Foreign Affairs; Energy and Natural Resources; Defense; Culture and Monument Protection; Internal Affairs; Agriculture; Finance; Labor, Health and Social Affairs; Corrections and Legal Assistance; Regional Development and Infrastructure; Sport and Youth Affairs</p> <p>Local self-government</p> <p>With the cooperation of interested donor community</p>	<p>2011-2013</p>	<p>State budget</p> <p>Donor Organizations</p>
	<p>1.1.7. Enhancing coordination and cooperation between Gender Equality Council and Women Forum elected in Sakrebulo</p>	<p>Number of joint activities and meetings</p>	<p>Council</p> <p>Women's Forum elected in Sakrebulo</p> <p>With the cooperation of interested donor community and NGOs</p>	<p>2011-2013</p>	<p>State budget</p> <p>Donor Organizations</p>

<p>1.1.8. Supporting dialogue and consultations between the Council and Civil Society, inter alia, by drafting and discussing annual reports on the implementation of the National Action Plan</p>	<p>Annual Conference on the monitoring and evaluation of the NAP</p> <p>Number of joint activities of the Civil Society and Council regarding NAP</p> <p>Number of the consultation meetings between civil society and Council and their intensity</p>	<p>Council</p> <p>With the cooperation of interested donor community and NGOs</p>	<p>2011-2013</p>	<p>State budget</p> <p>Donor Organizations</p>
<p>1.1.9. Supporting introduction of the accountability system on the implementation of the Gender Equality Law and National Action Plan:</p> <p>a) by submitting the report to the Council by the relevant line ministries and local self-government once a year on the status of the implementation of the Gender Equality Law and the Action Plan;</p> <p>b) by submitting the report to the Parliament by the Council once a year on the status of the implementation of the Gender Equality Law and the Action Plan (Article 12 sub-paragraph h)</p>	<p>Number of the annual reports submitted by the relevant line ministries and local self-government bodies to the Council</p> <p>Number of the annual reports submitted by the Council to the Parliament</p>	<p>Council</p> <p>Line ministries involved in the implementation of the National Action Plan, local self-government bodies</p> <p>With the cooperation of interested donor community and NGOs</p>	<p>2011-2013</p>	<p>State Budget</p> <p>Donor Organizations</p>
<p>1.1.10. Monitoring of the implementation of the National Action Plan for the purpose of developing the new Action Plan</p>	<p>Monitoring of the present NAP has been conducted</p>	<p>Council</p> <p>Parliament of Georgia</p> <p>With the cooperation of the interested donor organizations and NGOs</p>	<p>2011-2013</p>	<p>State Budget</p> <p>Donor Organizations</p>
<p>1.1.11. Developing the new National Action Plan</p>	<p>The draft National Action Plan has been prepared</p>	<p>Council</p> <p>Parliament of Georgia</p> <p>With the cooperation of the interested donor organizations and NGOs</p>	<p>2011-2013</p>	<p>State Budget</p> <p>Donor Organizations</p>
<p>1.1.12. Supporting the functioning of the Gori Gender Equality Resource Center</p>	<p>Gori Gender Equality Resource Center is functioning</p>	<p>Council</p> <p>Local self-government bodies</p> <p>With the cooperation of the interested donor organizations and NGOs</p>	<p>2011-2013</p>	<p>State Budget</p> <p>International and Donor Organizations</p> <p>NGOs</p>

<b>Education and Increasing Public Awareness</b>					
<b>Goal: Support introducing gender aspects in the educational field and increasing public awareness on the Gender Equality issues</b>					
<b>Target</b>	<b>Activity</b>	<b>Indicator</b>	<b>Implementers</b>	<b>Time Frame</b>	<b>Funding Resources</b>
2.1 Considering gender aspects in the key pieces of legislation in the field of Education	2.1.1. Gender based analysis of the key laws on Education and drafting package of recommendations for integrating gender aspects upon necessity	Gender based analysis of the key laws on Education has been completed by the expiration of the NAP timeline  Package/number of recommendation worked out on the basis of the analysis  Package of draft legislative amendments is worked out as the result of the analysis	Council  Ministries of Education and Science; Justice  Interested international organizations, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
2.2 Supporting the introduction of the gender aspects in the field of education	2.2.1. Gender based analysis of the following documents and working out the package of recommendations:  <ul style="list-style-type: none"> <li>• National Curriculum</li> <li>• Teachers' professional standards</li> </ul>	Gender based analysis of the listed documents has been completed by the expiration of the NAP	Council  Ministry of Education and Science of Georgia  With the cooperation of the international , donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
	2.2.2. Creating support materials for the Civil Education Workbook	Support materials for the Civil Education Workbook have been prepared	Council  Ministry of Education and Science of Georgia  With the cooperation of the international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs

	2.2.3. Analysing the issues of the healthy lifestyle covered in the educational curriculum of the public schools and working out the package of recommendations as required	The issues of the healthy lifestyle have been analyzed by the expiration of the National Action Plan	Council  Ministries of Education and Science of Georgia; Sport and Youth Affairs  With the cooperation of the international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
	2.2.4. Working out training modules on gender aspects for the teachers' trainings and conducting trainings for the teachers	The training modules on the gender aspects have been prepared to the teachers' trainings  Number of conducted trainings (based on the worked out modules)  Number of the trained teachers	Council  Ministry of Education and Science of Georgia  With the cooperation of the international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
2.3. Supporting increase of public awareness on gender issues	2.3.1. Popularization of the normative acts on the Gender Equality and public perception periodical survey on Gender Equality, discussion of the outcomes	Number of meeting conducted for the purpose of the popularization of the normative acts  Number of the meeting participants (per regions)  Number of the distributed hand-outs  Law is translated in English, Abkhasian, Osethian, Azerbaijani, Russian and Armenian Languages  The guidebook of the law has been published and distributed  Regular public perception survey on Gender Equality has been conducted by the expiration of Action Plan  Research outcomes are disseminated and publicly discussed	Council  With the cooperation of the international, donor organizations and NGOs	2011-2013	State Budget  International and donor Organizations  NGOs
	2.3.2. Conducting media campaigns on gender equality issues via the following: <ul style="list-style-type: none"> <li>• Free of charge PSAs</li> <li>• Talk shows</li> <li>• Newspaper Articles</li> <li>• Informational Materials</li> <li>• Radio Broadcasting</li> </ul>	Number of media outlets, where the PSAs /talk shows have been aired  Number of Talk Show participants  Number of PSAs/Talk Shows  Number of newspaper articles and informational materials	Council  Public Broadcasting Company  With the cooperation of the international, donor organizations and NGOs	2011-2013	State Budget  International and donor Organizations  NGOs

		Number of Radio Programs/Radio Stations			
	<p>2.3.3. Conducting seminars/trainings/conferences /events targeted towards women, men and youth (particularly, the rural population, IDPs and ethnic minority women) on the following issues:</p> <ul style="list-style-type: none"> <li>• Gender stereotypes and gender based discrimination (inter alia cultural/traditional grounds);</li> <li>• Women economic empowerment;</li> <li>• Reproductive Health ;</li> <li>• Increasing women's participation in the peace building process;</li> <li>• Property Rights;</li> </ul>	<p>Number of trainings/ seminars/ conferences/events</p> <p>Number of participants in the trainings/ seminars/ conferences/events</p> <p>Number of target groups</p>	<p>Council</p> <p>Public Broadcasting Company</p> <p>With the cooperation of the interested international, donor organizations and NGOs</p>	2011-2013	<p>State Budget</p> <p>International and donor Organizations</p> <p>NGOs</p>

## Economics

### Goal: Encouraging equal participation of men and women in the field of economics

Target	Activity	Indicator	Implementers	Time Frame	Funding Resources
3.1. Supporting the familiarization of the gender budgeting analysis on a all levels of government	3.1.1. Cooperation with the relevant authorities for familiarization of the gender budgeting principles	<p>Number of the working meetings with the relevant state authorities</p> <p>Level and number of the public officials participating in the meetings</p>	<p>Council</p> <p>With the cooperation of the interested international, donor organizations and NGOs</p>	2011-2013	<p>State Budget</p> <p>International and donor Organizations</p> <p>NGOs</p>
	3.1.2. Conducting seminars and trainings on gender analysis of the budget for the representatives of the govermemntal authorites	<p>Number of trainings/seminars</p> <p>Number of participants in the seminars/trainings/participants</p> <p>Number of the informational and analytical materials prepared on the gender budgeting</p>	<p>Council</p> <p>Relevant line ministries and local self-government bodies of Municipalities</p> <p>With the cooperation of the interested international, donor organizations and NGOs</p>	2011-2013	<p>State Budget</p> <p>International and donor Organizations</p> <p>NGOs</p>
3.2. Consideration of the Gender Equality Principles in Economic Policy and Employemnet level	3.2.1. Studying and analysing gender segregation in the state and public sector	<p>Results and if needed, recommendations of the conducted analysis have been prepared</p> <p>Number of conducted researches (per sector)</p>	<p>Council</p> <p>Ministries of Economy and Sustainable Development; Regional Development and Infrastructure; local self-government bodies of the selected Municipalities</p>	2011-2013	<p>State Budget</p> <p>International and donor Organizations</p> <p>NGOs</p>

			With the cooperation of the interested international, donor organizations and NGOs		
	3.2.2 Supporting equal participation of men and women in vocational programs/trainings, with consideration of the essence and specifics of the profession	Number of men and women participating in the programs	Council  Ministries of Science and Education; Economy and Sustainable Development; Regional Development and Infrastructure; Sport and Youth Affairs and local self-government bodies of the selected Municipalities  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State Budget  International and donor Organizations  NGOs
3.3. Enhancing Women's Economical Potential	3.3.1 Supporting business oriented education and training of women employed in the fields of agribusiness, small tourism business, and folk industry (especially those living in the rural areas, IDPs and women from ethnical minorities) and increasing their access to new technologies for enhancing their economic potential	Monitoring results Recommendations developed based on the monitoring results	Council Ministries of Agriculture; Economy and Sustainable Development; Regional Development and Infrastructure; Finance; and local self-government bodies of the selected Municipalities  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State Budget International and donor Organizations  NGOs

#### Statistics

#### Target: Improving Gender Statistics

Target	Activity	Indicator	Implementers	Time Frame	Funding Resources
4.1. Supporting Georgian National Office of Statistics for improving gender segregated statistics	4.1.1. Improving segregated indicators and data according to gender	New indicators have been worked out by the expiration of the Action Plan term  Number of meetings/consultations conducted for developing new indicators	Council  Ministry of Justice of Georgia  National Office of Statistics  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State Budget  International and donor Organizations  NGOs
	4.1.2. Preparation and dissemination of the annual statistical compilation "Men and Women in Georgia"	Statistical brochure/issues	Council		

			Ministry of Justice of Georgia National Office of Statistics With the cooperation of the interested international, donor organizations and NGOs		International and donor Organizations NGOs
	4.1.3. Inclusion of gender aspects in statistical researches funded by the government, with consideration of the content	Number of researches undertaken in which gender issue have been included	Council National Office of Statistics and other participant state agencies With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State Budget International and donor Organizations NGOs

<b>Women's Political Participation</b>					
<b>Goal: Supporting Equal participation of women and men in the decision making process at all levels</b>					
<b>Target</b>	<b>Activity</b>	<b>Indicator</b>	<b>Implementers</b>	<b>Time-frame</b>	<b>Funding resources</b>
5.1. Refinement of the legislative basis for supporting women's participation	5.1.1. Gender analysis of respective legislation/normative acts according to the International Best Practice and international commitments, and if needed, elaboration of the package of recommendations, with consideration of gender equality principles	Number of normative acts being analyzed from the gender perspective  The package of recommendations developed as a result of gender analysis	Council  Ministries of Justice; Foreign Affairs and other relevant line ministries  National Security Council  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
5.2 Supporting equal participation of women and men in the political life	5.2.1. Supporting gender mainstreaming into the Political Parties' programs to support women's increased participation	Number of advocacy meetings conducted with the Political Parties  Number of women candidates in the Party electoral lists by the expiration of the NAP  Number of elected women members of parliament	Council  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
	5.2.2. Supporting sustainability of the network of women elected in the local municipalities and strengthening their capacities	Number of training sessions and seminars  Number of women participated in the training sessions  Number of issues/topics covered by the training	Council  With the cooperation of the interested international, donor	2011-2013	State budget  International and Donor Organizations

		sessions	organizations and NGOs		NGOs
	5.2.3. Elaborating special programs aimed at identifying women leaders at the grass roots level (including rural women and representatives of national minorities) and increasing their skills and capacities	Number of training sessions conducted at the grass roots level Number of women leaders identified	Council  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
	5.2.4 Conducting analysis on the employment of women on the governmental positions, in public service, ministries and other relevant state institutions and preparing package of recommendations as required	Number of meeting held  Analysis have been prepared and the package of recommendations have been worked out as required	Council Parliament of Georgia Government of Georgia  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs

### Security and Peace Building

#### Goal: Supporting women's participation in the peace building process

Target	Activity	Indicator	Implementers	Time-frame	Funding resources
6.1. Ensuring women's broad and active participation in the peace-building processes at the local and international levels	6.1.1. Elaboration of the Action Plan on Women, Peace and Security according to the UN Security Council Resolutions 1325, 1829, 1888 and 1889.	The Action Plan is elaborated	Council  National Security Council  Ministries of Education and Science; Economy and Sustainable Development; Justice; Accommodation and Refugees; Foreign Affairs; Finance; Labor, Health and Social Affairs; Regional Development and Infrastructure; Sport and Youth Affairs  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
	6.1.2. Supporting women's initiatives in people to people diplomacy, by inclusion of civil society	Number of activities for implementing people diplomacy initiatives and number of participants	Council  National Security Council  State Minister's Office on Reintegration	2011-2013	State budget  International and Donor Organizations  NGOs

			Ministries of Accommodation and Refugees; Labor, Health and Social Affairs; Regional Development and Infrastructure; Sport and Youth Affairs		
			With the cooperation of the interested international, donor organizations and NGOs		
	6.1.3 Mainstreaming gender in the conflict affected populations' reintegration and rehabilitation processes	Gender is mainstreamed in the State Strategy on IDPs by the expiration of the NAP  Gender is mainstreamed in the Action Plan for implementation of the State Strategy on IDPs by the expiration of the NAP	Council  National Security Council  Ministries of Accommodation and Refugees; Economy and Sustainable Development; Labor, Health and Social Affairs; Regional Development and Infrastructure; Culture and Monument Protection; Sport and Youth Affairs	2011-2013	State budget  International and Donor Organizations  NGOs
			With the cooperation of the interested international, donor organizations and NGOs		

### Health and Social Protection

#### Goal: Mainstreaming gender in Health and Social spheres

Target	Activity	Indicator	Implementers	Time-frame	Funding resources
7.1. Analysis of access of the population to quality RH services and information	7.1.1. Analysis of inclusion of comprehensive module on RH services in the curriculum for training of Village Doctors in order to improve the quality of RH services provided	Comprehensive module on RH services is included in the curriculum for training of Village	Council  Ministry of Labor, Health and Social Affairs of Georgia and other state agencies  With the cooperation of the interested international, donor organizations and NGOs	2011-2013	State budget  International and Donor Organizations  NGOs
7.2. Analysis of regulatory framework of the healthcare field	7.2.1. Analyzing relevant legislation in terms of gender and working out package of recommendation as required	Analysis have been conducted and package of recommendations has been prepared, as needed	Council  Ministry of Labor, Health and Social Affairs of Georgia and other state agencies	2011-2013	State budget  International and Donor Organizations  NGOs

			With the cooperation of the interested international, donor organizations and NGOs		
7.3. Analysis of regulatory framework of the social protection field	7.3.1. Analyzing relevant legislation in terms of gender and working out package of recommendation as required	Analysis have been conducted and package of recommendations has been prepared, as needed	Council  Ministries of Labor, Health and Social Affairs; Regional Development and Infrastructure  Local self-government bodies  With the cooperation of the interested international, donor organizations and NGOs	2010-2013	State budget  International and Donor Organizations  NGOs
<b>Environment Protection</b>					
<b>Goal: Supporting Equal Participation of Men and Women at All Levels of the Decision Making Process on the Issues of Environment Protection</b>					
Target	Activity	Indicator	Implementers	Time-frame	Funding resources
8.1. Supporting increased participation of women in the decision making process on the issues of environment protection	8.1.1 Supporting active participation of women in process of managing, planning and preventing issues related to the environment protection on the local level	Number of women involved in the process	Council  Ministries of Environment Protection; Energy and Natural Resources  Local Self-Government Bodies	2011-2013	State Budget  Local Budget  International and Donor Organizations
8.2 Increasing women's awareness regarding environment protection issues	8.2.1 Enhancing women's participation in the discussion of the planned and implemented issues within the Aarhus Convention	Number of meetings conducted  Number of women involved	Council  Ministries of Environment Protection; Energy and Natural Resources  With the cooperation of the interested international, donor organizations and NGOs  Aarhus Centre in Georgia	2011-2013	State Budget  Local Budget  International and Donor Organizations
	8.2.2 Conducting seminars/trainings for the vulnerable groups on the following topics:  <ul style="list-style-type: none"> <li>• Impact of radiation on the population;</li> <li>• Minimization and separation of the waste products</li> </ul>	Number of conducted trainings/seminars  Number of participants on the trainings/seminars	Council  Ministries of Environment Protection; Energy and Natural Resources; Economy and Sustainable Development; Labor, Health and Social Affairs; Accommodation and Refugees	2011-2013	State Budget  International and Donor Organizations

			With the cooperation of the interested international, donor organizations and NGOs		
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