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# EU4 Gender Equality Reform Helpdesk



## THE EU4 GENDER EQUALITY REFORM HELPDESK'S SUPPORT (2021–2024) FOR GEORGIA

UPDATED JANUARY 2024

### 1. TECHNICAL EXPERTISE AND ADVISORY ASSISTANCE

Support for gender mainstreaming in government documents and draft laws:

- Support for the Parliament of Georgia on the Gender Impact Assessment of the Draft Law on Food Loss and Waste Reduction, Food Recovery and Redistribution
- Draft Code of Defence, chapters 5 and 7 on military service and professional military service
- Human Resources Management Strategy of the Ministry of Environmental Protection and Agriculture of Georgia
- Strategy of Integrity, Transparency and Accountability of the Ministry of Environmental Protection and Agriculture of Georgia
- Agro-credit project of the Rural Development Agency, Ministry of Environmental Protection and Agriculture of Georgia
- Draft sexual harassment internal policy of Labour Inspection Office of Georgia

Support for gender mainstreaming in EU Delegation documents:

- Gender mainstreaming of the Georgia Country Level Implementation Plan for the EU Gender Action Plan III 2021–2025
- Assessment of cross-cutting issues in the Action Document, EU4Smart Economic Development
- Assessment of cross-cutting issues in the EU Green Connectivity Programme for Georgia

### WHAT IS THE EU4 GENDER EQUALITY REFORM HELPDESK?

The EU4 Gender Equality Reform Helpdesk provides demand-driven assistance to governments and EU Delegations in Eastern Partnership countries on mainstreaming gender in policy-making and the implementation of reforms to ensure the delivery of effective results for women and men.

- Assessment of cross-cutting issues in the document, "Support for the implementation of the EU-Georgia Association Agreement and Migration Management"
- Multi-Annual Indicative Programme 2021–2027 for Georgia
- Action Document under the Neighbourhood, Development and International Cooperation Instrument – Global Europe (NDICI – Global Europe) and the Instrument for Pre-accession Assistance (IPA III) (regarding Georgia)
- Annual Action Plan for "Advancing Human Security" in Georgia
- Assessment of cross-cutting issues in Action Documents under the NDICI – Global Europe (Neighbourhood and IPA III) the for Economic and Investment Plan (EIP) in Georgia's regions, including gender-sensitive indicators

### 2. CAPACITY BUILDING ACTIVITIES

Trainings/workshops/seminars that increased the gender mainstreaming capacities and skills of public servants, both women and men:

- Offline training on business, human rights and gender equality for the Business Ombudsman's Office of Georgia, 20 May 2022 (10 participants; 6 women and 4 men)
- Training on gender impact assessments for:
  - Ministry of Justice and the Training Centre of Justice of Georgia, 18–19 July 2022 (12 participants – 9 women and 3 men)
  - Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia, 20 July 2022 (14 participants – 11 women and 3 men)

- Prosecutor's Office of Georgia, 22 July 2022 (10 participants – all women)
- Ministry of Environmental Protection and Agriculture of Georgia, 1–2 December 2022 (16 participants – 10 women and 6 men)
- Training on gender equality and women's economic empowerment (GEWEE) for representatives of the Parliament of Georgia, 16 January 2023 (17 participants – all women)
- Training on gender impact assessments for the Ministry of Defence, 20–21 February 2023 (21 participants – 16 women and 5 men)
- Training on gender-responsive budgeting organised with the Georgian Parliament's Budget Office for representatives of different state institutions, 27–28 and 30–31 March 2023 (51 participants – 40 women and 11 men)
- Virtual course on gender and the environment for the Ministry of Environmental Protection and Agriculture of Georgia, 23–24 May 2023 (26 participants – 22 women and 4 men)

#### Trainings for staff of the EU Delegation to Georgia:

- Training on gender equality and gender mainstreaming for staff of the EU Delegation to Georgia, 30–31 May 2022 (22 participants – 16 women and 6 men)
- Training on gender equality and women's empowerment for staff of the EU Delegation to Georgia, 15 December 2023 (15 participants – 7 women and 8 men)

#### Assistance for organising public participation and consultation working groups:

- Support for the EU Delegation to Georgia to organise a meeting with the Government and Parliament of Georgia to present the Country Level Implementation Plan (CLIP)
- Support for the Parliament of Georgia with the public presentation of the Gender Impact Assessment of the Draft Law of Georgia on Food Loss and Waste Reduction, Food Recovery and Redistribution
- Coaching on how to undertake a gender impact assessment of professional military service reform for representatives of the Ministry of Defence of Georgia (13 participants – 11 women and 2 men)

#### Study visit:

- Organisation of a visit of representatives of the Government of Armenia to Georgia to share experiences of combatting sexual and gender-based violence, and domestic violence, 27–30 June 2022
- The visit involved meetings with governmental institutions in Georgia, including the Inter-agency Commission on Gender Equality, Violence Against Women and Domestic Violence; the Gender Equality Council of the Parliament of Georgia; the Public Defender's Office of Georgia; the National Statistics Office of Georgia (GEOSTAT);

the Ministry of Internal Affairs; the Ministry of Internally Displaced Persons, Labour, Health and Social Affairs of Georgia; and the Agency for State Care and Assistance for Victims of Human Trafficking. Participants forged closer ties, shared experiences, and the Public Defender's Offices of Georgia and Armenia now plan to conduct joint research

### 3. EVIDENCE BASE ON THE IMPACT OF REFORMS ON WOMEN AND MEN IN EASTERN PARTNERSHIP COUNTRIES



#### Knowledge products and studies on Georgia developed by the EU4Gender Equality Reform Helpdesk:

- Georgia Country Gender Profile: Gender equality in Georgia in GAP III priority areas – Country review (2021)
- Gender Impact Assessment Guidelines for the Ministry of Defence of Georgia (2024)
- Gender Impact Assessment Guidelines for the Business Ombudsman's Office of Georgia
- Guidelines on Gender-Responsive Labour Inspection Standards for the Labour Inspection of Georgia
- Analytical document/guidelines on gender-responsive transparency and accountability in the public sector, developed to support the Ministry of Environmental Protection and Agriculture of Georgia
- Guidelines on Gender Statistics for the Rural Development Agency (NNLE)
- Analytical document/guidelines on gender-responsive human resources' standards and practices
- Analytical document of best practices on performance evaluation standards for prosecutors who specialise in domestic violence issues, including recommendations for the General Prosecutor's Office of Georgia
- Three briefs prepared for the EU Delegation to Georgia on (1) gender equality in education in Georgia, (2) women in decision-making in Georgia, and (3) employment and the labour market – gender perspectives in Georgia
- Two documents prepared at the request of the European Commission's Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) on (1) the care economy in Georgia, and (2) Georgia's National Action Plan (NAP) on Women, Peace and Security (WPS)
- Country flyer on the EU4GenderEquality Reform Helpdesk project's support for Georgia (in English and Georgian) (2022 and 2024)
- Brief on gender mainstreaming (in Georgian) (2023)
- Brief on gender analysis (in Georgian) (2023)
- Brief on gender-responsive budgeting (in Georgian) (2023)

#### Areas covered by publications on Georgia included in the Reform Helpdesk's Gender Equality Library:

- Sexual harassment in the workplace
- Women, peace and security
- Gender pay gap and inequalities in the labour market
- Gender mainstreaming in higher education
- Women's access to justice

- Early marriage
- Perceptions about gender equality
- Women and children with disabilities
- Implementation of the Women's Empowerment Principles (WEPs)
- Gender equality policy of local self-governance in Georgia



- Study visit on gender-responsive budgeting to Vienna, Austria, for representatives of the Governments of Armenia, Azerbaijan, Georgia, Moldova and Ukraine, 20–22 June 2023 (3 participants from Georgia)  
Participants from Georgian institutions included the Head of Parliament's Budget Office, a representative of the Budget Policy Unit of the Ministry of Finance's Budget Department, and the Deputy Head of the Human Rights Secretariat of the Government Administration of Georgia
- Brief on gender mainstreaming (2023)
- Brief on gender analysis (2023)
- Brief on gender-responsive budgeting (2023)
- Policy brief, "Mapping care-related policies, services and practices in Eastern Partnership countries" (2024)
- Policy brief, "Women's economic empowerment: Good practices in Eastern Neighbourhood countries" (2024)

#### 4. REGIONAL ACTIVITIES ORGANISED BY THE HELPDESK

- Civil Society Online Forum: Promoting gender equality in the Eastern Neighbourhood region, December 2021
- Online forum on CSOs' role and opportunities for cooperation on gender equality and women's empowerment in Eastern Partner countries, 9–10 February 2022
- CSO Academy on Gender Mainstreaming and Gender Analysis: Online capacity building programme for gender experts and trainers from civil society organisations in Eastern Partnership countries, November 2022–April 2023"
- Study visit of government delegations from Georgia, Moldova and Ukraine to EU institutions in Brussels, 5–9 December 2022, to increase their knowledge of EU gender equality acquis and raise awareness of the EU Gender Equality Strategy 2020–2025 (10 Georgian government officials participated; 8 women and 2 men)

#### IN THE WORDS OF OUR BENEFICIARIES

"Our staff had expectations that this would be another boring training about gender studies with a general programme, but the result exceeded expectations. With a well-planned, creative programme, we understood the critical aspects of the topic and its importance in our daily working activities. We would be happy to continue working with your organization to raise awareness about the issue."

– Participant of the Business, Human Rights and Gender Equality training organised for the Business Ombudsman's Office of Georgia

#### USEFUL LINKS

- [EU4Gender Equality Reform Helpdesk project page](#)
- [Gender Equality Library](#)
- [EU Neighbours East: Georgia \(in English\)](#)
- [EU Neighbours East: Georgia \(in Georgian\)](#)



**VISIT THE GENDER  
EQUALITY LIBRARY**