

JOINT PROGRAMME DOCUMENT

Programme Title: UN Joint Programme to Enhance Gender Equality in Georgia

Joint Programme Outcome(s):

UNDAF Thematic Area 1, Outcome 3: Vulnerable groups enjoy improved access to quality health, education, legal aid, justice and other essential social services;

UNDAF Thematic Area 2, Outcome 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; __

Programme Duration: 3 years

Anticipated start/end dates: 2011 -2014

Fund Management Option(s): Pass through
(Parallel, pooled, pass-through, combination)

Administrative Agent: UNDP
(if/as applicable)

Total estimated budget*: USD 5 mln

Out of which:

1. Funded Budget: USD 5mln

2. Unfunded budget: _____

* Total estimated budget includes both programme costs and indirect support costs

Sources of funded budget:

- Government _____
- UN Org.... _____
- UN Org... _____
- Donor ... Sida
- Donor ... _____
- NGO... _____

Names and signatures of (sub) national counterparts and participating UN organizations

UN organizations	National Coordinating Authorities
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1. Executive Summary

The overall goal of the programme is to promote gender equality and women's empowerment through strengthening capacities in the government, civil society and communities. The overall goal will be achieved by realization of the following outcomes:

1. Enhanced women's political and economic empowerment
2. Creating an enabling environment to eliminate violence against women, especially domestic violence (DV)
3. Gender Equality advanced by creating enabling environment to realize Sexual and Reproductive Rights of population

The proposed joint programme will directly support further realization of the women's rights and gender equality commitments undertaken by Georgia at international as well as national levels and will upscale results achieved by the country with the support of the international community, including UN agencies, in the area of gender equality and women's empowerment through innovative initiatives. Furthermore, it contributes and responds to United Nations Development Assistance Framework (UNDAF's) stated goals on enhanced protection and promotion of human rights, access to justice and gender equality and of improved access to quality health, education, legal aid, justice and other essential social services.^[1] The proposed programme is directly linked to national priorities it closely follows and derives from the aims, objectives and priorities of the draft National Action Plan on Gender Equality (2011-2013).

The programme will adopt an integrated approach by simultaneously targeting three interrelated levels:

- **Policy and decision-making level:** advocating for the streamlining of national legislation and policies related to gender equality, recommending improvements and supporting an informed dialogue among policy-makers, executives, women's rights and gender equality advocates and communities at grassroots level;
- **National and local institutions:** enhancing the capacities of national and local governments for planning and implementing gender sensitive policies and actions;
- **Work with civil society and communities at grassroots level:** strengthening their capacity and awareness of the need to address the issue of gender equality and women's empowerment.

Work at each layer will be informed by the achievements and challenges from the others, thus promoting synergies and reinforcement throughout the programme. The programme will also build on the achievements and lessons learned from previous and on-going UN initiatives in support of gender equality

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, on the one hand supporting rights holders, in this case, IDPs, vulnerable groups and women both at the grass root level and in Tbilisi to effectively claim their rights and on the other, strengthen capacity of duty bearers in the context of this program, central and local government institutions to effectively fulfil their obligations and increase accountability. All programme activities will be based and will apply Human rights principles such as: Equality and non-discrimination, participation and inclusion, accountability and rule of law.

^[1] UNDAF Outcome:1.3 : vulnerable groups enjoy improved access to quality health, education, legal aid, justice and other essential social services;
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;

In cooperation with all programme partners a communication strategy will be developed to support advocacy and public information for the achievement of the programme results.

Programme partners will be Government and CSOs and will also include women's NGOs and gender equality advocates for the implementation of specific activities in both urban and rural settings. In addition, the programme will have recourse to local and international expertise as required.

The proposed programme was designed in a participatory way, with the active involvement of the national coordinating authorities, and in consultation with NGOs and gender equality and women's rights advocates at national and local levels.¹ Specific consultation meetings were organized with CSOs to discuss and agree priority areas of the new program. Furthermore, draft program proposal was presented to CSOs to integrate their comments and suggestions. It is noteworthy that NGOs and women's rights advocates will continue to be further consulted and will be actively involved in implementation of program components, based on their mandate and expertise. Number of activities including a micro credit component, awareness raising actions will be fully implemented by NGOs, selection will be carried out through competitive bidding process and capacity assessment following the set rules and regulations of individual UN Agencies responsible for implementation of selected outcome.

The program is in full compliance with national priorities in the area of gender equality and women's empowerment as spelled out in the following: *Gender Equality Law of Georgia, Law of Georgia on Elimination of Domestic Violence, Protection of Victims of Domestic Violence and their Assistance* (hereafter the DV Law), *National Action on Gender Equality (2011-13)* and *National Action Plan on Domestic Violence (2011-12)*.

Target population: The programme targets Georgian society at large and, in particular, vulnerable groups such as: IDPs and conflict-affected, ethnic and religious minorities and persons with disabilities. Special attention will be paid to women who: head their households, are in low-middle income groups, live in rural areas or are victims/survivors of domestic violence. The program will also address, to the extent possible, gender related concerns of LGBT groups. All these groups will be the target for the public awareness campaigns, however, the campaign will also address the other parts of society, such as men and youth.

Geographic areas: Although certain activities of the program especially in the area of public awareness raising will be targeted at Georgian society at large, including Tbilisi, the programme pilot initiatives will be implemented in Samegrelo and Kakheti regions of Georgia, to support the empowerment of rural women and their participation in social, political and economic life, moreover, economic empowerment initiatives will focus on women-headed households, in rural areas of both Kakheti and Samegrelo.

In these pilot regions selected for comprehensive intervention, the programme will address gender equality and women's rights challenges at grassroots level. Their selection was based on the composition of the population which includes large numbers of IDPs and conflict affected people and a wide range of ethnic diversity. A second selection criteria was the potential to achieve synergies with previous and on-going initiatives implemented by UN agencies in these regions. At the same time, part of the awareness-rising initiatives, especially under the Outcome 3, will be implemented in Tbilisi to further support the social transformation process, which is much more advanced in the capital and hopefully will influence similar changes in the regions. Most of the policy level advocacy work will be concentrated in Tbilisi.

¹To encourage ownership of the proposed program, a number of consultation meetings were held, e.g. a national forum on gender equality (Oct.2010), roundtable discussions with CSOs (Dec2010; Feb 2011, May 2011), a number of bilateral meetings with national coordinating authorities and relevant line ministries and local government representatives.

Both Samegrelo and Kakheti suffer from extreme lack of economic development stimulus opportunity. Unemployment rate declined by 1.2 percentage point in Samegrelo and 0.1 in Kakheti compared to 2009². It is noteworthy that women have been the driving force behind the processes of resettlement in Samegrelo, reintegration and reconciliation for the host as well as IDP communities in the region. Without women's participation, these processes would experience undesirable delays and hindrances. Women in both Kakheti and Samegrelo are generally active as income earners, formally and informally, and supporting their households' livelihoods. Many men are unemployed. In many cases, it is women who are the breadwinners and the family care takers at the same time. Securing their income generation would be critical for many families' survival which is an objective of the programme.

There are a number of opportunities in Samegrelo and Kakheti on which the program can build upon to strategically increase the programme's effectiveness to promote gender equality and women's empowerment, namely the program will build on the two on-going UNDP programs operated in both Samegrelo and Kakheti supporting human security and integration of IDPs.

Hence domestic violence is widely spread both in Samegrelo and Kakheti, which is associated with general reluctance to disclose the case from alleged victims side and insure proper response to DV cases by the police due to lack of awareness. It is noteworthy that according to the study conducted by the Anti-Violence Network of Georgia in 2010 on domestic violence by regions of Georgia, Kakheti was identified as one of the most problematic regions. Around 92% of the respondents claimed to be victims of domestic violence in the region. However, the official statistics of the Ministry of Interior of Georgia have shown that during 2008-2009-2010, no restrictive orders have been issued in the Kakheti region. With regard to Samegrelo – Zemo Svaneti region: According to the official MoIA statistics for 2008-2009, only one restrictive order has been issued in the Samegrelo – Zemo Svaneti region in 2008 and none in 2009 even though, NGOs working in the region claim that domestic violence is a rather wide spread problem in Samegrelo. The programme has a huge potential to contributing to the prevention of violation of women's human rights and protection of women's human security.

Intended Implementing Partners: the Parliamentary Council on Gender Equality, the Parliamentary All-Party Group on MDGs, the Parliamentary Committee on Health and Social Affairs, the Interagency Coordination Council on the Measures to Eliminate Domestic Violence, the Ministry of Labor, Health, and Social Affairs, the Ministry of Education and Science, the Ministry of Sports and Youth Affairs, the State Fund for Protection and Assistance of Victims of Human Trafficking and Domestic Violence, the Ministry of Internal Affairs, the Legal Aid Service, the National Statistics Service (GEOSTAT), local government bodies, the Public Defender's Office (PDO), professional colleges, faith-based organizations, CSOs and NGOs such as Amagdari, Sakhli, Anti-Violence Network of Georgia, Caucasus Social Marketing Association, the Center for Information and Counseling on Reproductive Health, "TANADGOMA" the Georgian Youth Education and Development Association, gender equality advocates and the arts and sport representatives.

² Employment and unemployment 2010 Geostatic

2. Situation Analysis

Georgia is in the process of advancing a gender equality agenda. However, despite the progress made in recent years, women are still under-represented at decision-making levels, disempowered economically and frequent victims of domestic violence. According to the Gender Inequality Index³, Georgia is placed 71 of the 137 countries surveyed.⁴ A number of key indicators clearly show persisting gender inequalities in Georgian society including: low representation of women in politics (6% in the Parliament and 11% in local governments) and a high incidence of violence against women (one in every 11 women who have been married/had a partner is a victim of physical violence from her husband/partner⁵). Poor reproductive health indicators - such as a high rate of HIV heterosexual transmission among HIV positive women⁶, an increasing prevalence of STIs, high rate of induced abortion together with a low prevalence of modern contraceptive methods⁷ - suggest that the population's low awareness of gender equality issues and reproductive rights, as well as a lack of men's acceptance of and support for gender equality and women's reproductive rights remain a challenge. Gender equality and women's empowerment is a human rights issue, and a precondition for sustainable human development.

While young people constitute 25% of the total population, their SRH&R are still to be addressed adequately: surveys indicate, that more than half of live births are reported among females in the 15–24 years age range; furthermore, growing numbers of STIs and HIV/AIDS heterosexual transmission make this group specifically vulnerable in terms of exercising their sexual and reproductive rights.

Impressive economic growth in the years 2004-2007, and economic stabilization in 2010 failed to translate into improved job-creation or higher incomes for the majority of the population. The 2008 Georgia National Human Development Report, "Reforms and Beyond," finds that about a quarter of the population live below the poverty line of two dollars a day.⁸ The report also points out that unemployment is a major determinant of persistent poverty in Georgia. More recent figures from 2009, show unemployment at 17%, with a much lower employment rate for women (46%) compared to that for men (61%). It is also notable that the female employment rate in Georgia as well as the female labor force participation rate declined by 6.1% and 3.9% respectively, between 2001 and 2009⁹. (The male employment rate also fell in the same period, albeit to a lesser extent¹⁰).

Significant progress has been made by the Government of Georgia in ensuring a more proactive implementation of the gender equality commitments laid out by CEDAW, Beijing Platform of Action, Millennium Development Goals (MDGs) Declaration on the Elimination of All Forms of Violence against Women (DEVAW), International Conference on Population Development (ICPD) Programme of Action. Further to the 2006 Law of Georgia against Trafficking in Human Beings and the 2006 Law on Elimination of Domestic Violence, Protection of Victims of Domestic Violence and Their Assistance, in 2010 the government intensified its efforts for women's empowerment and gender equality measures. In response to continuous advocacy from the UN, international donor organizations, including Sida, and other civil society and gender equality advocates, the Government of Georgia adopted the law "On Gender Equality" in March 2010 and elaborated a National Action Plan on Gender Equality to be adopted in 2011. Furthermore, the Parliamentary Council on Gender Equality, initially a temporary advisory structure, became a standing body in March 2010.

³ UNDP Gender Inequality Index

⁴ UNDP Human Development Report, 2010, page 157

⁵ UNFPA national survey on domestic violence against women in Georgia, Tbilisi 2009

⁶ 90 percent of HIV positive women (340 HIV positive women out of total 376 during 2007-2010) have been infected through the heterosexual contact, Infectious Diseases, AIDS and Clinical Immunology Research Center

⁷ Total Induced Abortion Rate (TIAR) – 3.1; current modern contraceptive method use among women aged 15-44 – 16.1; Reproductive Health Survey Georgia 2005, CDC, MoLHA, USAID, UNFPA

⁸ Georgia Human Development Report 2008, The Reforms and Beyond, page 38

⁹ Geostat; http://geostat.ge/?action=page&p_id=145&lang=geo (Cited 02 April, 2011)

¹⁰ Ibid

Together with the UN Family, a number of international and national institutions are actively involved in advancing the gender equality agenda in Georgia. Gender equality advocates and women's NGOs, with the support of various donor organizations, have prioritised work in areas such as: combating human trafficking, eliminating violence against women, economic and political empowerment of women, protection of the rights of excluded groups of women such as prisoners and the disabled, groups of ethnic minority women, as well as broader awareness raising and promotion of gender equality principles.

However, shortfalls and gaps remain in the achievement of substantive gender equality along with respective implementation and enforcement of the internationally undertaken commitments in the areas of gender equality and women's empowerment. There is also evidence that public attitudes are none too sensitive to the issues of gender equality and women's rights. Further elaboration of policies and a procedure for their practical application, as well as the implementation of Government programmes and strategies in these areas continue to require substantial capacity support for the institutions concerned, both at local and national levels. In addition, support is needed to stimulate and nurture the long-term social and cultural transformation processes which are required to provide equal opportunities for women and men. To ensure a positive impact, support is in fact needed at all levels – policy, institutional and grassroots. For this reason, we believe that the UN collectively is best positioned to bring about a transformation of attitudes towards gender issues in society through targeted efforts for women's political and economic empowerment, for combating violence and discrimination against women and for strengthening gender mainstreaming in Reproductive Health (RH) policies, services and awareness. The programme will also build on the best practices and lessons learnt from a smaller-scale UN joint programme "UN initiative to support greater gender equality in Georgia".¹¹

Problem description

Gender inequality is inextricably linked to the relations of power between men and women. Women's inability to exercise their sexual and reproductive rights, gender-based violence, including domestic violence, the low representation of women in economic and political decision-making, and different forms of discrimination against women are but some of the manifestations of the gender inequality that persists in Georgian society. Politically, the issue of gender equality has very limited support; it lacks urgency and suffers from weak institutional mechanisms and insufficient resource-allocation.¹² While there has been some progress in terms of political goodwill in the areas of combatting domestic violence, in human trafficking and in gender equality law and policymaking, much remains to be done to ensure that the results achieved are an effective and sustainable response to the existing deficiencies. As recommended by CEDAW, gender should be mainstreamed in all the relevant government policies and legislation in order to achieve substantive gender equality and to correct the inconsistencies existing between the *de facto* and *de jure* women's rights situations in Georgia.¹³

Gender inequality has diverse manifestations in Georgia, being deeply embedded in social and cultural attitudes and beliefs. A new approach is needed in challenging gender stereotypes that are at the root of the unequal division of labour and responsibilities in the domestic and public domains. A dual set of moral standards for men and women still persists in the daily life of certain groups of Georgia citizens, e.g. the virginity requirement for women, bride kidnapping, early marriages and the resulting high rates of school drop outs. It could moreover be argued that many women are deprived of the right to make any critical decisions affecting their lives. Among the broad spectrum of problems, however, especially noteworthy are challenges related to women's political and economic empowerment, violence (especially domestic) against women and women's sexual and reproductive health and rights.

¹¹ UN joint programme "UN initiative to support greater gender equality in Georgia" (Nov 2005- Mar 2011), participating UN Agencies: UNDP, UNIFEM, UNICEF, UN RC Office with UNFPA as a Managing Agent

¹² UNFPA Regional Legislative Analysis and Mapping for Regional Partners, Country Report-Georgia

¹³ Committee on the Elimination of Discrimination against Women, *Concluding Comments of the Committee on the Elimination of Discrimination against Women: Georgia*, Thirty-Sixth Session, 7-25 August, 2006.

It has been extremely hard for women to be elected to parliament, the supreme legislative body of Georgia. The dominating masculine political culture, along with the single-mandate election districts, are factors that have facilitated the election of male candidates in all Post-Soviet elections. Thus, being included in the party lists, and more specifically among the first 10-20 candidates, was the only means by which women could be elected to parliament. Accordingly, women's participation in politics depended on internal party regulations and decisions that rarely worked in their favour.¹⁴ The fact that in the last two decades, the proportion of women MPs has never exceeded 10 percent is indicative of these internal party barriers. (In the parliaments (the supreme council) elected in 1991, 1992, 1995, 1999, 2003 and 2008 women comprised respectively 6.8%, 5.6%, 7%, 6.4%, 9.4% and 5 % of total MPs).¹⁵

Despite some progress being made through legislative initiatives, the number of women in local self-governance bodies has been decreasing with each successive election; from 14% after the local elections of 1998, the percentage of women dropped to 12% in 2002. The October 2006 elections produced only 195 (11.14%) elected women out of a total of 1,750. Nor did these figures improve in the 2010 local elections, which gave only 11% of women elected to local governments.

As of March 2011, only three out of 19 ministers were women.¹⁶ After the revolution the cabinet of ministers included 4 women, but this was followed by a period when none of the ministers were women. The main reasons for this trend are the dominant male political culture which discourages women from taking up decision making positions. "The public attitude towards a broader representation of women in the Cabinet of Ministers is comparatively less positive than the attitude towards their representation in the elected bodies. The majority of experts and politicians interviewed express their preference to see women as deputy ministers, rather than as ministers, since in their opinion women have a better capacity to do routine work, while men have better vision".¹⁷

In many families, women have taken on the role of breadwinners in spite of having to take on low-paid jobs. This has given them a certain degree of empowerment through some measure of economic independence, but this new situation has done little to alter the traditional gender division of labour and women remain the primary caregivers, responsible for the housework and feeding and caring for the children. The majority of women who remain employed in the formal sector work in the low-paying fields of agriculture, education, healthcare and light industry.¹⁸ The vertical and horizontal gender segregation in the labour market is obvious from the high concentration of women in lower-paid positions in the less profitable sectors of the economy. In 2009, according to the National Statistics Office of Georgia (GEOSTAT), the average nominal monthly salary of women in all fields of the economy and all sectors was 54% of that of men.¹⁹ The salary gap has seen some positive dynamics since 2005, when the gap stood at 49 %. A closer look at the dynamics, however, demonstrate that the reduction in the gap in recent years is mainly due to the increase in women's salaries in the public sector and, to a lesser extent, in the lower paid agriculture and trade sectors. Nonetheless, it remains that the gap is widening in the highest paid financial and transport/communication sectors²⁰. In general, the lack of employment opportunities in the public

¹⁴ Tamar Sabedashvili, *Women in the Decade of Transition* (Tbilisi: Lega, 2002), 23.

¹⁵ Ministry of Economic Development of Georgia, *Women and Men in Georgia: Statistical Booklet* (Tbilisi: 2008), 55. Parliament of Georgia, www.parliament.gov.ge (cited 02 April, 2011)

¹⁶ Minister of Corrections and Legal Assistance, State Minister for Reintegration and Minister of Economic and Sustainable Development are women.

¹⁷ UNDP Gender and Society

¹⁸ According to 1989 data 50.2% of employed in agriculture, 77.4% in healthcare and 70.4% in light industry were women. Gender Development Association, *Status of Women in Georgia* (Tbilisi, 1999), 7. According to 2007 data, women comprised 50.7% of all the employees in agriculture, 82.9% in education, 84.5% in healthcare and 47.6% of all the employees of the trade sector. Ministry of Economic Development of Georgia, State Department of Statistics, *Women and Men in Georgia: Statistical Booklet* (Tbilisi: 2008), 41.

¹⁹ Ministry of Economic Development of Georgia, Department of Statistics, *Woman and Man in Georgia, Statistical Abstract* (Tbilisi, 2006), 54. According to the State Department of Statistics, in 2004 the average monthly nominal salary of women made 60% of that of men. Ministry of Economic Development of Georgia, Department of Statistics, *Woman and Man in Georgia, Statistical Publication* (Tbilisi, 2005), 58.

²⁰ Geostat, http://geostat.ge/?action=page&p_id=148&lang=geo (cited 02 April, 2011)

as well as private sectors led many women and men to seek self-employment.²¹ During the years 2004-2009, those who were self-employed accounted for about 64% of all employed individuals, with no essential differences between men and women²². The majority of the self-employed had heavy manual jobs: 85% of self-employed women and 74% of men worked in agriculture and 10% of women and 12% of men were involved in trade.²³ Even though, since 2005, the relative income of women in both fields has seen a gradual rise, in 2009 women still earned 94 % of that of men in agriculture and 68 % in the retail trade. These figures clearly demonstrate that women are no less productive when it comes to self-employment, yet women remain economically more vulnerable than men in Georgia.

According to the 2003 *Second and Third Periodic Reports of Georgia on the Implementation of CEDAW*, “traditionally, gender-based discrimination and negligence of women’s rights have not been recognized in Georgia.”²⁴ The Committee on the Elimination of Discrimination against Women (CEDAW) therefore complimented the government on its adoption of a Domestic Violence Law in its Concluding Comments to the Government of Georgia in August 2006. However, the Committee underlined its concern that implementation of some elements of the law, especially those related to the provision of shelter and crisis centers for the victims, had been postponed.²⁵ The Committee urged the Georgian government to strengthen awareness raising measures about the DV Law among respective public officials: “to ensure that public officials, especially law enforcement personnel, the judiciary, health-care providers and social workers, are fully familiar with applicable legal provisions, and are sensitized to all forms of violence against women and adequately respond to them.”²⁶

According to UNFPA’s 2009 *National Research on Domestic Violence against Women*, 6.9% of women acknowledged experiencing physical violence, of whom 2.6% experienced moderate and 4.3% severe physical violence. 3.9% of women reported having experienced sexual violence,²⁷ and 2.3% of women claimed to have experienced both sexual and physical violence.²⁸ Among women who were, or had been, married, one in eleven had faced physical violence and 34.7% had been severely injured several times.²⁹ 2.7% of women who had born children admitted experiencing physical violence during their pregnancy.³⁰ The survey also found that experiences of physical violence were not linked significantly to respondents’ place of residence, education level, marital status or income.³¹

According to the survey, 14.3% of women reported having experience of emotional violence (threats, insults, humiliation).³² With regard to economic violence, 4.7% of those interviewed admitted that their husbands/male partners had taken their earnings against their will.³³ Unfortunately, the survey also found out that 34.1% of women think that husbands have the right to beat their wives in certain cases.³⁴ Another important finding of

²¹ See Lia Sanikidze, et al., *Reality: Women’s Equal Rights and Equal Opportunities in Georgia*, 2006. Also see Charita Jashi, *Gender Economic Issue: the Georgian Case*, 2005.

²² Geostat, http://geostat.ge/?action=page&p_id=145&lang=geo, (cited 02 April, 2011)

²³ Ministry of Economic Development of Georgia, State Department of Statistics, *Woman and Man in Georgia, Statistical publication* (2005 Tbilisi), 54-55.

²⁴ Government of Georgia, *Second and Third Periodic Reports of Georgia on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women*, November 2003, 6.

²⁵ Committee on the Elimination of Discrimination against Women, *Concluding Comments of the Committee on the Elimination of Discrimination against Women: Georgia*, Thirty-Sixth Session, 7-25 August, 2006, paragraph 20.

²⁶ *Ibid.*, paragraph 20, 4-5.

²⁷ UNFPA / CSS / ACT, Marine Chitashvili, Nino Javakhishvili, Luiza Arutiunov, Lia Tsuladze, Sophio Chachanidze, *National Research on Domestic Violence in Georgia* (Tbilisi, 2010), 11, 33.

²⁸ *Ibid.*, 35.

²⁹ *Ibid.*, 12, 33. The biggest number among these women belong to the 45-49 age group. The most frequently named forms of injuries were scratches, abrasion, bruises (84.4%) and injuries internal organs (29,1%). 18.8% of women reported brain concussion, 15.3% needed medical assistance at least once due to violence suffered from their husbands/male partners and among them 18.2% received medical assistance, while others did not for various reasons. *Ibid.*, 33.

³⁰ *Ibid.*, 48.

³¹ *Ibid.*, 11, 33.

³² *Ibid.*, 35.

³³ *Ibid.*, 36.

³⁴ *Ibid.*, 38.

the survey was women's perception of the family as a sacred place. Thus, the view that whatever happens in the family should stay in the family is still strong, with 78.3% of women convinced that family problems should only be discussed within the family.³⁵ The findings of this survey signal an acute need on the one hand for intensive awareness raising work, and on the other for further improvement of support mechanisms and services for the victims/survivors of DV. One of the main challenges revealed is the lack of integration of DV response mechanisms and services in the Health system, which is one of the main entry points for victims/survivors of DV.

In society as a whole, gender inequality has largely persisted thanks to patriarchic social norms focused on controlling women's sexuality and reproductive function and, in addition, to religious doctrine, which promotes women's subservient position in many families. There is an obvious lack of male involvement and understanding of their responsibility in addressing gender inequalities and this lack is particularly acute in relation to women exercising their reproductive rights. The high rate of HIV heterosexual transmission among HIV positive women³⁶, the increasing prevalence of STIs, the high abortion rate linked to the low rate of use of contraceptive methods (CPR)³⁷ suggest that much needs to be done both in terms of improving access to RH services, and changing the attitudes and perceptions of women and men towards gender equality and reproductive health and rights. Reproductive rights are the centerpiece of gender equality because sustainable, equitable development requires that individuals are able to exercise control over their sexual and reproductive lives. The lack of systematic, scientifically rigorous research on these issues, combined with limited advocacy initiatives, can only exacerbate the situation.

Gender inequality in reproductive rights in Georgia is a result of the convergence of two trends: the lack of capacity of duty bearers to fulfil their obligations of creating a gender-sensitive policy and an enabling environment in the country and the reluctance of rights holders to effectively claim and benefit from their rights. On the one hand, the duty bearers are unable to formulate gender-sensitive policies (including Population and SRH policies), because of the sizable capacity and knowledge gap and on the other hand, women as the rights holders are passive in demanding the realization of their reproductive rights, because of their lack of awareness of these rights and because of gender stereotypes and dominant social norms pertaining to sexuality, marriage, and childbearing. This situation is further aggravated by the shortage of public financing for health care. Additionally, there is insufficient capacity within government institutions to plan, coordinate and implement gender-sensitive Reproductive Health policies and action plans.

Along with adult men and women, the adolescents and young people are entitled to know about, and fully enjoy their reproductive rights. Youth reproductive health and rights plays an important role in the sustainable development of any country. Georgia has made relatively slow progress in the formulation of comprehensive Youth Policy, integrating SRH&R and Gender Equality principles, which reflects the inadequate capacity and motivation of duty bearers to address the issue with a long-term perspective by formulating sustainable and costed policies and action plans.

Thus the three key areas chosen for the programme's focus are: Women's political and economic empowerment, combating violence against women, and mainstreaming gender into population policies and sexual and reproductive health policies and services. These three key areas were selected for their strong inter-relatedness but also because of the participating UN agencies' mandates, technical expertise and previous work experience in Georgia. Economic empowerment of women is a prerequisite for their political activism and vice versa. At the same time, if women continue to live in fear of discrimination and violence, especially in their families, their

³⁵ Ibid., 12, 15, 37. Out of the 78.3% of women who think that family problems should only be discussed within a family 48% are rural, 30.3% are urban and 21.7% are from the capital Tbilisi. Ibid., 37.

³⁶ 90 percent of HIV positive women (340 HIV positive women out of total 376 during 2007-2010) have been infected through the heterosexual contact, Infectious Diseases, AIDS and Clinical Immunology Research Center

³⁷ Total Induced Abortion Rate (TIAR) – 3.1; current modern contraceptive method use among women aged 15-44 – 16.1; Reproductive Health Survey Georgia 2005, CDC, MoLHA, USAID, UNFPA

opportunities for political and economic activism will remain limited. Finally, having equal access to sexual and reproductive health services and the possibility of realizing one's reproductive rights lie at the heart of achieving gender equality in both public and private domains.

The need to link the political and social dimensions of gender inequality, while taking account of the lack of capacity at the highest levels and the limited public awareness, makes gender-sensitive policy formulation and implementation a truly massive undertaking. It requires the concerted effort of many actors, to bring together funds, know-how, and advocacy techniques that help place gender-mainstreaming at the heart of effective policy-making and sustainable human development.

4. Strategies, including lessons learned and the proposed Joint Programme

Background/context:

The proposed Joint Programme is fully aligned to the priorities of the Millennium Development Goals. The MDG Goal 3 reinforces Georgia's commitment to equal rights for women and girls vis-à-vis men and boys. The country made clear its willingness to tackle gender inequality by ratifying the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Convention on the Rights of the Child (CRC), and by signing up to the goals and the spirit of both the 1994 International Conference on Population and Development in Cairo and the 1995 Fourth World Conference on Women in Beijing. Georgia's pledge to fulfill its international obligations, including the Millennium Goal 3, was the driving force behind the establishment of an Advisory Council on Gender Equality in the Georgian Parliament, the adoption of the Law on Gender Equality and the development of a 2011-2013 Draft National Action Plan on Gender Equality. The Joint Programme will also contribute towards the MDG Goal 5 (improved maternal health) and Goal 6 (combating HIV/AIDS, malaria and other diseases), as both are closely linked to the current state of reproductive health and the realization of the population's reproductive rights. The Joint Programme will also build on the best practices and lessons learnt from a smaller-scale UN Joint Programme "UN initiative to support greater gender equality in Georgia".³⁸

The proposed Joint Programme contributes to UNDAF's stated goals³⁹ and closely follows and derives legitimacy from the aims, objectives and priorities of the draft 2011-2013 National Action Plan on Gender Equality, which was endorsed in October 2010 during a National Forum entitled "Supporting Greater Gender Equality in Georgia – Steps Forward to 2015". The Forum, supported by the UN Joint Programme on Gender Equality, brought together the Parliamentary Gender Equality Council, representatives of the legislative and executive branches of government, regional authorities, international organizations, the civil society and civil activists from the grass roots level.

In its support to the implementation of the DV Law, the Government of Georgia has established the Interagency Council on the Measures to Eliminate Domestic Violence as the national structure for coordinating measures against domestic violence. In addition, the government adopted a DV Action Plan 2011-2012 (with which the present programme is fully compliant).

³⁸ UN joint programme "UN initiative to support greater gender equality in Georgia" (Nov 2005- Mar 2011), participating UN Agencies: UNDP, UNIFEM, UNICEF, UN RC Office with UNFPA as a Managing Agent

³⁹ United Nation Development Assistance Framework (UNDAF) Outcome:1.3 : on enhanced protection and promotion of human rights, access to justice and gender equality, as well as those relating to improved access to quality healthcare, education, legal aid, justice and other essential social services vulnerable groups enjoy improved access to quality health, education, legal aid, justice and other essential social services; 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;

Lessons Learned:

UNDP, UNFPA and UN Women are the leading UN agencies with strong mandates, country-level presence and operational capacity to promote women's empowerment and gender equality in Georgia.

The following key lessons-learned have emerged from the participating UN agencies' past work experience in Georgia and thus form the basis of the new programme:

Past experience has proved that successful and sustainable results can only be achieved by **joining forces**, on the one hand, within the UN family and, on the other, with civil society and government partners. The given joint program is designed with this in mind and it will strive to make maximum use of the UN agencies' complementing mandates and comparative advantages.

Since some considerable **experience and knowledge**, with regard to gender equality, DV prevention and response, and SRH&R, has been accumulated in the NGO sector in Georgia, the proposed Joint Programme will be implemented in close collaboration with this sector and will provide the government and non-government partners with opportunities to learn from each other's' experience, while also taking the existing collaboration a step further through a set of sustainable capacity development and awareness raising activities, as detailed below. Partnership with CSOs during implementation of the program would also strengthen their capacities in advancing the gender equality agenda, building **partnerships with the Faith-based Organizations (FBOs)** is a key strategy in overcoming obstacles related to cultural stereotypes on gender roles.

In addition to the above-mentioned lessons-learned, the new Joint Programme builds on the success of the UN Joint Programme "UN Initiative in Support of Greater Gender Equality in Georgia", which has directly informed the development by policy-makers of the Draft 2011-2013 National Action Plan on Gender Equality. This has been made possible by adopting a participatory approach and by fostering policy dialogue and coordination between the state and civil society. The Joint Programme united UNDP, UNICEF, UN Women, UN RC Office and UNFPA as the Managing Agent.

With the support of the Swedish International Development Agency (Sida), over the period 2003-09 UNDP implemented a large-scale "Gender and Politics" project. With the assistance of the project, significant achievements were made at policy level in advancing gender equality; specifically, the project facilitated the setting up of a permanent Gender Equality Mechanism/Gender Equality Council in the Parliament. Efforts made under this project led to the adoption of the first ever Gender Equality law that provides the legislative basis for enhancing de facto gender equality. The project provided support for the development of a number of knowledge products in gender equality and assisted the National Statistics Department in the provision of statistics on an annual basis. Although the project also aimed at the increased participation of women at decision making level, the number of women in the Parliament did not subsequently increase – a result that can be explained by the male-dominated political culture and adverse amendments to the Election Code. Further advocacy and lobbying with the Government on introduction of temporary special measures need to be continued to facilitate women's participation particularly at the decision making level thus contributing to forming of political will for enhancing de facto gender equality. Previous experience showed that successful Implementation of NAP heavily depends on full ownership and allocation of resources both human and financial from the Government

In addition, again with the generous support of Sida, UN Women has implemented the *SHiEld* project on *Enhancing Prevention and Response to Domestic Violence in Georgia*. In partnership with government NGO stakeholders, the programme succeeded in setting up the first two state supported shelters (in Tbilisi and Gori)

and a nation-wide hotline for the victims/survivors of domestic violence. Since the completion of *SHiEld*, the State Fund for the Protection and Assistance to the (Statutory) Victims of Domestic Violence (DV) has maintained the new shelters and hotline with funding from the state budget, which is a great development from the viewpoint of sustainability of the results achieved by the programme.⁴⁰ UN Women has carried out a vigorous awareness raising campaign to promote the number of the newly established DV hotline (309-903), involving celebrities from the fields of sport and arts in the campaign. As a result, the number of calls to the hotline from 55 in December 2010 rose to 127 in January, to 118 in February and to 153 in March 2011. An important lesson learned from implementing the SHiEld project is that, in order to achieve sustainable results in the area of combating domestic violence, a two-fold approach is needed; it should entail, on the one hand, supporting the government and NGO partners in establishing quality services for the protection and assistance of the victims/survivors of domestic violence while, on the other hand, having a consistent and well-targeted communication strategy that promotes the new services as well as a zero tolerance policy towards violence against women, including domestic violence.

Over the last decade and a half, UNFPA Georgia has accumulated a wealth of experience conceptualizing, establishing and implementing multi-faceted programs in Population and Development, Reproductive Health and Rights and Gender. SRH&R has been one of the major components of UNFPA first and second Country Programmes for Georgia, aiming at improved access of the population, especially vulnerable groups to quality SRH services and information. Responding to young people's special SRH&R needs and recognizing the importance of investing in Youth for country's sustainable development, UNFPA programme specifically targeted Youth in all three components. Conducting scientifically rigorous research to collect reliable data for advocacy and for further decision-making on these topics has also been a UNFPA forte. The "*Combating Gender-Based Violence in the South Caucasus*" regional project, co-funded by the Norwegian Government and UNFPA, boasts a record of: successful implementation of nation-wide social science research of domestic violence, supporting law-makers in DV policy formulation and review, supporting the government in establishing protection systems for victims of DV, organizing large-scale awareness-raising campaigns, including public education through trainings, and introducing an innovative "Men Talking to Men" methodology and developing a curriculum on gender and male engagement. The assessment of the Health system response to the GBV/DV revealed lack of capacity at MoLHSA to develop and integrate DV response mechanisms and services in the health system. The recommendations, elaborated through a participatory approach will serve as a roadmap for bridging this gap. The "*Reproductive Health Initiative for Youth in the South Caucasus*" regional project prepared the ground for gender-sensitive Youth Policy development through vigorous research and policy dialogue and by supporting annual, multi-sectoral, regional Youth SRH&R Parliamentary forums. Other features of the project included the promotion of youth peer education in sexual and reproductive health and rights. Promoting culturally sensitive approaches to the RH and gender programming, UNFPA has fostered a partnership with the FBOs at national and regional levels.

This rich experience has provided the UN with a number of critical lessons that have to be taken into serious account for a successful programme implementation.

⁴⁰ The State Budget funding for the State Fund in 2010 has been GEL588,700 (US\$336,400) which included funding for two shelters for the victims of trafficking and salaries for its staff also working on domestic violence issues. In 2011, the State Budget has allocated GEL773,000 (US\$441,714) for the State Fund through the Ministry of Labor, Health and Social Affairs to cover entire operational expenses for the two newly established domestic violence shelters and hotline starting from May 2011 i.e. upon completion of funding from SHiEld.

The proposed Joint Programme:

UN in partnership with the Government and Civil Society has played, and is committed to playing, an important role in promoting gender equality and women's rights and eliminating discrimination against women. Initiatives implemented by individual UN agencies have resulted in significant progress in advancing the gender equality agenda and improving women's lives. However, the current challenges facing the country and all its women cannot be sustainably tackled through the efforts of individual agencies or organizations. The breakthrough in gender equality will only be possible as a result of the strong and coherent efforts of all stakeholders, including the government, civil society and development partners. And this is why three UN agencies – UNDP, UN Women and UNFPA - together with Sida, have mobilized their resources, experience, expertise and assets to collectively address the challenges of equal opportunities and women empowerment in Georgia.

The overall goal of the Joint Programme is to promote gender equality and women's empowerment through strengthening capacities in the government, civil society and communities. The overall goal will be achieved by realization of the following outcomes:

1. Enhanced women's political and economic empowerment
2. Creating an enabling environment to eliminate violence against women, especially domestic violence (DV)
3. Gender Equality advanced by creating enabling environment to realize Sexual and Reproductive Rights of population

The proposed Joint Programme will directly support further realization of the women's rights and gender equality commitments undertaken by Georgia at international as well as national levels and will upscale results achieved by the country with the support of the international community, including UN agencies, in the area of gender equality and women's empowerment through innovative initiatives. Furthermore, it contributes and responds to United Nations Development Assistance Framework (UNDAF's) stated goals on enhanced protection and promotion of human rights, access to justice and gender equality and of improved access to quality health, education, legal aid, justice and other essential social services.^[1] The proposed Joint Programme is directly linked to national priorities it closely follows and derives from the aims, objectives and priorities of the draft National Action Plan on Gender Equality (2011-2013).

The Joint Programme will adopt an integrated approach by simultaneously targeting three interrelated levels:

- **Policy and decision-making level:** advocating for the streamlining of national legislation and policies related to gender equality, recommending improvements and supporting an informed dialogue among policy-makers, executives, women's rights and gender equality advocates and communities at grassroots level;
- **National and local institutions:** enhancing the capacities of national and local governments for planning and implementing gender sensitive policies and actions;
- **Work with civil society and communities at grassroots level:** strengthening their capacity and awareness of the need to address the issue of gender equality and women's empowerment.

^[1] United Nation Development Assistance Framework (UNDAF) Outcome:1.3 : vulnerable groups enjoy improved access to quality health, education, legal aid, justice and other essential social services; 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;

Work at each layer will be informed by the achievements and challenges from the others, thus promoting synergies and reinforcement throughout the programme. The Joint Programme will also build on the achievements and lessons learned from previous and on-going UN initiatives in support of gender equality. **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.

Sustainability of results: Planning for the sustainability of the interventions is at the heart of the programme and will be strongly emphasized over the entire duration of the implementation.

National ownership and capacity development: The enhancement of the national authorities' (duty-bearers') ownership over the Joint Programme interventions and results is an integral part of the programme's sustainability plan. National partners at all levels will be heavily involved in all aspects of the Joint Programme implementation, full agreement on implementation of all actions will be secured from beneficiary institutions. The Joint programme will advocate and request from the Government identification of focal points on implementation of agreed actions and division of roles. UN Agencies will collectively advocate for allocation of financial resources from state budget for implementation of NAPs and for sustaining services introduced by the Joint Programme such as maintenance of additional shelter for victims DV and etc. By working with policy-makers, government officials, and local and regional authorities the programme will create a lasting capacity for gender-sensitive policy development and service provision and will strengthen linkages between the service providers and recipients as rights-holders. The Joint Programme results are in full compliance with government priorities and action plans listed below, and therefore the sustainability and the government ownership of the Joint Programme results will be clearly demonstrated by:

- Implementation of the National Action Plan on Gender Equality 2011-13;
- The adoption of gender sensitive amendments in relevant laws and population policies, integrating SRH&R issues;
- Implementation of the Domestic Violence Action Plan 2011-12.

As demonstrated during NAP elaboration the Government has showed proven commitment towards implementation of the action plans including allocation of sufficient resources.

Furthermore, the program will address national **capacity development** needs identified during 2011-15 UNDAF elaboration process and will ensure a systemic capacity development to the maximum extent possible, which bases upon the UN agencies approach of capacity development. Capacity development in the UN is the process, through with the ability of individuals, institutions and societies to perform functions, solve problems and set and achieve objectives in a sustainable manner are obtained, strengthened, adapted and maintained over time⁴¹. Capacity Development in this programme will be a mainstream activity entailed in all interventions with the GE and DV councils, other national and local authorities and grassroots institutions. All actions will be designed to fill exiting gaps, strengthen and leave the respective capacities with the national stakeholders, versus substituting these. The formal UN capacity assessment and development methodology will be applied as needed. The preliminary capacity assessment will take place, wherever found necessary and the consequent steps will be designed based on the assessment results. Capacity assessment generally focuses on the functional (i.e. existence of necessary skills, such as management, planning, monitoring, etc.) and technical (substantive knowledge of the areas) capacities; As necessary, the programme may also apply a selective approach, whereby only a selected key functional/technical capacities are being assessed. For example, such an approach will be used (but not limited) to activities concentrating on

⁴¹ UNDP Practice note on capacity development:
<http://europeandcis.undp.org/cd/show/6AF89D88-F203-1EE9-BF927047A3B6EEF5>

strengthening gender equality council and its secretariat, on supporting national and local authorities' capacities to analyse/design the gender sensitive services, and on building up the advocacy groups at local levels.

Civil Society and Grassroots Community participation: The Joint Programme will make substantial efforts to build on existing work to create, from the onset, higher levels of community ownership by involving women, men and the youth, and investing in public education on gender equality, women's rights, domestic violence and sexual and reproductive health and rights. The Joint Program will heavily rely and utilise knowledge and expertise of local NGOs particularly for implementation of activities at the grass root level to ensure their active involvement in program implementation and ownership for sustainability of results. Through awareness raising and public education initiatives the Joint Program will stimulate increased demand from rights-holders to realize their rights, which in turn will contribute to the sustainability of the results achieved. In addition, in the longer run, a mobilised civil society and grassroots communities will engage in eradicating gender inequality and will contribute to women's empowerment. Sustainability of results at this level will be demonstrated by:

- Establishment of a Civil Society Advisory Board
- Revitalization of the Women Local Councilors forum
- Effective promotion of a zero tolerance policy towards violence - especially domestic violence -against women
- Enlisting male engagement through the "Men Talking To Men" approach
- Forging alliances with Faith-Based organizations
- Increased demand for, and accessibility to, existing services in the areas of DV and SRH

5. Results Framework

Outcome 1 – Enhanced women's political and economic empowerment

The Joint Programme aims at advocating women's increased participation in the policy making process and empowering them economically, thus setting up sound mechanisms for political and economic activism to collectively advance the gender equality agenda and to promote women's political and economic empowerment at national and grassroots levels. The primary goal of the interventions described below is the promotion of gender equality to bring this in line with Georgia's international, constitutional and legal commitments to meeting the National Millennium Development Goals (MDGs) and the government's Action Plans.

Output 1.1: An enhanced policy and institutional framework for advancing the gender equality agenda

To support the effective realization of this output UNDP will support the government in meeting its commitments with regard to gender equality by improving the relevant legislation, increasing the capacity and visibility of the Council for Gender Equality (GEC) and stimulating its role in national policy-making for enhancing women's political and economic empowerment at all levels. The actions under this output will also make special focus on implementation and monitoring of National Action Plan, bringing together representatives of executive branch of the government and supporting launch of a large scale nation- wide public advocacy campaign for advancing gender equality both at national and grass roots levels, increasing awareness on gender equality and women's human rights

1.1.1. Strengthened capacity and positioning of the Gender Equality Council to champion policy change on gender equality

UNDP recognizes that if gender mainstreaming is going to be sustained for state institutions and the state concept on gender equality to be implemented, then priority should be given to building the capacity of the National Gender Machinery, currently represented by the Council for Gender Equality. A comprehensive in-house technical understanding on how to incorporate gender into policy-making, and how to advocate for this approach, must be agreed and acted on within the Council. Actions under this output envisage the provision of technical assistance for the establishment of a secretariat to the Council for its effective functioning and development of the secretariat's capacity. The secretariat will be strengthened by provision of temporary experts along with the permanent member of the secretariat nominated and funded by the GEC. The council as well as the secretariat will go through an extensive capacity development programme through a series of needs-based trainings and on the job coaching. Through the establishment of international connections and exchanges, the GEC and the secretariat will get exposure to the best international practices in adopting practical means of promoting gender equality issues. Special emphasis will be put on establishing sustained cooperation and experience-sharing across the South Caucasus region. Regional meetings will bring together gender equality structures from Armenia, Azerbaijan and Georgia to develop closer collaboration and dialogue between similar structures.

The active participation of the CSOs in policy discussions, and their close cooperation with the GEC, will be promoted through the setting up of a CSO advisory board within the Council based on the request and need identified by the GEC to foster collaboration with CSOs and utilize existing capacity to jointly advocate for greater gender equality. The board will advise the council on technical aspects, advocate concrete policy issues, and facilitate connection with the broader CSO sector. Some critical components of cooperation between the GEC and the CSO board will relate to: reviewing the implementation of existing legislation from a gender perspective, initiating legislative amendments as needed, reporting progress in meeting required commitments with reference to national and international documents, and monitoring the implementation of the current Gender Equality National Action Plan and improving it for the subsequent period.

1.1.2. Facilitate implementation and monitoring of the Gender Equality National Action Plan (NAP) 2011-2013 and support elaboration and adoption 2013-2015 NAP

Implementation of the National Action Plan is a complex exercise involving various actors mainly at the executive branch of the government while GEC will have monitoring role.

As a strategic start-up, UNDP will support the Government in formulating a donor coordination strategy that will bring together all donors and the international community to translate the National Action Plan into specific "flagship" programmes and programmes which aim to meet both the practical and strategic needs of vulnerable people. Thus it will increase ownership on implementation of NAP from executive. Regular monitoring of NAP implementation will be carried out to provide recommendations to the government on its successful enactment.

In the framework of the NAP implementation, UNDP will support enhancing partnership with the executive branch of the government, civil society, local governments and other stakeholders. With programme support, respective responsible actors will be identified in the government's executive branch and strengthen their capacities, with the aim of preparing a competent pool of gender equality advocates within the executive. Further actions will then include a series of specially tailored workshops and trainings for the targeted officials at national and local levels.

To ensure the effective monitoring of NAP, the Joint Program will support the development of an NAP monitoring framework and pursue this process according to agreed procedures. The monitoring will be based on regular coordination with all respective stakeholders and will result in respective reports.

Upon expiry of the NAP (2011-2013), the accumulated knowledge and capacities will lead to the development of a new consultative process for the formulation and development of a new Action Plan for consecutive years in a participatory way, reflecting the problems, priorities and opportunities from a 2014 perspective.

1.1.3. Support advocacy/awareness for gender equality and women's rights

The Joint Programme will support development of knowledge products codifying available analyses and studies in the area of gender equality. The knowledge products are planned to support the national mechanism on gender equality and other national institutions in identifying priority areas for focus and serve as a foundation for evidence-based policy making. The knowledge products may focus on a wide range of issues, including analyses, for instance, of gender-specific problems in rural areas, the labour market, disability and care provision and sexual harassment. Exact priorities will be identified after thorough consultations with the various stakeholders.

Initiation of a nation-wide public advocacy, awareness and dialogue will be key elements in this Joint Programme. A comprehensive public advocacy and awareness-raising strategy, with a respective action plan, will be developed with the aim of implementing all advocacy efforts through coordination and coherence. The GEC website will be developed to serve as an official information resource on national policies and priorities for wide ranging target audience. In addition, a web portal gender information network maintained by NGOs will be updated to provide forum of discussion for CSOs and substantiate its content, accumulate all available resources and to encourage on-line discussions. Other promotional actions and materials, including inter alia the organization of a Gender Week (around March 8) and voicing messages jointly with UN Goodwill ambassadors, will respect the logic and the framework of the comprehensive strategy.

Traditional and innovative use of the media provides an effective instrument for raising awareness and for stimulating public demand for necessary changes in policies and practices as well as highlighting the kinds of human story that can break the resistance of society to women's empowerment. Therefore, another major pillar of the Joint Programme relates extensive utilization of Media both at central and local levels as a means for active public awareness and advocacy campaign. Furthermore, a key group will be identified to undertake all awareness and public advocacy activities with the use of local resources and know-how, champions of gender equality among local media representatives will be identified and promoted, while special programmes addressing existing gender stereotypes will be encouraged.

The Joint Programme will focus on increasing awareness of women's rights and gender equality both in Tbilisi and the target regions. As a result of the active awareness raising women must be better informed about their rights and the various protection mechanisms. They must also acquire to make a better use of the existing institutional resources, such as free legal aid service, appeal to courts or to the public defender. In parallel, the Joint Programme will work closely with the PDO Women's Center to strengthen its capacity in monitoring and protecting women's rights and responding to the violations. Targeted trainings and workshops will enhance the effectiveness of the PDO center in responding to specific violations and preparing thematic reports. CSOs will take an active part in all relevant awareness raising actions, and promotion of women's human rights, along with gender equality champions and authorities both at central and local levels.

Output 1.2.: Strengthen capacity of relevant government institutions at national and local levels to implement gender responsive policies.

To support successful realization of this output focus will be made on strengthening capacities of government institutions both at local and national levels to facilitate change and launch review of individual government entity development plans from gender perspective, sharing of sex disaggregated data as well as elaboration and introduction of gender responsive budgeting, particularly at the local level.

1.2.1. Strengthen capacity of GEOSTAT to engender statistical system

Collecting and providing access to sex disaggregated data is a key priority in advancing gender equality. UNDP will therefore work closely with GEOSTAT to strengthen their capacity in collecting and publishing a set of sex disaggregated indicators. Although GEOSTAT does collect certain data in a sex disaggregated fashion, they are not systematically sorted and made available as such. UNDP will support GEOSTAT in systematizing the publication of sex disaggregated data. This will involve establishing a working group under GEOSTAT to first draw up an inventory of all available sex disaggregated indicators. We will then support the publication of the data (Women and Men in Georgia yearbook) and the dissemination by GEOSTAT of these indicators through their web-site. The working group will also prepare a set of other indicators, selected for their potential for being disaggregated by sex.

To support further enrichment of the base of available data and to support the development of evidence-based knowledge products, the Joint Programme will also assist GEOSTAT in carrying out a one-off 'Special Survey' This survey, in addition to collecting possibly overlooked sex disaggregated data, will further inform our understanding of prevailing gender imbalances in the country.

1.2.2. Support national institutions to integrate gender in their policies

While gender equality does not fall within the priority problems of the executive branch of the government, it is imperative to enhance their role in planning and implementing policies that reflect gender sensitivity. Hence the Joint Programme will identify gender equality champions among the relevant ministries such as Ministry of Education and Science and Ministry of Economy to enhance their capacity to advocate and elaborate gender sensitive policies. To this end, a series of capacity development activities will be implemented. The support will aim to create a sustainable capacity within the Ministry of Education and Science and Ministry of Economy for analyzing their programmes from Gender perspective. This is particularly pertinent provided the reform of the public finance system and transition towards the programme budgeting, which will require each agency to reflect their spending priorities into specific programmes. Hence, UNDP support will enable the selected Ministries to acquire capacities to analyze their budgetary programmes from gender perspective and potentially reflect gender considerations into their future planning.

1.2.3. Support local authorities in the provision of gender sensitive social services

The Joint Programme will activate a powerful resource in the form of a Local Women Councillors (elected members) forum. The most active women members of local councils are best fitted to advocate for women's empowerment and to mainstream gender in local policies. The forum members will benefit from special capacity development support to enhance their understanding of both technical and political (campaigning, advocacy, lobbying) matters. To ensure the durability and dynamism of the forum, the Joint Programme will explore various options for its institutionalization. The forum will put special emphasis on men's active involvement in gender related discussions and preparation of gender sensitive local development documents.

One of the means of identifying problems and promoting a more in-depth approach to gender equality is the analysis of budget allocations. The Joint Programme will aim at pioneering such analysis and discussion at local levels in selected regions to promote a participatory budgeting process reflecting gender considerations. This will require, firstly, raising the awareness and preparedness levels of local officials to engage in such an exercise. To sensitize local level officials, special trainings and other promotional actions will be carried out. Local budgets will then be reviewed with a gender perspective and an annual gender-responsive budgeting exercise will be carried out in cooperation with local authorities. The participation of local stakeholders in the preparation of a gender-sensitive local budget will be facilitated in order to support a gender-sensitive provision of social services.

Output 1.3.: Support women’s economic and political empowerment through increasing employment and income generation opportunities for women in target regions.

Women’s economic empowerment is a prerequisite and enabling factor for increased equality, self-respect and civic participation. Recognizing that labour market outcomes present an excellent yardstick for measuring women’s situation in society, the Joint Programme seeks to promote gender equality by implementing an innovative approach to women’s economic empowerment and by creating employment and entrepreneurship opportunities for targeted women in Samegrelo and Kakheti regions. The Joint Programme will build on the existing capacities of CSOs working on economic empowerment of women.

The Joint Programme will adopt an overarching approach to empowerment by employing strategies that will create gender consciousness, enable women to mobilize community resources and public services, support their challenging of traditional norms, provide them with access to vocational and life skills and enhance their income through economic empowerment, UNDP aims to equip a more responsible citizen, active at community, and potentially at policy, levels. With this intervention the Joint Programme will challenge traditional division of professions, providing women with opportunities to enhance their skills in so called men’s profession in case of interest and affect traditional vies on “male” and “female” professions.

The Joint Programme will be implemented in full partnership with civil society, local authorities and business community.

1.3.1 Facilitate the employment of women

Increasing women’s access to, and control over, economic resources is a foundation for challenging traditional gender stereotypes and the role allotted to women in their families. Besides gaining an additional income for personal expenditure, women’s economic empowerment discourages an attitude of dependency and stimulates self-respect within the family.

Consequently, the Joint Programme will aim to identify barriers to the economic empowerment of women with a view to address the most important of these through interventions in the areas of institutional and grassroots policies; actions which will be led will include a review of the labour code, women’s access to credit and their participation in the local budget development process. In parallel, a concrete strategy will be designed to reach women in the regions by supporting their access to job opportunities. On the basis of the identified labour market demand, professional training and training programmes in specific skills will be made available to target beneficiaries, primarily through existing Vocational Education Training Centers and professional colleges, where analysis, discussions and debates will also be organised around so called ‘women’s’ and ‘men’s’ professions with the aim of bringing about changes in the existing stereotypes. UNDP will ensure that the colleges continue to offer these training courses beyond the completion of the Joint Programme, thus ensuring the lasting impact of

this intervention. In addition, the colleges will take proactive measures to facilitate employment of their graduates, as they do at present.

Furthermore, support by the Joint Programme is envisaged in providing micro grants and matching grants for targeted women to finance income generation projects (small businesses, home-based income-generation activities, etc). Their access to finance will also be complemented by business skills training and coaching to ensure a more effective utilization of the available resources. And a further component of this intervention will be a mentoring programme carried out by established businesswomen to encourage women's involvement in small business development.

1.3.2 Create Social Networks (mutual support groups) for political and economic empowerment of women

The process of economic empowerment is simplified if attempted jointly and in associations. Through community leaders, women can play an influential role in sensitizing and mobilizing others, and encouraging positive action. With this in mind, the Joint Programme will attempt to identify those women who enjoy respect within their community, who are already leaders and whose established position can serve to mobilize other women. These community leaders will receive an extensive training as well as subsequent support in mobilizing other women and directing their collective efforts in helping and empowering each other.

The Joint Programme will consider small financial assistance to eligible communities to pursue advocacy of the women's interests at community or municipal level, to organize their lives in a more secure fashion by freeing up some care-giving space, or to reach out to other women

The results of these community efforts will produce several types of value: first, the intrinsic value of a positive result, secondly, the value of being able to demonstrate that it is possible to achieve results and lastly, the value of motivating women for further actions. To this end the Joint Programme will build on the previous experiences of both UNDP and UN Women on the social networks, mutual support groups operational in Georgia and various countries worldwide. The Joint Programme will upscale initiatives launched by CSO-s in Shida Kartli providing vulnerable women with support via established self-help groups. Furthermore the Joint Programme will refer to the experience of joint UNDP-UN Women project in Moldova in social/community mobilization and the Community Mobilization for Empowerment.

Outcome 2: Enabling environment to eliminate violence against women, especially domestic violence created in Georgia.

This Joint Programme aims to take stock of the results achieved in combating 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 to provide relevant support and protection to combat domestic violence. On the one hand, work will be continued for further improvement of current relevant policies and laws as well as for improvement of services provided for survivors of domestic violence both by state and non-state actors (such as shelters, crises centers, career advice, job-placement and access to justice). To ensure sustainability of these services, state ownership through taking financial responsibility will be ensured. UN Women has reached verbal agreement with the Government of Georgia on the takeover of funding of the shelter services established within the present project from the State Budget, after its phase out. This has been the practice under the Sida funded project "SHiEld – Enhancing Prevention and Response to DV in Georgia" in the framework of which two DV shelters and a nationwide hotline were established and based on verbal 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%. Further, UN Women will support the DV Council in the costing of the DV NAP 2013-2014 to be developed in the framework of the Joint Programme to ensure that adequate financial resources are allocated in the State Budget for the implementation of the activities under the DV NAP 2013-2014 by the respective government agencies after the completion of the Joint Programme. Also, UN Women will work with the service providers to the victims/survivors of DV to institutionalize training curricula developed in the framework of the project to ensure continuation of the respective trainings after the project'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, a greater emphasis will be placed on efforts that are aimed at the prevention of violence against women, especially 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.

Output 2.1: National laws and policies on domestic violence improved in line with international commitments (DEVAW CEDAW, Beijing Platform for Action).

At this level, the interventions will focus on supporting the government to review and improve legislative and policy frameworks aimed at eliminating domestic 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 violence against women. UN Women will support the Government of Georgia to review legislative and policy frameworks aimed at eliminating domestic violence as defined by the DV NAP 2011-2012.

The monitoring report of the DV NAP 2009-2010 developed in the framework of the SHIEld project in cooperation with the DV Council and UNFPA, includes inter alia a comprehensive desk review of the domestic violence legislation and related laws in Georgia. The review identified several problems in terms of deficiencies in the legislation as well as some gaps in its implementation. Additional analysis of the legislation, as well as implementation is planned within the Joint Programme to identify further problems. The problems on the legislation level include the passage of the new Code of Criminal Procedure impeding implementation of certain provisions of the DV law, such as issuance of restrictive orders during ongoing criminal prosecution. Criminalization of domestic violence is also being discussed in some circles (also in light of the adoption of the Council of Europe e Convention on preventing and combating violence against women and domestic violence, providing for the criminalization of DV (articles 33-36)) within the government of Georgia and the legislature, which would require significant analysis and amendments to a number of pieces of legislation. In terms of existing gaps in the implementation of the legislation, it should be noted that the provisions of the DV Law on social workers are not implemented as the enactment of this provision has been postponed until 2015 (as per the DV Law transitional provisions). This was also highlighted in the PDO Parliamentary Report on the Human Rights Situation in Georgia (2010) as a significant impediment to the effective implementation of the DV law. Due to the existing gaps both on the normative as well as implementation levels of the DV related legislation, the Joint Programme will address the legislative framework as well as provide support for its effective implementation.

Activity 2.1.1. Capacity of the DV Council developed to effectively coordinate implementation and facilitate monitoring of national laws and policies on domestic violence;

The Joint Programme will continue cooperation with the Inter-Agency Coordination Council on Implementing Measures to Eliminate Domestic Violence in order to strengthen its capacity through the recruitment of the DV Council's support staff (coordinator and 2-3 short-term experts as needed) and to provide the capacity development inputs identified by the DV Council's capacity needs' assessment. Due to the fact that the DV Council, as all other Inter-Agency Councils in Georgia, does not have either state funding, or human resources, it is of key importance to provide capacity development support both in terms of material and human resources to it in order 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. As a result, of this support the DV Council will be better positioned to implement its mandate as the national coordinating body of inter-sectoral 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 encompass individual capacity development of the representatives of line ministries under the 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 and Council staff and consultants. The individual capacity development will include series of training on international women's rights instruments and domestic legislation. The Joint Programme will also address institutional capacity of the 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. Under the DV Council's leadership, the Joint Programme will mobilize partners regionally and internationally to share/learn best practices in the area of combating domestic violence through an international conference and a study tour. To ensure sustainability of the results achieved, the Joint Programme will advocate for the inclusion of support staff funding in the State Budget upon completion of the project.

Activity 2.1.2. a) Improved implementation and monitoring of the DV NAP 2011-2012 b) informed and participatory process of the drafting of the DV NAP 2013-2014;

The DV Council will be supported in carrying out the monitoring of DV National Action Plan 2011-2012 and, based on the findings of the monitoring as well as other needs identified in the field of combating domestic violence throughout 2011-2012, it will develop the follow-up DV NAP for 2013-2014 through a participatory process which will involve government stakeholders as well as NGOs and, where possible, beneficiaries.

Activity 2.1.3. Technical and financial support provided to the DV Council to carry out analysis and prepare needed amendments to the DV Law and relevant policies (NRM, DV Victim status granting, data collection and analysis in the field of DV etc.);

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 in order to make it more compliant with international standards and more responsive to the needs of victims/survivors of domestic violence.

In addition, the DV Council will be supported in elaborating a national concept on the crisis centers for victims and alleged victims of domestic violence, and in initiating a review of the national DV referral mechanisms and procedures for the granting of DV victim status in partnership with civil society.

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 to develop a comprehensive statistical database on domestic violence.

Activity 2.1.4 Training on Results Based Management and Monitoring and Evaluation provided to the national partners

UN Women will conduct training on Results Based Management (RBM) and Monitoring and Evaluation (M&E) of its national partners within this Joint Programme to ensure their involvement in monitoring of the activities under the present Joint Programme and making them more accountable for the results to be achieved. The tailor-made training will cover data collection, reporting and development of a monitoring framework as well as specific monitoring tools and the construction of a unified Joint Programme monitoring framework.

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

An enabling institutional environment that allows victims/survivors of domestic 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 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.

The Joint Programme will use the conceptual framework of enhancing individual competencies and system capacity. Individual competencies are understood as knowledge, skills, attitudes, and motivations of targeted service providers, partners, and beneficiaries in the priority areas of the Joint Programme's engagement. In this regard, the Joint Programme's interventions in the area of individual capacities will focus on sustainable and strategic initiatives i.e. awareness raising interventions foreseen will be integrated in the existing curricula and training programs (e.g. Police Academy, High School of Justice, etc.). In addition, the criteria used for the selection of the beneficiaries for the individual capacity development components of the Joint Programme will ensure long-term sustainability and effectiveness of the results achieved.

System capacity refers to the abilities of targeted governmental partners to commit, engage, and/or carry out tasks, build relationships and legitimacy to deliver on its commitments undertaken on national and international levels in the areas of women's human rights and gender equality (such as Gender Equality Law of Georgia and the National Action Plan, DV Law and Action Plan, CEDAW, DEVAW, BPfA, etc.). Under system capacity the emphasis will be placed on the enhancement of the overall ability of the system to create public goods and deliver high-quality services such as shelters, hotline and crises centres for the victims/survivors of DV, etc.

In more specific terms, capacity development interventions will include: i) training in the areas of gender equality, women's rights, sexual and reproductive health, domestic violence prevention and response etc., ii) development and dissemination of knowledge resources correspondent to the Joint Programme priority areas; iii) posting of technical experts or advisors on gender equality in key government institutions; iv) South-South exchange of experience and knowledge in the areas of women's rights and gender equality; v) provision of financial and technical support to governmental and non-governmental partners as needed.

Effective capacity development approach involves regular capacity assessment to measure changes in capacities targeted by development initiatives. UN Women will conduct initial and final capacity assessment of the targeted government partners that will provide an analysis of whose capacities and what specific capacities need to be strengthened and the relevant context in which capacity development is to take place. The capacity assessment will serve the purpose to identify baseline data for the capacity development interventions within this Joint Programme and determine needs, gaps and opportunities for further capacity development initiatives and measure results achieved.

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

The project SHiEld implemented by UN Women conducted capacity assessment of the NGO partners of the project, which will also be involved in the implementation of the present Joint Programme. Further, within SHiEld UN Women conducted a comprehensive capacity assessment of the PDO's Center for Women and Children's Rights and the State Fund. The capacity development initiatives under this Joint Programme will heavily rely on the results and recommendations of these capacity assessments.

Activity 2.2.1. Knowledge on DV among patrol and district police strengthened;

The work with the Police Academy initiated by the UN Women in the framework of the SHiEld project - namely a revision of the curricula for future patrol and district police and the introduction of an on the job training course for the practicing patrol and district police - will continue until it is sustainably included in the academy's regular training programme. In addition, in order to increase the proportion of domestic violence cases that are reported by the victims to the police, regular meetings will be organized with female and male patrol and district police in the target regions of the Joint Programme to discuss with them existing challenges and opportunities for strengthening the role of the police in preventing and responding to domestic violence.⁴² These meetings may result in firm recommendations for revising and amending the domestic violence law and policy.

Further, UN Women will work with the Ministry of Internal Affairs of Georgia to develop formal instructions for the district and patrol police for the efficient response to DV cases to be adopted by the Ministry. The formal instructions will promote proper implementation of the DV law and a more coordinated response. In addition, the instructions will eliminate some of the ambiguities in the DV law in terms of police response by precisely defining the each step of the police intervention in a DV case.

The Joint Programme places its focus on the police forces in their entirety. Although in the frameworks of the present Joint Programme UN Women does not commit, it may explore opportunities for supporting the Ministry of Internal Affairs in the establishment of an Association of Women in Police Forces or for supporting existing ones (if the issue of their sustainability is resolved), as a strong association can become a powerful factor in career support for female police officers.⁴³ A further consideration is that an increased number of female police officers has the longer-term potential for contributing to a higher rate of reporting to the police instances of gender based violence, and especially of domestic violence.

Activity 2.2.2. Knowledge of judges, lawyers and prosecutors on DV strengthened;

The Protective Order, foreseen by the Domestic Violence Law of Georgia, is one of the most efficient remedies that the state provides for domestic violence victims. Therefore, it is essential to encourage victims/survivors to address the courts to obtain Protective Orders – a process that requires special knowledge of court procedures. To this end the Joint Programme plans to cooperate with the High School of Justice of Georgia⁴⁴ to design a curriculum for both sitting and candidate judges on domestic violence legislation. The Joint Programme will

⁴² Many victims of domestic violence may not even know that involving police in domestic violence cases does not initially subject the perpetrator to criminal liability and thus, are afraid of even hinting that they face violence problems.

⁴³ There already exist Associations of women in police forces in few regions of Georgia and the Ministry of Internal Affairs has confirmed its interest to the UN Women in strengthening them and establishing new ones in the other regions.

⁴⁴ The High School of Justice of Georgia (HSOJ) is the official body for judicial training in Georgia. All candidate judges must undergo a 14 months programme covering all fields of law before appointment. The HSOJ also provides ongoing training to sitting judges on various fields of law, however this training is voluntary. The HSOJ has its trainers – mainly Supreme Court Judges and law professors.

advocate for making the curriculum mandatory for candidate judges, who will receive training based on the curriculum for sitting judges of the first instance courts (administrative chambers), as it is they who issue rulings on DV Restrictive and Protective Orders.

The Joint Programme will also cooperate with the Georgian Bar Association (GBA) in order to train private lawyers in addressing the issues of domestic violence. For this purpose, the Joint Programme will work closely with the GBA to develop a DV curriculum for the mandatory Continuous Legal Education (CLE) system for all lawyers of Georgia. In order to ensure sustainability of this component, UN Women will conclude a Memorandum of Understanding (MOU) with the GBA prescribing the official inclusion of the curriculum in the CLE system and continuation of the training independently after the Joint Programme's phase out.

Although in the framework of the present Joint Programme UN Women does not commit, it will explore opportunities with the GBA to create a Gender Equality Support Council of the Legal Profession under the GBA if sustainability issues of such Council will be resolved. The overall objective of the Council is to strengthen the commitment of Georgian lawyers to gender equality issues including support to the elimination of domestic violence.

The Joint Programme plans to cooperate with the Prosecutor General's Office under the Ministry of Justice of Georgia to design a domestic violence training course and to offer trainings for prosecutors dealing with these types of cases. Trained prosecutors with special knowledge and skills, including effective relations with domestic violence victims, will encourage victims to instigate criminal proceedings and thus enjoy the right to be protected by the court.

Activity 2.2.3. One additional shelter established by the State Fund for DV victims and unified electronic database of DV victims/survivors using shelter services created;

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, in addition to the two existing shelters and the nation-wide hotline with the support of Sida in the framework of the SHiEld Project, it will establish one additional shelter for domestic violence victims in one of the target regions of the Joint Programme (to be jointly identified and agreed with the State Fund) The end goal again, as in the case of the two previously established shelters, would be that its maintenance and running costs should be integrated into the state budget in 2013, before the phase out of the Joint Programme to ensure the sustainability of the institution. The Shelter Standards and Code of Conduct of the shelter and hotline staff, elaborated by the SHiEld Project 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. The Joint Programme will support the State Fund and NGO partners that also run DV shelters in creating special software for maintaining a unified database of domestic violence victims/survivors that have benefited from their services for an improved coordination of the victims' protection / rehabilitation work.

Activity 2.2.4. Capacity of the PDO Center for Children and Women's Rights strengthened to provide legal assistance to GBV and DV victims and monitor the enforcement of restrictive and protective orders;

The Public Defender's Office Center for Women and Children's Rights is a newly created entity under the PDO. Initially, the Center has been working on children's rights issues only due to the lack of capacity to work on women's rights. In the framework of the SHiEld project, UN Women provided technical and financial assistance to the Center including posting of five lawyers in the selected regions to provide legal assistance to the victims of DV and individual capacity development initiatives for the Center's lawyers. In addition, UN Women conducted a capacity assessment of the Center and identified further need of the center to develop its individual, collective and system capacities to ensure better involvement of the PDO in the National Referral Mechanism and efforts aimed at the elimination/prevention of DV in general. These needs particularly included strengthening of

individual capacity in terms of international women's rights instruments as well as system capacity in terms of its narrow mandate and lack of strategic vision with regard to its involvement in the NRM.

To address these needs in terms of involvement in the efforts aimed at the prevention/elimination of violence against women and domestic violence, the Joint Programme will use a multitude of approaches. These include: i) training, ii) development and dissemination of knowledge resources, iii) posting of technical experts or advisors on gender equality and iv) provision of financial and technical support. First of all, the Joint Programme will support the Center to develop its vision and mission in terms of its participation in the NRM by developing a comprehensive strategic plan for the upcoming five years. Further, the Joint Programme will recruit a lawyer for the Centre to provide legal assistance to the GBV and DV victims/survivors and therefore activate the PDO's participation in the NRM. Further, the lawyer will support the Centre to develop the monitoring of the enforcement of the Restrictive and Protective Orders tool for orders already issued as determined in the DV NAP 2011-2012 activity: 2.4.1. Develop and implement the monitoring system of the enforcement of the restrictive and protective orders. The purpose of the monitoring is to identify whether the provisions of the Restrictive/Protective orders have been observed. The results of the assessment will help in identifying any flaws or needs for further improvement in these protection mechanisms (such as terms, conditions, renewal, termination, etc.). The monitoring will be carried out by the Center in close collaboration with other Joint Programme partners. On completion of the monitoring, the PDO lawyer will work together with other Joint Programme partners on the development of proposed amendments to DV legislation as necessary. In addition, the Joint Programme will strengthen the individual capacity of the PDO staff on women's rights issues, especially GBV, through a series of trainings; Sustainability of the present component of the Joint Programme will be ensured through strategic approach, thinking through the mandate of the Center in its strategic plan to be developed within the Joint Programme and developed tool for the monitoring of the enforcement of Restrictive/Protective orders. Further, UN Women will explore opportunities to advocate for the funding of the additional staff of the Center from the PDO budget.

Activity 2.2.5. Support provided to the MoLHSA to define status and mandate of social workers vis-à-vis combating domestic violence;

Article 8 of the DV Law obliges the Ministry of Labor, 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. The Joint Programme, in collaboration with the DV Council and the State Fund will support the ministry in defining the status and mandate of social workers with regard to combating domestic violence by preparing an appropriate policy document/concept. The Joint Programme will also work towards institutionalizing a training programme for practicing and future social workers in partnership with the Social Workers' Association of Georgia and Tbilisi State University. Further, at least 50 social workers from the target regions of the programme will be trained 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.

Activity 2.2.6. A model crisis center for the victims/survivors of DV and a model for the provision of socio-economic rehabilitation for the DV victims/survivors established under the overall supervision of the State Fund;

As provided by the Law on Domestic Violence, Crisis Centers have a critical role to play in terms of psycho-social rehabilitation of the victims. The rationale behind this intervention is that the established model crisis centers in Tbilisi and in one of the Joint Programme's target regions, apart from benefitting a certain number of DV victims/survivors, will provide rich grounds for advocating that the state provides funding for their future

functioning (outsourcing this component to NGOs). The Joint Programme will partner with NGO Sakhli in developing a single model crisis center, with the expectation that this experience will also feed into the elaboration of a national concept related to crisis centers. (v. Output 2.1 above).

The Joint Programme will also collaborate with civil society – NGO Amagdari - in the area of socio-economic rehabilitation of at least 300 victims/survivors of domestic violence by offering them training in basic job-interview handling, CV writing and other essential employment skills, and by providing them with career advice and job placements. UN Women together with its implementing partner NGO Amagdari has accumulated significant experience in this area in Georgia in the framework of the SHiEld project, as a result of which about 80 women victims/survivors of domestic violence found jobs and about 200 underwent different training courses (English, basic skills, accounting, etc.). This work will be carried forward and enhanced by the Joint Programme again by developing a particular model of socio-economic rehabilitation for victims/survivors of DV that will also be presented to the government for state funding after the Joint Programme ends.

Output 2.3.: Public awareness raised to support prevention and disclosure of the instances of GBV and DV.

The Joint Programme's work at grassroots level will aim at supporting prevention as well as disclosure of instances of domestic violence, aiming specifically to a) increase awareness among the target audiences of the problem of violence against women and domestic violence in particular, b) encourage disclosure of the instances of DV and promote the use of the existing victim support services; c) prevent violence from occurring in the longer run by promoting zero tolerance with regard to violence against women in general and DV in particular as they constitute criminal offences, the proposed Joint Programme aims to achieve these outputs by undertaking the activities listed below:

Activity 2.3.1 Communications strategy on public awareness activities to popularize services established and promote zero tolerance towards GBV and DV developed and implemented;

In order to measure the impact of the awareness raising initiatives carried out by the Joint Programme in relation to proposition of zero tolerance to VAW in general and to the practice of domestic violence in particular, a baseline survey will be carried out in the Joint Programme's target regions at the beginning of the Joint Programme and a follow-up final survey at the end.

A communication strategy will be elaborated entailing: a clear message about applying a zero tolerance policy with regard to the practice of domestic violence targeting women and girls as well as men and boys; a thorough analysis and description of the target audience and reach out methodology (using the blogosphere and all available media sources, as well as direct interaction with beneficiaries at grassroots level); communication materials which are accessible (especially to those groups of citizens that do not speak Georgian) and user-friendly. Youth will be especially targeted by building on the experience accumulated through Legal Clinics established with the contribution of Tbilisi State University (TSU) in the framework of SHiEld. The students will be engaged in Street Law lessons with their peers and pupils of the upper grades of secondary schools as well as with the provision of free of charge legal counseling to victims/survivors of DV. The Joint Programme will seek to expand the Legal Clinic under the TSU to other higher education institutions, preferably in the target regions of the Joint Programme.

Positive experiences and practices, and key knowledge products (training manuals, courses, etc.) will be documented and made available through relevant channels for replication, particularly through the regional portal www.nasilie.net and the global virtual resource center www.endvawnow.org.

Activity 2.3.2 General public awareness campaign conducted to promote existing services for the victims/survivors of DV;

The Joint Programme will carry further the results achieved in the framework of the SHiEld project in relation to the promotion of newly created services for the victims/survivors of DV. In this regard, existing PSAs will be aired through the Public Broadcaster and through local TVs in the Joint Programme's target regions to promote the number of the nation-wide hotline 309-903. In addition, new PSAs promoting services will be produced for victims/survivors of DV (legal aid, police protection, shelters, crisis center), as well as a series of TV and radio talk-shows (2 TV talk-shows on national TV; 4 talk-shows on regional TVs and about 16 on regional radios and 12 on nation-wide radios) on nation-wide as well as regional media aimed at increasing general awareness of the problem of gender-based violence and domestic violence and the services available for victims/survivors of GBV and DV.

Printed media, as well as outdoor advertisement opportunities, will be also used for the promotion of available services for victims/survivors of DV.

Activity 2.3.3. Public awareness initiatives carried out to promote zero tolerance towards DV in partnership with celebrities from the fields of sport and arts;

The Joint Programme will partner with celebrities from the field of sports (National Rugby Union, National Football Federation) and the arts to benefit from the influence and authority that they have in society and to mobilize men-leaders to promote zero tolerance to VAW, especially DV, and also to promote the existing services for the protection / assistance of DV victims. 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 Gender Based Violence, will be used for mobilizing increased public attention to the problem of violence against women and especially to domestic violence by a variety of creative - and at the same time context specific - means.

Multifold strategies will be used to promote male involvement in the efforts aimed at the elimination of violence against women and domestic violence. An informal network of men supporting efforts for the elimination of violence against women from various fields of activity including sportsmen, artists, journalists, politicians, opinion makers, celebrities and others will be established. The members of the network, as role models will be specially trained by UN Women to participate in the youth education efforts in secondary schools and higher education institutions in the framework of the project. Further, a special award will be established for men active in the sector of service provision to the victims/survivors of DV and GBV as well as other men for their contribution to the efforts aimed at the prevention/elimination of violence against women and domestic violence. The nominations of the people to receive the award will be gathered from the respective government agencies and non-governmental organizations. The awards will be granted on an annual basis, on a publicized award ceremony.

Activity 2.3.4. Societal attitude and public awareness survey conducted on the Domestic Violence and Services for the Victims/Survivors of DV;

The Joint Programme will conduct baseline and final societal attitude and public awareness surveys to identify baseline in terms of the existing attitudes of the society towards the practice of domestic violence and awareness of the available protection mechanisms and services for the victims/survivors of domestic violence. The surveys will also serve the purpose of the assessment of the results achieved through the implementation of public awareness activities within this Joint Programme in terms of changes in societal attitudes achieved with regard to domestic violence and awareness of the respective protection mechanisms and services.

UN Women activities' compliance with the National Action Plan to Implement Measures for the Elimination of Domestic Violence and Protection of Victims of Domestic Violence 2011-2012

Outcome 2: Enabling environment to eliminate violence against women, especially domestic violence created in Georgia

Output 2.1: National laws and policies on domestic violence improved in line with international commitments (DEVAW CEDAW, Beijing Platform for Action).

Activity 2.1.3. Technical and financial support provided to the DV Council to carry out analysis and prepare needed amendments to the DV Law and relevant policies (NRM, DV Victim status granting, data collection and analysis in the field of DV etc.);

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 1, Objective 1.2 (Implementing Agencies: DV Council, MoIA, MoLHSA and State Fund in cooperation with the interested international and civil society organizations).

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

Activity 2.2.1. Knowledge on DV among patrol and district police strengthened;

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 2, Objective 2.5 (Implementing Agencies: DV Council, MoIA, MOJ, MoLHSA, State Fund, MoES, MCLA, local self-governments in cooperation with the interested international and civil society organizations).

Activity 2.2.2. Knowledge of judges, lawyers and prosecutors on DV strengthened;

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 2, Objective 2.5 (Implementing Agencies: DV Council, MOJ, High School of Justice, MoLHSA, State Fund, Georgian Bar Association, MoES, MCLA, local self-governments in cooperation with the interested international and civil society organizations).

Activity 2.2.3. One additional shelter established by the State Fund for DV victims and unified electronic database of DV victims/survivors using shelter services created;

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 1, Objective 1.3 (Implementing Agencies: State Fund, MoLHSA in cooperation with the interested international and civil society organizations) and Goal 2, Objective 2.2 (Implementing Agencies: MoLHSA, State Fund in cooperation with the interested international and civil society organizations).

Activity 2.2.4. Capacity of the PDO Center for Children and Women's Rights strengthened to provide legal assistance to GBV and DV victims and monitor the enforcement of restrictive and protective orders;

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 2, Objective 2.4 (Implementing Agencies: MoIA, MoLHSA, PDO, State Fund in cooperation with the interested international and civil society organizations).

Activity 2.2.5. Support provided to the MoLHSA to define status and mandate of social workers vis-à-vis combating domestic violence;

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 2, Objective 2.5 (Implementing Agencies: DV Council, MoLHSA, State Fund, local self-governments in cooperation with the interested international and civil society organizations).

Activity 2.2.6. A model crisis center for the victims/survivors of DV and a model for the provision of socio-economic rehabilitation for the DV victims/survivors established under the overall supervision of the State Fund;

NOTE: This activity is in line with the DV NAP 2011-2012 Goal 2, Objective 2.1 (Implementing Agencies: DV Council, MoLHSA, State Fund in cooperation with the interested international and civil society organizations).

Output 2.3.: Public awareness raised to support prevention and disclosure of the instances of GBV and DV.

NOTE: This output is line with the DV NAP 2011-2012 Goal 3, Objective 3.2 (Implementing Agencies: State Fund, PLE Georgian Public

Special Note: Due to the purposes of proper division of labor between the three agencies of the Joint Programme, UN Women will not focus its work on the perpetrators within this Joint Programme. UNFPA has been leading the work on the perpetrators of domestic violence (the Concept on the Rehabilitation of Perpetrators of Domestic Violence adopted by the Government of Georgia in 2011) within its past project. Even though UN Women will be involved in the development of the strategy on the rehabilitation of perpetrators to be elaborated in accordance to the DV NAP 2011-2012, UNFPA will be taking the lead on this component. This arrangement on the division of labor has also been coordinated and agreed with the DV Council.

Outcome 3 - Gender Equality advanced by creating enabling environment to realize Sexual and Reproductive Rights of population

In line with UNFPA's mandate and the 2011-2013 National Action Plan on Gender Equality⁴⁵, while employing a human rights approach, the proposed Joint Programme will render the duty-bearers more effective in fulfilling their obligations, and will stimulate rights-holders' demand to have their reproductive rights respected. Creating an enabling policy and sociocultural environment through integrating Sexual and Reproductive Health & Rights (SRH&R) and gender equality principles to relevant policies and action plans and promoting reproductive health and rights' education will reduce inequalities and redress discriminatory practices that impede development.

The proposed Joint Programme aims to achieve these lasting results by undertaking the activities listed below and will use the following outputs to measure overall success:

Output 3.1.: Enhanced capacity of policy makers to integrate Gender Equality and Sexual and Reproductive Health & Rights (SRH&R) into the Population policies and national development frameworks with particular focus on Youth

Pursuing its aspiration towards European integration, Georgia is committed to positive democratic development and strives to undertake the necessary political, economic and sectoral reforms. Mainstreaming human rights and gender equality principles in the policy framework lies at the core of this process. As a result of workshops/trainings, study tour, multi-sectoral South Caucasus Forums and strengthened linkages with the European policy-makers through partnership with the European Parliamentary Forum (EPF), the policy-makers will be able to produce amendments to the relevant Population policies, such as the Youth Policy, to make it more gender-sensitive and integrate in it Youth SRH&R. Furthermore, efforts will be intensified to advocate for allocating public finances for the implementation of the Youth Policy.

Activity 3.1.1 Providing technical assistance and capacity development support to the Gender Equality Council (GEC), Parliamentary All-Party Group on MDGs and the Parliamentary Committee on Health and Social Affairs to integrate SRH&R and Gender Equality in the Population policies and frameworks with particular focus on Youth;

The Joint Programme will support the capacity development of policy-makers through workshops on the techniques and tools on how to integrate SRH&R and Gender Equality in the Population policies, one of them facilitated by an international expert. These workshops will equip the participants with the knowledge needed to reflect the disparate needs and experiences of women and men and their SRH&R in the design, implementation, monitoring and evaluation of policies and Programmes related to population and development, with particular focus on Youth.

The target audience represented by members of the most relevant policy-making entities, such as Gender Equality Council (GEC), Parliamentary All-Party Group on MDGs and the Parliamentary Committee on Health and Social Affairs, as well as staffers of the relevant Parliamentary Committees, the Ministry of Sports and Youth Affairs, Ministry of Labour, Health and Social Protection and the Ministry of Education and Science will use the newly-acquired analytical and technical skills as important tools in mainstreaming SRH&R and Gender Equality into reviewing, monitoring and evaluating the Youth policy and Action Plan.

Activity 3.1.2. Building the political will for continued support to Youth Policies integrating SRH&R and gender issues through partnership building among the Members of the Parliament at the regional and sub-regional levels;

⁴⁵ The project directly responds to the priorities identified in the 2011-2013 National Action Plan on Gender Equality, such as Activities 1.1.5; 2.3.3; 7.2.1; as well as the Activities 1.1.2; 1.2.3 of the 2011-2012 National Action Plan on DV

The proposed activity will attempt to build the political will, i.e. determination and desire of political actors to introduce as well as embark on policy reforms that will bring significant and persistent changes in the society, in particular gender-sensitive youth policies, addressing Youth SRH&R issues. This will be achieved through building issue-based partnerships among members of the Parliament at the sub-regional level (Armenia, Azerbaijan, Georgia), but also representatives of the executive branch of the governments, youth, scholars, international organizations and civil society through two annual multi-sectoral South Caucasus Forums on Youth Reproductive Health & Rights and Development. These Forums with participation of high-level government representative and policy-makers will bring the issue on the top of the public agenda. The forums will open avenues for participants to discuss progress achieved in each country in terms of gender-sensitive Youth Policy formulation, and its implementation. The participants will discuss lessons learned, best practices and outline recommendations for making the national policy environments more conducive to Youth SRH&R issues and advocate for increased state funding for youth sexual and reproductive health and rights education and services. The Participants will adopt a Declaration of Commitment in support to gender-sensitive Youth policies to be adopted and implemented at the national level. Forum reports, including country presentations on progress achieved in the field, will be compiled and used as learning tools.

In addition, UNFPA will closely collaborate with the European Parliamentary Forum (EPF) on reproductive rights advocacy and harmonization of the legislation and policies with European standards. EFP will help facilitate regional and inter-regional networking and knowledge-sharing, and will be invited to participate in the multi-sectoral regional forums, as well as helping with outreach and public relations activities in EU member states.

Finally, ten of the most active policy-makers will travel to a selected EU country on a Study Tour to observe and learn how gender-sensitive youth policies are developed and implemented and how they address Youth SRH&R education and services. Upon return, the participants will draft a report containing an analysis of the information received, its applicability to the Georgian context and policy recommendations, which will be used in reviewing, monitoring and evaluating the Youth policy and Action Plan. The report will be circulated amongst the civil society and other stakeholders.

Activity 3.1.3 Supporting the Gender Equality Council (GEC), the Parliamentary All-Party Group on MDGs and the Parliamentary Committee on Health and Social Affairs in creation of knowledge resources for evidence-based policy formulation on gender-sensitive Population policies and frameworks through conducting in-depth research on SRH&R, gender, and youth related issues

Two thematic qualitative research papers on selected issues related to SRH&R and Youth, both with specific gender dimension, will be made available to the public. The papers will be a collaborative effort of academics, the members of the Gender Equality Council (GEC), the Parliamentary All-Party Group on MDGs and the Parliamentary Committee on Health and Social Affairs, Ministry of Labour, Health, and Social Affairs, and civil society to be used for advocacy and formulation of relevant policies and action plans.

Output 3.2.: Strengthened SRH&R strategies and services to address health system response to DV.

The Joint Programme will address the problem of inadequate capacity to integrate DV response mechanisms and services in health system, with focus on SRH policies and services. According to the Assessment of Health Care System Response to DV, undertaken within the frames of UNFPA project “Combating Gender-based Violence in the South Caucasus” (2010-11), the priority areas where efforts should be concentrated to achieve results are the following: policy and legal environment - introducing adequate amendments and changes in the respective legislation, Health Policy and strategic documents, including new service standards and protocols; Service provision - improving the quality of services provided to victims/survivors of DV, especially targeting RH service providers, including through training on new service standards and protocols and their integration in the medical education system. There is lack of capacity at the MoLHSA to address the above-mentioned and implement

recommendations. The positive impact of capacity development at the government level goes beyond the immediate results of delivering gender-sensitive services to victims/survivors of DV. Quality service provision enhances rights-holders' trust in state institutions, contributes to better health outcomes and strengthens state response to DV.

Activity 3.2.1 Supporting the Ministry of Labour, Health and Social Affairs to coordinate and lead integration of the health system response on DV into the SRH strategies and services;

With involvement of the international and local experts in the field and following the recommendations outlined in the "Assessment of the Health System Response to DV in Georgia" (undertaken in 2010-11 by UNFPA), the MoLHSA will be supported in elaboration of the country specific special Guideline and Protocol on DV for health care professionals in general and specifically for the SRH service providers and introduce it at a national level. This joint effort of the government, professional associations and other relevant CSOs will apply participatory approach through conducting several workshops to flesh out the most effective strategies and approaches for making health services more gender sensitive and responsive to DV. In addition, the MoLHSA will be supported to elaborate respective changes in the NRM in coordination with the relevant stakeholders and present it to the Inter-Agency Council on DV for integration in the document.

Activity 3.2.2 Supporting introduction of the Guideline and Protocol on DV in the health system through capacity development of health care providers (with particular focus on SRH service providers)

Under MoLHSA overall coordination and in partnership with professional associations and relevant CSOs the support will be provided in developing the training manual for health care professionals (with particular focus on SRH service providers) on newly developed Guideline and Protocol on DV. Further Training of Trainers for health care professionals will be conducted with follow-up cascade trainings for SRH service providers in Tbilisi, Kakheti and Samegrelo regions to strengthen the DV response mechanisms.

Furthermore, the efforts will be applied for integration of the national Guideline and Protocol on DV in the relevant study syllabus at the undergraduate and postgraduate medical education system.

Output 3.3.: Gender Equality and SRH&R promoted through an enabling sociocultural environment. The project will bridge the awareness gap and stimulate the demand for sexual and reproductive rights and gender equality amongst various groups of rights-holders by educating target groups such as youth, men, CBOs/FBOs, and journalists on issues of sexual and reproductive health and rights, and gender equality. Youth SRH&R will be further promoted through targeted and well-tested strategies, such as out-of-school (Peer-Education, Youth Festivals) and formal education; The project will engage men to support the notion that gender equality and women's rights to sexual and reproductive health are respected by their husbands, the state and society at large. Importantly and innovatively, it engages FBOs - often the custodians of cultural and religious norms - in an effort to instill gender-sensitivity and tolerance. By using "My Rights" and "Men Talking to Men" curricula and through trainings and educational campaigns, the Joint Programme will foster networking among the rights-holders who, as a result will be able to advocate more effectively as a group and to successfully realize their rights. The partnerships will be created with the government entities, NGOs/CSOs, FBOs, private sector (universities and other educational institutions, other private companies).

Activity 3.3.1 Carry out awareness raising campaign on Sexual and reproductive rights and gender equality especially targeting youth, men, and faith based organizations.

In line with the Draft 2011-2013 National Action Plan on Gender Equality, the Joint Programme will support awareness raising on issues of gender equality and reproductive rights among various segments of society. This activity will be implemented in Tbilisi and Kakheti region by state, civil society and private sector partners.

Youth and adolescents: Out-of-school Education: 2 Training of Trainer (TOT) sessions of Young Peer Educators – dealing with Sexual and Reproductive Health and Rights and Gender - will gather approximately 30 promising young people of both sexes in Tbilisi and Kakheti. Apart from theoretical knowledge on a/m issues, the youth will acquire communication and advocacy skills, and will learn why and how to realize their rights. After the completion of 5-day TOT sessions, young Peer-Educators will be deployed to their respective regions to conduct ten 2-day follow-up sessions on the taught topics for young girls and boys.

Formal education: In collaboration with the Ministry of Education and Science of Georgia and NGO partners an innovative curriculum entitled "My Rights" will be introduced in selected schools in Tbilisi and in Kakheti. The development of a curriculum and associated educational materials on Gender and Domestic Violence, Sexual and Reproductive Health and Rights for teachers and high-school students will be followed by teacher trainings in selected schools. Pilot schools will be identified in selected locations and selected teachers will be invited to participate in the Sexual and Reproductive Health and Rights and Gender Training. In addition, "Open Lessons" on the above-mentioned issues will be held in selected schools in Tbilisi and Kakheti.

Youth festivals: Through partnerships with local Youth NGOs in selected regions, these and other youth will participate in annual events (total of 2) organized to promote awareness on sexual and reproductive health and rights and gender equality. These annual events will take the form of Youth Festivals, where role models and celebrities from the arts and sports, sensitized on the issues of youth Sexual and Reproductive Health and rights, will participate. The festivals will include indoor and outdoor activities and the resources - from government agencies, NGOs, the private sector, youth groups and the media - will be mobilized and directed towards raising awareness of SRH&R and gender issues. Such festivals represent a unique opportunity to build new partnerships between youth, civil society, and local authorities.

Men: Enhancing male involvement, encouraging and enabling them to take responsibility for their social and family roles and securing their lasting support for gender equality and women's Sexual and Reproductive Health and Rights will be achieved through a series of "Men Talking to Men" trainings in Tbilisi and Kakheti. Using the "Men Talking to Men"⁴⁶ training tool, developed by UNFPA with the help of Mr. Michael Kaufman,⁴⁷ approximately 30 men will participate in two 5-day training sessions in both locations. Later, trained men will be invited to conduct ten 2-day training sessions for men in their communities.

Faith-based organizations (FBOs): Representatives of FBOs will be targeted for awareness-raising and sensitivity training on reproductive health and rights, gender equality, and gender-based violence/domestic violence issues. A local consultant will be recruited to facilitate partnership building with the FBOs and to develop an FBO engagement strategy. With the engagement of local experts, a specific training curriculum will be developed and a 2-day training session for representatives of the Orthodox Church and Theological Seminary professors and students will be conducted. An inter-faith round table on the above-mentioned issues will also be organized to facilitate dialogue among representatives of different confessions on gender equality, domestic violence, maternal and youth health. The above activity will be implemented also in collaboration with the Tolerance Centre and the Council of Religions established at the Public Defender's Office.

⁴⁶ In male dominated societies such as Georgia's, men play a disproportionate role in defining our social and cultural values and shaping our traditions. Not only this, but within our societies, men's voices and opinions are still more highly-valued than women's. Therefore it is of utmost importance that men's opinions are re-shaped if we are to achieve socio-cultural environment enabling individuals to exercise their sexual and reproductive rights. The methodology of "Men Talking to Men" explores participants' present ideas and beliefs and creates bridges to a new set of ideas and beliefs. It employs the language and images that are valued by men, makes use of male role models, male public figures, and male voices. Recognizing that Peers often have the biggest impact, it suggests that the trainings are conducted by Peers. The training methodology allows to create a safe environment so that training participants have more open and flexible minds and are better able to listen, learn and change

⁴⁷ Michael Kaufman is the author of six books on gender equality, democracy and development; He is the co-founder of the White Ribbon Campaign, the largest effort in the world of men working to end violence against women.

Grassroots organizations: Community-based and faith-based organizations in the selected regions will be invited to participate in two small grant competitions aimed at supporting local initiatives on public awareness-raising on Sexual and Reproductive Health & Rights and gender equality. It is anticipated that these small projects will help educate and empower women at grassroots level and stimulate the demand for better reproductive health services and respect for their human rights, and especially, reproductive rights.

Youth and male involvement: At the center of annual multi-media campaigns will be the issues of youth and male involvement in the promotion of gender equality and women's rights. TV talk shows, public service announcements, newspaper articles, radio shows, and informational materials will be used in this process, celebrities and role models for youth will be engaged.

The sexual and reproductive health and rights of sexual minorities will be integrated in all activities under output 3.3 to address stigma and discrimination towards the sexual minorities. In addition, through partnership with the local NGO, the outreach strategies will be implemented for education on sexual and reproductive health and rights and condom supply activities among sexual minority groups.

Activity 3.3.2. Strengthen media capacity to cover reproductive health and rights and gender issues.

The Joint Programme will mobilize and build a network of journalists, including those working with print, electronics and new social media, to improve public information on gender equality, reproductive health and women’s human rights issues. The capacity of approximately 80 journalists will be enhanced through four (4) training sessions taking place in Tbilisi (3 trainings, several selected journalist from Samegrelo region will be also invited) in Kakheti (1 training). Trainings will be organized by experts from the Caucasus School of Journalism and Media Management.

Additionally, annual competitions will be held for journalists, students and high school teachers to write the best media pieces on, sexual and reproductive health &rights and gender equality issues. The best works will be published and authors will receive symbolic prizes.

Joint Programme duration and budget:

The estimated duration of this Joint Programme is three years with an approximate budget in the range of USD 5 mln.

Target groups:

The Joint Programme has identified specific target groups for each outcome to maximize its benefits for the beneficiaries. Overall, public-at-large will gain as a result of public awareness-raising efforts, which will utilize new electronic media, print media and social networks. Men and women will equally benefit from the national-wide public awareness campaigns, grass-roots’ level capacity-building efforts, domestic violence support services, small grants programs and reproductive health services offered by RH MTs, etc. The gender equality campaign messages will enjoy somewhat equitable distribution among men and women as newspaper readership⁴⁸ and TV viewing privileges are not reserved for any particular sex.

Outcome	Policy Level	Institutional	Grassroots
1. Increasing women’s political and economic empowerment	Members and support staff of the Parliamentary Council on	MoHLSA, Vocational Education Training Center under the	Women in Samegrelo and Kakheti Regions especially

⁴⁸ Gender and Society pg 208

	Gender Equality	Ministry of Education and Science GEOSTAT, Public Defenders' Office, Local Government authorities in Kakheti and Samegrelo Regions, Micro Finance Institutions , local media and CSO-s working on women's political and economic empowerment	excluded groups of women such as IDPs, ethnic minorities, persons with disabilities economically vulnerable women. Georgian Society at large through media outreach activities promoting greater gender equality.
2. Creating enabling environment to eliminate violence against women, especially domestic violence	Members and support staff of the Inter-agency Coordination Council on Implementing Measures to Eliminate Domestic Violence	State Fund for the Assistance and Protection of the Victims of Trafficking in Human Beings and of Domestic Violence. Police Academy of Georgia under the Ministry of Internal Affairs, Prosecutor General's Office under the Ministry of Justice, High School of Justice under the Supreme Court of Georgia, PDO, MoLHSA in the area of social workers and the State Fund's component as the latter operates under the auspices of the MoLHSA, Georgian Bar Association, higher level educational institutions and NGOs working for psycho-social and economic rehabilitation of victims/survivors of DV – Amagdari, Sakhli and Anti-violence Network of Georgia.	Women victims/survivors of DV throughout Georgia, but especially in the Joint Program's target regions. Society at large, from the viewpoint of promotion of zero tolerance to the practice of violence against women, especially DV, which in a longer run will contribute to the prevention of the instances of such violence. Youngsters, especially from excluded groups of citizens, including IDPs, disabled, ethnic minority and LGBT persons, will be especially targeted by the grassroots awareness raising interventions of the Joint Program that will aim at the promotion of the existing protection and support services, for the victims/survivors of DV.
3. Gender Equality advanced by creating enabling environment to realize Sexual and Reproductive Rights of population	Members of the Gender Equality Council (GEC); the Parliamentary All-Party Group on MDGs, the Parliamentary Committee on Health and Social Affairs, members of the Parliament, staffers of the relevant Parliamentary Committees.	Staff at the managerial and technical positions at the Ministry of Labor, Health, and Social Affairs, Ministry of Education and Science, Ministry of Sports and Youth Affairs, amongst others; professional associations, RH service providers.	Women, men and youth, with particular focus on vulnerable (excluded) groups will be targeted for public awareness-raising activities as well as trainings in reproductive health and rights and gender sensitivity. Community and faith-based organizations (CBOs and FBOs) will be targeted for small grants programme.

Table 1: Results Framework [Attached as an Excel file]

6. Management and Coordination Arrangements

The Joint Programme will be jointly managed, coordinated and implemented by UNFPA, UN Women and UNDP (thereinafter referred as “Participating UN Organizations” or PUNOs) as Administrative Agent. The Joint Programme will be managed and coordinated using the pass-through funding modality. The Multi-Partner Trust Fund Office (MPTF Office) of the UNDP will serve as the Administrative Agent (AA) of the Joint Programme. The AA functions are fully described in the Fund Management Arrangement Section below.

The Joint Programme will be jointly managed and coordinated by the Participating UN organizations through the following:

1. The Joint Programme Steering Committee

The Programme Steering Committee will be established to ensure full national ownership, as well as smooth and successful implementation of the Joint Programme. The Steering Committee, co-chaired by the UN Resident Coordinator and the Chair of the Parliamentary Council for Gender Equality, will consist of the representatives of senior personnel of all signatories to the Joint Programme document with similar level of decision-making authority, including representatives of the Participating UN Organizations and national coordinating authorities. Sida (thereinafter referred as the Donor) will be invited to join the Steering Committee with an observer’s status. The Steering Committee will provide strategic guidance for a coherent and coordinated programme implementation, approve programme annual work plans and fund allocation, as appropriate, review progress against set targets, review and approve the periodic progress reports. The Joint Programme Steering committee will meet at least twice a year and ensure a senior level oversight.

2. The Joint Programme Coordination Team

The Joint Programme Coordination Team will be established with participation of the designated Programme Officers of the Participating Agencies (fixed term staff, not funded through this programme) with a responsibility to coordinate the planning and implementation for the Joint Programme, assuring the quality of the implementation and reporting vis-à-vis the Steering Committee, as well as ensuring the joint approach to the cross-cutting themes, such as capacity development and visibility. The Team will meet at least once a month to review the progress, work-plans and ensure the coordinated implementation.

3. The Programme Management Unit

The Programme Management Unit will be set up for successful implementation of the programme outputs and activities towards achievement of the Joint Programme outcomes. The Programme Management Unit will consist of three Component Managers per three programme outcomes, supported by Procurement/Administrative/Finance Assistants (3) and drivers/logisticians (2). The team will be coordinated by UNDP Programme Component Manager responsible for, among others, ensuring joint planning and implementation. Weekly team meetings will be institutionalized with participation of all staff of the programme (including permanent personnel and short-term experts, if applicable) for coordination and coherence of programmatic and operational activities. The Programme Management Unit will be responsible for all aspects of programme execution, including coordination with national partners, oversight of implementing partners (selected NGOs), achievement of set results under the respective outcomes, overall monitoring and reporting. The Programme Management Unit will be placed in a common office.

The three Participating UN organizations will act as collectively responsible for attainment of the programme objectives and will be jointly accountable for successful implementation of the activities as specified in the three outcomes:

- UNDP - lead responsibility, with UNFPA and UN Women supporting – outputs and activities under outcome 1;
- UN Women lead responsibility, with UNFPA and UNDP supporting – outputs and activities under outcome 2;
- UNFPA lead responsibility, with UN Women and UNDP supporting – outputs and activities under outcome 3.

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

4. 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 MDTF 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 donors that wish to provide financial support to the Joint Programme;
- (b) Administer such funds received, in accordance with this 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 each 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 each 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 common action plan will be elaborated. A detailed joint work-plan as a part of this programme will be developed for one year of the implementation before the first month of each yearly cycle.

Some of the Implementing Partners of the Joint Program have been already identified by the Participating UN Organizations through previous cooperation experience and partners' capacity assessments, these are: 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, NGO Caucasus Social Marketing Association, NGO "Center for Information and Counseling on Reproductive Health "TANADGOMA", NGO "Georgian Youth Education and Development Association". 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.

8. 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.

Monitoring: The Joint Programme will be monitored throughout its duration and evaluated in accordance with the UNDAF M&E plan. In addition there will be a developed programme specific monitoring and evaluation plan. 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 Coordination Team and 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 annual reviews.

Evaluation: An External evaluation of the joint programme will take place once during the Joint Program lifetime. The evaluation will be carried out after two years of the JP implementation to collect feedback from stakeholders – partners and beneficiaries, analyze the results achieved and challenges encountered, adjust implementation modalities as needed and incorporate changes throughout all program components.

Joint Programme evaluation will be organized by UNDP and at the Outcomes' level will be coordinated out by the Participating UN Organizations according to the agreed evaluation Terms of Reference (TOR),. The Administrative Agent 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 Agent 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 the following reports, in accordance with the reporting procedures applicable to the Participating UN Organization.

- (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, as set forth in the TOR:

- (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.

The Administrative Agent will prepare consolidated narrative progress and financial reports, based on the reports referred to in paragraph 1 (a) to (d) above, and will provide those consolidated reports to each donor that has contributed to the Joint Programme Account, as well as the Steering Committee, in accordance with the timetable established in the Administrative Arrangement.

The Administrative Agent will also provide the donors, Steering Committee and the Participating UN Organizations with the following statements on its activities as Administrative Agent:

- (a) Certified annual financial statement (“Source and Use of Funds” as defined by UNDG guidelines) to be provided no later than five months (**31 May**) after the end of the calendar year; and
- (b) Certified final financial statement (“Source and Use of Funds”) to be provided no later than seven months (31 July) of the year following the financial closing of the Joint Programme.

Table 3: Risks and Mitigation Strategies

#	Description	Category	Impact & Probability	Countermeasures / Mngt response
1	Shifting political environment, upcoming parliamentary and Presidential elections	Political	Significant changes in the composition of the Parliament and the Government may require the UN agencies to invest in establishing new linkages and building, anew, the good-will around gender equality agenda. These changes may also require that new capacity building initiatives are carried out. P = 2 I = 4	The Programme will use all 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 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 "Men Talking to Men" methodology; vigorous research on possible engagement strategies with Faith Based Organizations will be conducted to minimize the risk of resistance and non-participation.
3	Insufficient human and financial resources at the Government level	Organizational	Lack of sufficient human and financial resources to meet undertaken commitments in the area of gender equality and women's empowerment- such as taking over the operation of the GEC secretariat, or the established shelters. Weak human 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 strengthening national mechanisms for gender equality and women's empowerment.
4	Risk of internal/external corruption/ fraud	Internal	Improper use of resource affecting successful implementation of the programme P = 1 I = 3	To mitigate this UN Agencies apply internal fraud prevention action plan updated on annual basis. In 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 behavior, 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 a 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 saw a reduction over the last few years. Anyways, to account for the potential changes, the programme will develop and leave with the partner the written instructions and guidelines, materials and documentations, 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 the local partners in planning and implementation of all respective actions of the programme.
8	Lack of internal coordination among the agencies	Organizational	Uncoordinated actions and messages may undermine the credibility of the programme with all stakeholders (national, local, CSOs, grassroots, donor) P = 1 I = 4	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, and will continue the same, including during the design of the unified workplans, organization of the project boards, common activities, and informally as well. Programme will have a designated programme coordinator (simultaneously, UNDP component manager), responsible for a day to day coordination of all components.

9. Legal Context or Basis of Relationship (One page)

This section specifies what cooperation or assistance agreements⁴⁹ form the legal basis for the relationships between the Government and each of the UN Participating Organizations⁵⁰ in this joint programme.

For the ExCom Agencies, these are standing cooperation arrangements. For the specialized Agencies, these should be the text that is normally used in their programme/programme documents or any other applicable legal instruments.

The text specific to each participating UN organization should be cleared by the respective UN Participating Organization.

Table 3 below provides illustrative examples on various UN organizations' cooperation arrangements.

Table 3: Basis of Relationship

Participating UN organization	Agreement
UNDP	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. 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.
UNFPA	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 personnel ⁵¹ .
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women, UN Women, by the General Assembly through its Resolution 64/289. The Founding Resolution transferred the mandates, functions and assets of the United Nations Development Fund for Women (UNIFEM) to UN Women. This includes the transfer of UNIFEM's presence in Georgia to UN Women. UNIFEM's presence and activities in Georgia were covered by the UNDP SBAA. UN Women became operational in January 2011 and to be covered by UNDP SBAA.

The Implementing Partners/Executing Agency⁵² 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

⁴⁹ Such as: the Basic Cooperation Agreement for UNICEF; Standard Basic Assistance Agreement for UNDP, which also applies to UNFPA; the Basic Agreement for WFP; as well as the Country Programme Action Plan(s) where they exist; and other applicable agreements for other participating UN organizations.

⁵⁰ Including Specialized Agencies and Non Resident Agencies participating in the Joint Programme

⁵¹ 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

⁵² Executing Agency in case of UNDP in countries with no signed Country Programme Action Plans

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.

10. Work plans and budgets (Two to three pages) [The budget of the UN JP will be attached as a separate Excel file. The Annual Work Plan will be developed at a later stage]

* The Total Planned Budget by UN Organization should include both programme cost and indirect support cost

Signatures⁵³:

UN organization(s)	Implementing Partner(s)
Replace with: <i>Name of Representative</i> Signature <i>Name of Organization</i> Date	Replace with: <i>Name of Head of Partner</i> Signature <i>Name of Institution</i> Date

⁵³ When CSOs/NGOs are designated Implementing Partners, they do not sign this Work Plan. Each participating UN Organization will follow its own procedures in signing Work Plans with CSOs/NGOs.