



# KARELI MUNICIPALITY

## Gender Analysis, Mainstreaming Policy and Action Plan

For the project

**“Generating Economic and Environmental Benefits from Sustainable Land Management for Vulnerable Rural Communities of Georgia”**

კავკასიის რეგიონული გარემოსდაცვითი ცენტრი  
ბადრი შოშიტაიშვილის ქ. 13, ქ. თბილისი 0179

**The Regional Environmental Centre for the Caucasus**  
13, B. Shoshitaishvili str., 0179

# Glossary

---

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gender action plan/strategy (GAP) | A GAP is a comprehensive framework for addressing gender issues in designing and implementing an ADB loan project or program. A GAP is based on quality social and gender analyses; all GAP elements are integrally linked to project objectives. A GAP includes a range of strategies, activities, resources, gender capacity-building initiatives, targets, and indicators for ensuring that women, along with men, participate in and benefit from all components of the project or program.                                                                                                              |
| Design GAP/strategy               | A design GAP or strategy is prepared during the loan preparation and processing phase. It provides a road map for the implementation team. Key elements of the design GAP such as activities, targets, and gender-sensitive indicators should be included in the project logical framework.                                                                                                                                                                                                                                                                                                                  |
| Implementation GAP                | An implementation GAP is prepared during the implementation phase, preferably during inception. It refines and details strategies, activities, and targets and ensures that responsibilities and resources are allocated for implementing and monitoring all GAP elements.                                                                                                                                                                                                                                                                                                                                   |
| Gender provisions                 | Gender provisions are specific requirements included in the project design to address women's needs or ensure that women participate in a project, such as targets for women's participation in training. In this report, the term refers to design features that are not integrated into an overarching GAP.                                                                                                                                                                                                                                                                                                |
| Gender analysis                   | Gender analysis is a form of social analysis that requires the collection, analysis, and application of sex-disaggregated information. It is the process of considering the different impacts that a development project or program has on women and men, and on the economic and social relationships between them.                                                                                                                                                                                                                                                                                         |
| Gender capacity building          | This refers to strengthening the capacity of development workers to undertake social and gender analyses and to plan, implement, and monitor strategies and activities so that women may participate in and benefit equally with men from development projects and programs. It includes the capacity to analyze constraints to women's participating and benefiting and to identify strategies to address these constraints. It implies that development workers understand the rationale for women's participation and benefits and how this improves the achievement of development goals and objectives. |
| Gender equality                   | Gender equality refers to equal opportunities and outcomes for women and men. This involves the removal of discrimination and structural inequalities in access to resources, opportunities, and services. It also encompasses the                                                                                                                                                                                                                                                                                                                                                                           |

promotion of equal rights between men and women.

---

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gender equality results               | This refers to results achieved for women compared with men, such as women's participation in project activities, their access to project and other resources, and practical benefits for women. It also refers to strategic changes in gender relations (see below).                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Gender mainstreaming                  | This means that women's needs and perspectives are considered in all development planning and implementation, so that both women and men participate as decision makers and beneficiaries in all activities; their needs and interests are addressed in all project components and activities, as well as in separate components and activities if appropriate.                                                                                                                                                                                                                                                                                                                                          |
| Gender-sensitive or gender-responsive | This means that women's needs and priorities have been considered, based on quality social and gender analyses, in an effort to ensure that they participate in and benefit equally from development activities. For example, a gender-sensitive indicator is one that disaggregates information by sex and enables monitoring of any differences in participation, benefits, and impacts between women and men; or that assesses changes in gender relations between women and men.                                                                                                                                                                                                                     |
| Practical benefits                    | These are benefits that meet the practical needs women have for survival and livelihood. They do not challenge existing gender relations of culture, tradition, the gender division of labor, legal inequalities, or any other aspects of women's status or power.                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Strategic changes in gender relations | Strategic changes in gender relations refer to progress toward equality between women and men by transforming social or economic power relations between them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Sustainability                        | <p>Sustainability refers to the continuation of benefits after the development project/program has been completed. Given that all the loans included in the RGAs were under implementation, in this report sustainability refers to a reasonable likelihood that benefits will continue to be enjoyed by women beyond the life of the project.</p> <p>Sustainability in an institutional context may also refer to the replication of effective strategies that have resulted in women's participating in and benefiting from programs and projects. Sustainability is enhanced if these successful approaches are replicated across a sector or in other projects undertaken by executing agencies.</p> |

## Table of Contents

|                                                                                                      |           |
|------------------------------------------------------------------------------------------------------|-----------|
| <b>1. Introduction.....</b>                                                                          | <b>7</b>  |
| <b>2. National Policy and Legal framework.....</b>                                                   | <b>9</b>  |
| <b>2.1 Environmental Policy (Land Resource).....</b>                                                 | <b>9</b>  |
| 2.2.1. <i>National Policy Documents.....</i>                                                         | <i>14</i> |
| <b>2.2 Gender-related Policy.....</b>                                                                | <b>14</b> |
| <b>3. Factors And Trends In Gender Cconditions At National And Municipal Levels.....</b>             | <b>16</b> |
| <b>3.1. National Factors and Trends: sex-disaggregated data.....</b>                                 | <b>16</b> |
| 3.1.1. <i>Agriculture.....</i>                                                                       | <i>16</i> |
| 3.1.2. <i>Politics.....</i>                                                                          | <i>17</i> |
| <b>3.2. Factors and Trends on Regional Level: Kareli Municipality.....</b>                           | <b>17</b> |
| 3.2.1. <i>Population.....</i>                                                                        | <i>18</i> |
| <b>4. PROJECT-SPECIFIC GENDER INFORMATION and CONSIDERATIONS.....</b>                                | <b>19</b> |
| <b>4.1. Gender roles.....</b>                                                                        | <b>19</b> |
| <b>4.2. Gender Gaps Related to Recognition.....</b>                                                  | <b>19</b> |
| 4.2.1. <i>Households.....</i>                                                                        | <i>19</i> |
| 4.2.2. <i>Income.....</i>                                                                            | <i>20</i> |
| <b>4.3. Gender Gaps related to Procedures.....</b>                                                   | <b>22</b> |
| 4.3.1. <i>Education.....</i>                                                                         | <i>22</i> |
| <i>Higher education.....</i>                                                                         | <i>22</i> |
| <i>School.....</i>                                                                                   | <i>23</i> |
| 4.3.2. <i>Free time, non-formal education, culture, and sport.....</i>                               | <i>24</i> |
| 4.3.2.1. <i>Free time and space.....</i>                                                             | <i>24</i> |
| 4.3.3. <i>Healthcare, Access to healthcare services.....</i>                                         | <i>25</i> |
| 4.3.4. <i>Decision making processes.....</i>                                                         | <i>26</i> |
| 4.3.4.1. <i>Kareli Municipality Gender Equality Institutional Mechanism and Legal Framework.....</i> | <i>26</i> |
| 4.3.4.2. <i>Women's participation in Kareli municipality.....</i>                                    | <i>26</i> |
| <b>4.4. Gender Gaps related to Distribution.....</b>                                                 | <b>28</b> |

|                                                                                                 |           |
|-------------------------------------------------------------------------------------------------|-----------|
| 4.4.1. Infrastructure and access to services.....                                               | 28        |
| 4.4.1.1. Road.....                                                                              | 28        |
| 4.4.1.2. Transport.....                                                                         | 29        |
| 4.4.1.3. Gasification and alternative energy.....                                               | 29        |
| 4.4.1.4. Water supply and sewerage.....                                                         | 30        |
| 4.4.1.5. Waste management/cleaning.....                                                         | 31        |
| <b>5. Gender Mainstreaming Methodology.....</b>                                                 | <b>32</b> |
| <b>5.1. Planning of Desk Review.....</b>                                                        | <b>33</b> |
| <b>5.2. Planning of Field Research/Survey.....</b>                                              | <b>33</b> |
| <b>5.3 Method and Size of the Survey.....</b>                                                   | <b>34</b> |
| 5.3.1. details about the interviewees.....                                                      | 35        |
| 5.3.2. Limitations of the Survey.....                                                           | 35        |
| <b>6. Gender Mainstreaming Policy and Action Plan.....</b>                                      | <b>36</b> |
| <b>6.1 Policy Goals and Commitments.....</b>                                                    | <b>37</b> |
| 6.1.1 Goal 1 — Enabling Environment for Land Degradation Neutrality (LDN).....                  | 37        |
| 6.1.2 Goal 2 — Sustainable Land Management and Rehabilitation.....                              | 37        |
| 6.1.3 Goal 3 — Knowledge Management and Capacity Building.....                                  | 38        |
| <b>6.2 Local Priority Commitments — Infrastructure and Services in Kareli Municipality.....</b> | <b>38</b> |
| <b>6.3 Institutional Arrangements.....</b>                                                      | <b>39</b> |
| <b>6.4 Action Plan Matrix.....</b>                                                              | <b>39</b> |
| <b>6.5 Adoption, Resourcing and Review.....</b>                                                 | <b>43</b> |
| <b>7. Implementation, Monitoring and Evaluation.....</b>                                        | <b>43</b> |
| <b>7.1. Capacity building.....</b>                                                              | <b>43</b> |
| <b>7.2. Legislation and regulation.....</b>                                                     | <b>43</b> |
| <b>7.3. Finance and human resources.....</b>                                                    | <b>43</b> |
| <b>7.4. Awareness-raising.....</b>                                                              | <b>44</b> |
| <b>7.5. Monitoring and performance assessment.....</b>                                          | <b>44</b> |
| <b>8. Conclusion.....</b>                                                                       | <b>45</b> |
| <b>8.1. Key findings from survey (local community).....</b>                                     | <b>45</b> |

|                                                                                 |           |
|---------------------------------------------------------------------------------|-----------|
| <b>8.2. Opportunities.....</b>                                                  | <b>46</b> |
| <b>Annex 1. Updated Questionnaire for Focus Groups with Municipalities.....</b> | <b>48</b> |
| <b>Annex 2. List of Interviewees.....</b>                                       | <b>53</b> |

# 1. Introduction

---

The international community has widely recognized that land degradation is major concern for countries as land resources provide food security, sustainable livelihoods, and economic growth. Georgia has depicted clear determination to resist land degradation as well as advance land management systems by moving forward with a number of baseline activities, including its accession and implementation of relevant international agreements and adoption of related policies and laws, including the National Environmental Action Plan (NEAP), National Biodiversity Strategy and Action Plan (NBSAP), National Action Plan (NAP) of United Nations Convention to Combat Desertification (UNCCD), Third National Communication (TNC) of United Nations Framework Convention on Climate Change (UNFCCC), a new agricultural strategy and a new national forest policy.

The proposed project: : “Generating Economic and Environmental Benefits from Sustainable Land Management for Vulnerable Rural Communities of Georgia” will contribute to implementation of Kakheti and Shida Kartli<sup>1</sup> Regional Strategies and Agriculture Development Strategy of Georgia (2017-2020)<sup>2</sup>. Both strategies underline decreasing of soil fertility due to the improper land management as acute problem for agriculture development and poverty reduction in rural communities.

**The overall objective of the project** is to develop and strengthen SLM practices and build capacity for their application for the protection of natural capital in Georgia.

The Project consists of the following three **Project Components**:

1. Creating an enabling environment at municipal scale for achieving Land Degradation Neutrality (LDN) Country Voluntary target;
2. Pilot implementation of measures avoiding degradation, intensifying sustainable land management practices and land rehabilitation to improve ecosystem functions and services;
3. Knowledge Management and Capacity Building.

**The project area** covers parts of Kakheti and Shida Kartli regions of Eastern Georgia where desertification has been accelerated by human activities, causing widespread severe erosion.

The particular pilot areas were selected according to the Georgia’s National Action Program to Combat Desertification (NAPCD)<sup>3</sup> and the Georgia’s Third National Communications to the UNFCCC<sup>4</sup>. Both policy documents define the municipalities of Kvareli, Sagarejo, Gori and Kareli as most vulnerable to Climate Change and land degradation. The said four most vulnerable municipalities have been selected

---

<sup>1</sup> Regional Development Strategy of Shida Kartli (*Khashuri, Kareli, Gori, Kaspi Municipalities*) Region 2014-2021 // Approved by the Government of Georgia- Ordinance #1364 of September 17, 2013.  
[http://www.mrdi.gov.ge/sites/default/files/shida\\_kartli\\_regional\\_development\\_strategy\\_2014-2024\\_0.pdf](http://www.mrdi.gov.ge/sites/default/files/shida_kartli_regional_development_strategy_2014-2024_0.pdf)

<sup>2</sup> Agriculture Development Strategy of Georgia 2015-2020 // Approved by the Government of Georgia - Ordinance #167 of February 11, 2015 / see *Share of Agriculture in GDP in Table 1: Sown Area, Livestock Numbers, and Share of Agriculture in GDP 1990-2013*.  
<http://www.moa.gov.ge/Ge/Public/Strategy/8>

<sup>3</sup> Second National Action Program of Georgia to Combat Desertification 2014-2022 / Approved by the Government of Georgia- Decree #742 of December 29, 2014.  
[https://www.rec-caucasus.org/files/publications/pub\\_1481807666.pdf](https://www.rec-caucasus.org/files/publications/pub_1481807666.pdf)

<sup>4</sup> Third National Report of Georgia On the Implementation of the UN Convention to Combat Desertification (2006) / Ministry of Environment Protection and Natural Resources of Georgia, 2006.  
<http://archive.unccd.int/cop/reports/centraleu/national/2006/georgia-eng.pdf>

as the Project pilot municipalities according to values and coefficients of vulnerability indicators for Georgia<sup>5</sup>.

As part of the pilot project, it is vital to recognize the gaps between policy commitments and action, and the need for a comprehensive, inclusive, and equitable approach. More specifically, realization of gender equality and the empowerment of women and girls will make a decisive and cross-cutting contribution to progress successfully implement the actions to the current project. Thus, a Gender Action Plan (GAP) shall be made within all four municipalities. For the current paper, Kareli Municipality will be focused on. A gender mainstreaming approach will be best undertaken towards addressing challenges of land degradation as well as sustainable land use. Thus, the activities provided throughout the project shall be evaluated in terms of specific criteria and integrated into mediation and participation processes that will consider the different needs of male and female populations.

Moreover, various processes have been conducted that comprised mainly of in-country meetings; stakeholder consultations involving representatives from several ministries and government departments, civil society, academia, research institutions, local non-governmental organizations (NGOs) and international organizations; a desk review of key reports, publications, websites, surveys and in-person interviews for accurate information on the gender related aspects in Kareli; and then a series of multi-stakeholder workshops.

This Gender Action Plan is grounded in the comprehensive existing institutional and policy framework that exists in Georgia. The document depicts the priorities of UN SDGs at national level, aimed at promoting the implementation of SDGs and introducing evidence based national policy according to the 2030 agenda. Moreover, gender related policies are improved as per Municipal Authorities (MAs) in areas such as women's participation in decision making, leadership, empowerment, and gender mainstreaming. The GAP fully reflects provisions of Global Environment Facility (GEF) Policy on Gender Equality and is prepared in guidance to advance gender equality in GEF projects and programs.

The current gender study under the project will include gender-mainstreaming recommendations to ensure that gender consideration is properly considered in nature-based urban development with a view of national gender equality legislation<sup>6</sup> and existing nationwide gender equality barriers and obstacles. Gender Action Plan (GAP) elaborated under this project will be following GEF policy as well as with national legislation of Georgia and approaches of REC Caucasus. GAP will include the actions addressing the Kareli Municipality.

---

<sup>5</sup> Assessment of Vulnerability Profile Indices for Georgia (2012) / by DrDarkoZnaor // Identification and Implementation of Adaption Response to Climate Change Impact for Conservation and Sustainable Use of Agro-biodiversity in Arid and Semi-arid Ecosystems of South Caucasus / Report was carried out with support from the REC Caucasus and was funded by European Commission under the "Environment and Sustainable Management of Natural Resources, Including Energy Programme", 2012.  
[https://www.rec-caucasus.org/files/publications/pub\\_1481807488.pdf](https://www.rec-caucasus.org/files/publications/pub_1481807488.pdf)

<sup>6</sup> **Gender Equality Act (2010)** // Law of Georgia on Gender Equality of 26 March, 2010 (*Official Gazette of Georgia – Legislative Herald of Georgia* (LHG), web-page: [matsne.gov.ge](https://matsne.gov.ge), Ref.: 2844-Is, Registration Code No. 010.100.000.05.001.003.962/ Consolidated Version as of 19.02.2019 as modified by 8 amending Laws) - [Unofficial Translation in English] <https://matsne.gov.ge/en/document/view/91624>



## 2. National Policy and Legal framework

---

### 2.1 Environmental Policy (Land Resource)

Georgia's regulatory framework for the environment defends its security, safety, and preservation. Thus, below are listed a number of national strategies, plans and conventions related to land resource and degradation:

#### **Law on Environmental Protection**

Main objectives of the law are:

- a) Define norms and principles in the field of environmental protection;
- b) protect the main human rights as set by Georgian Constitution relevant to environmental protection – to provide healthy living environment and use of the natural and cultural environment;
- c) ensure by State the environmental protection and sustainable use of natural resources, safe environment for human health relevant to the ecological and economic interests of the society and taking into consideration the interests of current and future generation;
- d) promote insurance of biological diversity, maintenance the country-specific flora and fauna rare, endemic and endangered species, protection of marine environment and ensure ecological balance;
- e) maintain and preserve indigenous landscapes and ecosystems;
- f) ensure legal solution of environmental problems globally as well as regionally;
- g) ensure development of the country in sustainable conditions.

Several legal norms identified in the legislation was formed by legislative act proposed by EU Council and by conclusions of “Rio Declaration on Environment and Development” adopted by Rio de Janeiro Conference on Environment and Development, “Agenda 21 - United Nations Sustainable Development Programme” and “Sustainable Forest Management”. In addition, the law integrates the basic requirements of international treaties and agreements in the field of environmental protection and rational use of natural resources, such as conventions on “Climate Change”, “Biological Diversity”, “Protection of the Black Sea Against Pollution”.

Environmental law regulates the planning mechanism (system), which includes a long-term strategic plan (the National Strategy for Sustainable Development), five-year plan (the National Environmental Action Programme) and Environmental Management Plan on production activities in each facility on a voluntary basis. The law also established that Environmental Action Programmes should be drawn up at regional, local, and institutional levels.

Important to note, XII and XIII chapters of the law considers biodiversity protection and preservation issues. Law states that natural ecosystems, landscapes, and areas should be protected from contamination, damage, degradation, and depletion

## **Law of Georgia on Determination of the Designated Purpose of Land and on Sustainable Management of Agricultural Land (No. 4849-IIS of 2019)**

This Law regulates issues related to the designated purpose of land, determines the categories of agricultural land and the procedure for changing such categories, as well as the principles of sustainable management of agricultural land, and the status and the legal grounds for the activities of the Legal Entity under Public Law called the National Agency for Sustainable Land Management and Land Use Monitoring operating under the Ministry of Environment Protection and Agriculture of Georgia. The purpose of this Law is to ensure the rational use and protection of land, to facilitate the development of the land market, and to create legal grounds for drawing up a balance sheet for land and for registration, intended use and state monitoring of agricultural land resources.

**The laws, on "Wildlife", "Protected Areas System", Georgian "Red List" and "Red Book", "Water", "Environmental Impact Permit", "Ecological Expertise", "Forest Fund Management" and the Georgian Forest Code**, are part of the environmental legislation governing the protection of the environment, including protection and use of environmental components.

Laws on "Wildlife" and the "Red List" and "Red Book" cover legal issues of protection and use of only wild animals and wild plants (including endangered species).

From the above-mentioned laws on protection and sustainable use of biodiversity and landscape diversity, especially noteworthy is the "Protected Areas systems". According to the law, the purpose of the protected areas system is:

- a) A long-term protection of bio-geographical units to ensure continuous development of natural processes;
- b) A protection and restoration of natural ecosystems, landscapes and living organisms;
- c) A protection of genetic resources of the species covered by the "Red List", endangered wildlife and plants and maintenance of biodiversity;
- d) A conservation of unique and rare organic or inorganic natural formations; 23
- e) A protection of the territories under the active zones of influenced by erosion, floods, avalanches, landslides, as well as surface and underground water formations, flow and discharge areas for the protection of human impact;
- f) A maintenance and restoration of historical and cultural landscape, characteristic landscapes of architectural and archaeological complexes;
- g) A creation of appropriate field conditions at the priceless and irreplaceable objects territories for educational and scientific research purposes;
- h) An insurance of favorable conditions in natural and historical-cultural environment for recreation reasons, health care and tourism;
- i) A promotion of protection, restoration and development of traditional agricultural activities and folk arts for preservation of original historical-cultural environment;
- j) A stimulation of agricultural, industrial, transportation and energy use areas and natural resource-efficient economic activities.

In terms of agrobiodiversity and sustainable agriculture, particularly interesting are such categories of protected areas, as protected landscape, and multiple use areas.

According to the law, a protected landscape can be established for the protection of as natural as natural-cultural landscape formed because of the harmonious interaction of manmade and natural environment having national importance, esthetically distinctive value, for preservation of living habitat, recreational-tourism, and traditional agricultural activity. Within the protected landscape fishing and hunting and establishing the hunting farm are permitted. Protected landscape needs extensive land areas of national importance and/or aquatic territories, where origin natural-cultural landscape stands out with high historical and esthetic value. Setting a variety of zones within the landscape is possible.

As for areas of multiple use, according to the law, they will be developed in compliance with environmental needs oriented on organized and renewable use of natural resources for agriculture. Multiple use areas need larger areas of land and/or aquaporins, which represent the base for water accumulation, forest and grazing productivity, hunting, fishing, spreading of wildlife, as well as the necessary foundation for tourism. National wide unique natural formations should not be at such territories. Fishing, hunting and establishment of hunting farm is permitted at the multiple use areas. To ensure the permanence and guaranteed use of renewable natural resources, it is possible to allocate the various permissible proportions of nature protection and multiple use areas.

Multiple use lands can be used as needed for creating around the state reserve, national park, national monument, and the reserve for establishing the so-called buffer zone. In turn a buffer zone targeted to provide natural protection and its balanced activity of sustainable development, as well as for generating local financial income.

It is to be noted, that either of the above-mentioned categories of territory can contain areas not representing government owned areas, such as settled land, private agricultural land, along with non-agricultural land and other. Hence, the law sets that government body \_ the Agency of Protected Areas, is directly responsible for management of protected lands should only manage them with the cooperation of other departments (local governing bodies). However, the Agency of Protected Areas does not have the right to manage multiple use lands. Agricultural areas and farmlands within protected territories and multiple use lands can be used for conservation of agrobiodiversity, as well as to provide sustainable agricultural production (including organic farming).

### **Georgian Law on "Spatial Planning and Urbanization"**

The main Legislative Act regulating the field of Spatial Planning - The Law "Spatial Planning and Urbanization" sets the spatial planning, principles, priorities, objectives and tasks, spatial-territorial planning and planning documents forms and roles in territorial development. According to the law [Article 2, paragraphs "a", "c"], spatial planning represents unity of conditions and processes of legislation on formation of the territories of the physical environment and infrastructure, spatial planning, as state and local policy, spatial planning documents, involving physical and legal entities to identify the unity of conditions and processes, as regards spatial-territorial planning represents the activity, which, among other things, regulates land use, environmental protection and spatial conditions of recreation, infrastructure, and also, the spatial aspects of economic development.

Noteworthy, that in the field of spatial planning based on acting legislation, the spatial categories (multiple-use areas) (natural-landscape areas) the buffer zones and protected landscape to be

established by the legal and institutional point of view represent not conflicting, but mutually complimenting concepts. To confirm the above mentioned besides the spatial planning and the acting norms in the field of environmental protection, according to the "protected areas" law [Article 18, paragraph 4] states that APA, being directly in charge of the Protected Areas Management, is not authorized to manage the categories of protected areas, such as protected landscape and multiple use areas.

### **Organic Law of Georgia “Local Self Governance Code”**

Organic law “Local Self Governance Code” put in place in 2014 determines that exclusive (self) frame authority of self-governing bodies, which they carried according to the established rules, independently and at their own risk. According to the organic law such authority extends to local natural resources, including water and forest resources and municipality-owned land resources management as stated by law; municipal spatial planning and the determination of the relevant standards and regulations; Urban planning documents, including the general land use plans, urbanization regulation plans, use of settlement areas and approval of regulations. 25

### **Legislation on Regional Development**

Up to date, there is no legislation in Georgia regulating regional development. This is largely due to the fact that the legislation does not define regions, as administrative entities.

Regionalization of the country, in turn, is jeopardized by the Georgian Constitution, Article 2, paragraph 3, which states that the prerogative of the legislature of the state territorial arrangement regulation only be recognized after the full restoration of Georgian jurisdiction throughout the entire territory of the country. Hence, the regionalization principles require legislative changes. In this regard, setting policy directions, the relevant legislative proposals for making/adopting and handling fall under the authority of the Georgian Parliament.

### **Georgian Law on “Civil Security”**

The aim of the law is: a) Just regulation of civil security in Georgia; b) Protection of civilian live, health and property, as well as government, municipal, individual and legal entity property and the environment; c) regulation of relations between the entities of a common system, as well as their rights, obligations and responsibilities; d) the provision of a uniform system and organization of its activities, including creation of fire-rescue units; e) fire prevention, extinguishing and emergency-rescue organization and implementation procedures, emergency prevention, response, mitigation and elimination of consequences.

### **Current Legislation in the Field of Agriculture and Food Security**

The normative acts of agriculture and food security legislature:

The Law on "Soil Protection" (1994)

The Law "On Pesticides and Agrochemicals" (1998)

The Law "On Vine and Wine" (1999)

The Law "soil conservation and fertility restoration and improvement" (2003)

The Law on "New species of plants and Animals" (2010)

The Law "Food/Animal food safety, Veterinary and Plant Protection Code" (2012)

The above legislative acts regulate agriculture and food-related legal norms, but apart from the "Soil Protection" and "soil conservation and fertility restoration and improvements" laws, none of them have a direct relation to desertification/land degradation issues.

### **Laws on "Soil Protection" and "Soil Conservation and Fertility Restoration and Improvement"**

The mentioned legislative acts regulate legal issues pertaining to protection of soil protection, soil conservation, soil fertility restoration and improvement.

Particularly, the objectives of the Georgian law on "Soil Protection" are:

- a) To ensure the soil integrity, fertility growth and maintenance;
- b) Determine the land users, land owners and government responsibility in order to create the conditions for soil conservation and environmentally friendly production;
- c) Prevent the negative consequences of the use of soil fertility growth products, which endanger the soil itself, human health, flora and fauna;
- d) Ensure the protection of subalpine and alpine meadows by preservation of endemic vegetation and soil in the highlands;
- e) Facilitate the coordination of activities in the field of reclamation in order to obtain high and stable yields on ameliorated lands. 26

The law (Articles 7 and 8) is very important as it applies restrictions in the field of conservation of soil and fertility restoration and improvements.

The law (Article 12) defines the competent authority of soil conservation and fertility restoration and improvement as the MOA, which according the law has a right to:

- inspect the condition of soil fertility, importing rules of fertility raising products, regulations and rules for their use, as well as the status of agrochemical, agro-forestry, irrigational, phytosanitary, sanitary measures and protection of other Georgian regulatory acts;
- Inspect the efficiency and condition of soil conservation and productivity raising measures;
- Inspect soil contamination by radionuclides, heavy metals and toxic elements, entomological, helminthological, bacterial and viral factors and the effectiveness in measures taken of the agreement with the MOENRP of Georgia;
- Require limiting or stop agrochemical, agro-forestry, reclamational, plant protection and other measures from the farmers, if they do damage to the environment or to any lands belonging to other governing bodies.

Majority of normative acts regulated by the law (norms and rules of import, storage, realization and rational use of agrochemicals; regulations on soil fertilization intensity; recommendations on complex measures for protection of soil against erosion; regulations on soil conservation and fertility monitoring; rules of removal, management, use and recultivation of top-soil; conservation rules of agricultural lands degraded as a result of toxic waste and radioactive pollution; national programme on soil protection and raising of fertility) are operational, with the exception of the most important act, The State Supervision of Land Protection and Use. Despite a number of irregularities "soil conservation and fertility restoration and improvement" is at present the only active legislative act that directly regulates the range of land degradation and desertification issues. 28

### 2.2.1. National Policy Documents

1. **Georgia's Second National Biodiversity Strategy and Action Plan - NBSAP (2014-2020)** aims at protection and rehabilitation of unique eco-systems, diversity of species and genetic resources of Georgia through sustainable use and management of biological resources and an equitable distribution of the benefits<sup>7</sup>.
2. **Agricultural and Rural Development Strategy of Georgia (2021-2027)** and **Georgia's Agricultural and Rural Development Strategy's Action Plan (2021-2023)**: The project is in line with newly adopted Strategy and Action Plan and contributes to their implementation.
3. In 2019, Government of Georgia approved **National Document for Sustainable Development Goals (2020-2030)**. The document depicts the priorities of UN SDGs at national level, aimed at promoting the implementation of SDGs and introducing evidence based national policy according to the 2030 agenda. The process of nationalization of goals was commenced in 2015. Following long consultations, considering the challenges and the national context of the country, internal priorities of the UN SDGs have been determined and a number of targets have been adjusted to Georgia.
4. **EU-Georgia Association Agreement**: Association with the European Union is the cornerstone of Georgia's foreign and internal policy. Under the EU-Georgia Association Agreement, Georgia recognizes the importance of ensuring the conservation and the sustainable management of natural resources to contribute to Georgia's economic, environmental, and social objectives.
5. In 2016, Georgia joined the **Land Degradation Neutrality Target Setting Programme (LDN-TSP)**, committing to establish national voluntary targets for LDN and identifying transformative projects to achieve these targets. The proposed project will provide support to the Georgian government in fulfilling the LDN national targets.
6. In December 2018 Georgia joined the **International Treaty on Plant Genetic Resources Important for Food and Agriculture (ITPGRFA)**. Convention aims at the conservation and sustainable use of all plant genetic resources for food and agriculture and the fair and equitable sharing of the benefits arising out of their use, in harmony with the Convention on Biological Diversity (CBD), for sustainable agriculture and food security.

## 2.2 Gender-related Policy

Gender equality has been a vital component to be achieved in Georgia, therefore efforts in improving its legal and institutional frameworks has been a fundamental goal. Under Article 11, the Constitution ensures the right to equality of all persons and prohibits discrimination based on sex and gender. Moreover, it obliges the State to provide equal rights and opportunities for men and women, as well as to take special measures to ensure the essential equality of men and women and to eliminate inequality.

Some vital legislation grounded in gender-rights include the Law on Gender Equality and the National Action Plan on Gender Equality. In addition, the Gender Equality Council has been converted into the Standing Body of the Parliament. In terms of institutionalization of gender equality work at the municipal level, in 2016 the Law of Gender Equality was amended (the Article 13 of the Gender Equality Law and article 24 of Organic Law of Georgia local Self-government Code). The amendment compels all municipalities to appoint the gender focal points at the executive level and to establish

---

<sup>7</sup> Currently preparation for development of Georgia's Third National Biodiversity Strategy and Action Plan - NBSAP (2021-2027) is underway.

gender equality councils at the legislative level. According to the recent data, 64 municipalities have established gender equality institutional mechanisms.

In the framework of the – the Beijing Declaration and Platform for Action (BPfA), Georgia took on the obligation of ensuring progress in all 12 areas of concern, while the ratification of CEDAW without reservations in 1994 obliged the country to nationalize and implement its provisions. The CEDAW concluding observations on Georgia<sup>8</sup> call on the State to ensure the effective implementation of its laws on gender equality and the elimination of all forms of discrimination and to take measures to enhance the implementation of gender equality laws and policies through effective enforcement mechanisms.<sup>9</sup>

The Constitution of Georgia, the Anti-Discrimination Law of Georgia (2014)<sup>10</sup> and the Gender Equality Law of Georgia (2010) have been considered umbrella local documents covering gender equality concerns together with the above-mentioned three international instruments. The Constitution declares Georgia a “social state” and underlines the principles of social justice, social equality, and social solidarity within society.<sup>11</sup>

Apart from the national legislation, the Government of Georgia adopted the 2014-2020 Human Rights Strategy and the short-term Action Plans (HR NAP) for the periods 2014-2016, 2016-2017 and 2018-2020, each of which includes the main activities and results in the different critical areas of human rights, including gender equality (as a separate chapter). The HR NAP makes references to the National Action Plan on Combating Violence against Women and Domestic Violence and Measures to be implemented for the Protection of Victims (Survivors) (VAWG/DV NAP) and the National Action Plan for the Implementation of the UN Security Council Resolutions on Women, Peace, and Security (WPS NAP), which are stand-alone national action plans.

---

<sup>8</sup> CEDAW Committee, Concluding observations on the combined fourth and fifth periodic reports of Georgia (24 July 2014). CEDAW/C/GEO/CO/4-

<sup>9</sup> Ibid., para. 11(a).

<sup>10</sup> Georgia, Law of Georgia on the Elimination of All Forms of Discrimination (2014)

<sup>11</sup> Georgia, Constitution of Georgia (1995), art. 5.2. Available at <https://matsne.gov.ge/en/document/view/30346?publication=35>.

# 3. Factors And Trends In Gender Conditions At National And Municipal Levels

---

The current Gender Action Plan is founded on a holistic gender analysis that acknowledges the gender-differentiated roles, gaps, and opportunities in the Georgian territory of Kareli. The holistic nature of the gender analysis not only emphasizes discrepancies between men and women, in certain situations and contexts, but aids in the comprehension of the existing complex social environment. The goals and actions proposed in the GAP are more comprehensive in scope, therefore have the potential to link the identified gaps, as well as uncover new opportunities for women and men that depend on land resources, not only in Kareli, but the entirety of Georgia.

## 3.1. National Factors and Trends: sex-disaggregated data

With a population of over 3,7 million (52% Women and 48% Men) and, according to Georgian National Statistics, an increasing GDP per capita of over 4.500USD and GDP real growth rate of 5%, Georgia has an unemployment rate of 18,5% by 2020.

According to the UN Women special report titled [“Analysis of the Gender Pay Gap and Gender Inequality in the Labour Market in Georgia”](#), gender pay gap still remains as a great challenge for Georgia by 2020. The gender pay gap for wages in Georgia is 17.7% and the gap is increased to 37,2% when the monthly salaries are considered, thus indicating that monthly salaries of employed women made up only 62.8% of the monthly salaries of employed men.<sup>12</sup> It is vital to consider that the Corona virus would add onto the existing gap.

Income is a vital static to consider tackling gender inequalities. The gender pay gap for wages in Georgia is 17.7% and the gap is increased to 37.2% when the monthly salaries are considered.<sup>13</sup> For the scope of the GAP, economic activity related to agriculture shall be discussed. According to Georgian National Statistics, average monthly earning for the field of agriculture, forestry, and fishing in the country amounts to 630,700 GEL for women and 899,900 GEL for men. Although women are actively involved in the conservation and sustainable management of natural resources at the national level, their experiences are not documented or recognized, especially at local level.

### 3.1.1. Agriculture

As per the farming and food, Georgia is primarily an agricultural country, where both men and women are crucial participants and contributors to agricultural development. Both sexes function as important decision-makers in agrobiodiversity, as they make judgements concerning the planting, harvesting,

---

<sup>12</sup> The data and statistics of the 2020 report has been based mostly on the data of the year 2017. The brief on the [“Analysis of the Gender Pay Gap and Gender Inequality in the Labour Market in Georgia”](#) is available at: <https://georgia.unwomen.org/en/digital-library/publications/2020/03/gender-pay-gap-issue-brief>

<sup>13</sup> The data and statistics of the 2020 report has been based mostly on the data of the year 2017. The brief on the [“Analysis of the Gender Pay Gap and Gender Inequality in the Labour Market in Georgia”](#) is available at: <https://georgia.unwomen.org/en/digital-library/publications/2020/03/gender-pay-gap-issue-brief>



and processing of crops, which, in turn, effect the land resources as well as its degradation. Failure to consider these differences of gender roles and their importance may also lead to the marginalization of a major sector of society and a large part of the agricultural workforce. To exemplify, at the local and national level, Georgian women face gender inequalities in relation to agricultural production. According to studies<sup>14</sup>, the social status of women in rural areas remains low, gender stereotypes persist and there is low awareness on existing gender inequalities. This implies a rigid division of gender roles and decision making within the household and family farming. Such factors can be found thoroughly discussed in the annex based on the in-depth interviews conducted with the female and male farmers and local municipality officers in the 4 pilot regions, including the Kareli Municipality.

### 3.1.2. Politics

As for the political arena in Georgia, parliamentary elections in 2016 and 2017 local elections resulted in only 15% women MPs and less than 14% of women in local councils and only one woman out of 64 directly elected mayors. However, Gender quotas were introduced in Georgia as part of a package of constitutional changes adopted in late June 2021. According to the change, parties must include a candidate 'of a different gender' at least every fourth place in their party lists. This is due to increase to one in every three candidates by 2028, but the measure also influenced women's representation in politics in a positive way even during the limited capacity by 2020. As a result, parliamentary elections on 31 October 2020 were the first elections in Georgia to include some form of gender quota and 30 women parliamentarians out of 150 seats (20% women MPs)<sup>15</sup>, yet which is still lower than the European and Central Asian countries' average for women MPs<sup>16</sup>.

## 3.2. Factors and Trends on Regional Level: Kareli Municipality

Kareli municipality is located in the central part of Georgia on the plain part of Shida Kartli. The borders of municipality from the east is Gori, from the west is Khashuri, from the north it's Znauthi and from the south Borjomi. Area of the municipality - 687.9 km<sup>2</sup> and Population - 55 285 in total.

Based on the information provided by statistics of Georgia, as of January 1, 2021, the population of Kareli Municipality is 47,600 people.

Kareli Municipality includes one district center and 82 registered villages, which are united in 18 administrative units.

The administrative center is Kareli, the administrative units are: Urbnisi, Ruisi, Agara, Bebnisi, Kekhijvari, Khvedureti, Akhalsopeli, Mokhisi, Dvani, Zghuderi, Bredza, Ftsa, Dirbi, Breti, Abisi, Avlev, Giganti.<sup>17</sup>



<sup>14</sup> FAO (2018). Gender, Agriculture and Rural Development in Georgia: <http://www.fao.org/3/ca0577en/CA0577EN.pdf>

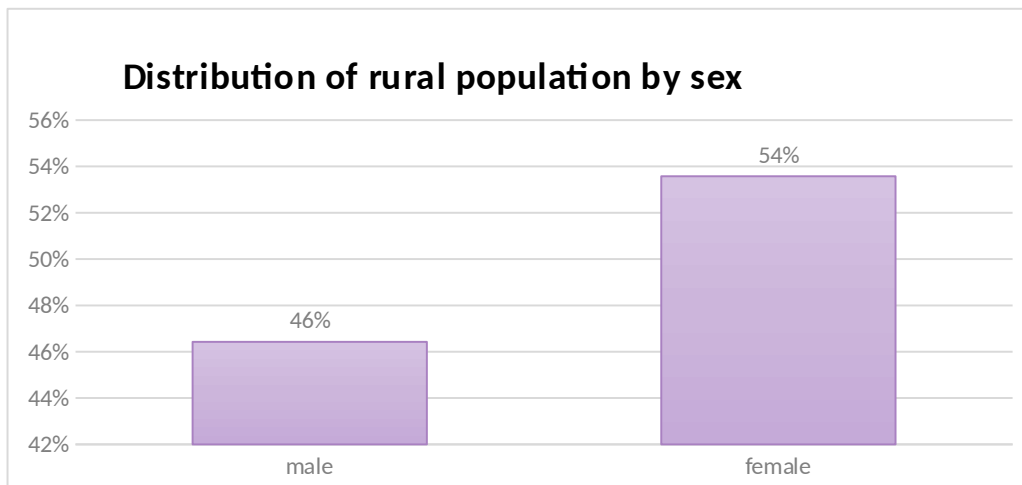
<sup>15</sup> The data have been calculated based on the women parliamentarians (elected by 2020) portrayed under the website of the Parliament of Georgia since the GEOSTAT did not update the data by the time of research. Available at: <http://www.parliament.ge/en/parlamentarebi/women/qalebi-parlamentshi-23.htm>

<sup>16</sup> According to the 2020 Human Development Report of Georgia, the average for European and Central Asia for women MPs is 23.1% and it is even above the recent percentage of women MPs in the Parliament of Georgia.

### 3.2.1. Population

The information provided by Kareli Municipality in 2021, shows that 54% of the population living in 82 villages of the 18 administrative units of the municipality are men 46% and 54% women.

The number of people living in municipality has increased by 15% Compared to 2014, however the number of people living in urban areas has decreased by 31% and the number of people living in rural areas has increased by 30%.



**Chart 1 Distribution of rural population of Kareli Municipality by sex**

<sup>17</sup>Administration of State Representative – Governor of Shida Kartli,  
<http://shidakartli.gov.ge/ge/municipalities/index/4>

# 4. PROJECT-SPECIFIC GENDER INFORMATION and CONSIDERATIONS

---

## 4.1. Gender roles

According to FAO, gender roles, is the social definition of women and men. They vary among different societies and cultures, classes, ages and during different periods in history. Gender-specific roles and responsibilities are often conditioned by household structure, access to resources, specific impacts of the global economy, and other locally relevant factors such as ecological conditions. Men and women act differently, because of their socially ascribed roles; therefore, they have different sets of knowledge and needs. Often gender roles may attribute to gender inequality by limiting access of certain features, knowledge, and opportunities.

In Georgia, mostly males function as household heads (63%) taking charge of financial situation, while women function under a caregiving role and household chores<sup>18</sup>. However, women generally have the primary responsibility of providing their families with food, water, fuel, medicines, fibers, and other products. Often, they need to rely on a healthy and diverse ecosystem for a cash income. As a result, rural women are the most knowledgeable about the patterns and uses of local biodiversity. Yet, these same women are often denied access to land and resources, mostly stemming from gender roles.

## 4.2. Gender Gaps Related to Recognition

### 4.2.1. Households

It is important to showcase, the division between heads of households as according to gender roles it is mostly the function is allocated to males. Couple with leading the households often financial means as well as various ownerships fall into male counterparts. Thus, adding onto the distribution gap between males and females

There is no data about the overall number of households available in the municipality either on the webpage of the National Statistics Office of Georgia or at the disposal of the municipality.

Based on the survey carried out by the representatives of the City Hall according to a specially elaborated questionnaire shows that head of households of 67% are run by men.

---

<sup>18</sup> National Statistics Office of Georgia (Geostat), 2022

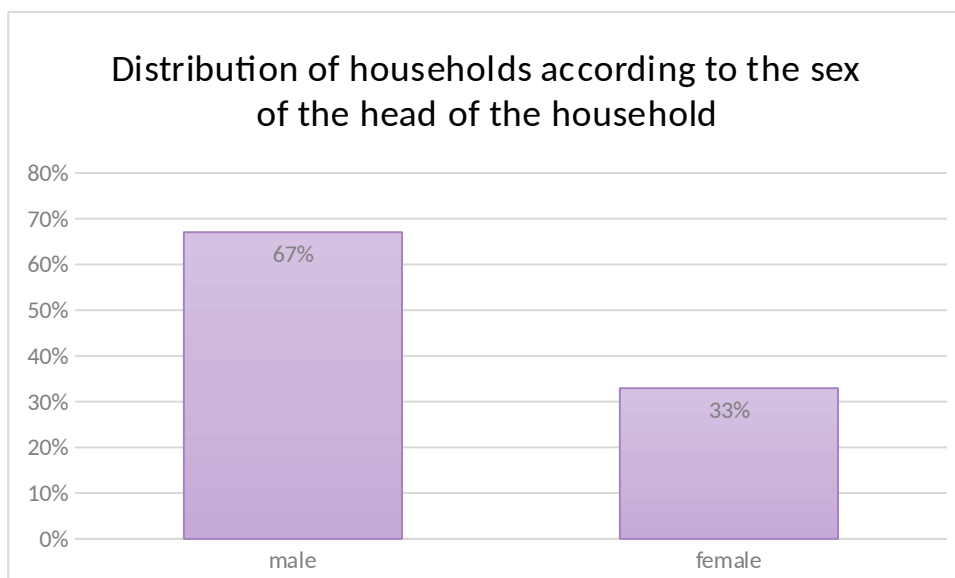


Chart 2 Distribution of households according to the sex of the head of the household

### 4.2.2. Income

The main source of income for the population in Kareli Municipality is agriculture (42%), livestock and poultry (30%), cereal crops (10%) and others.

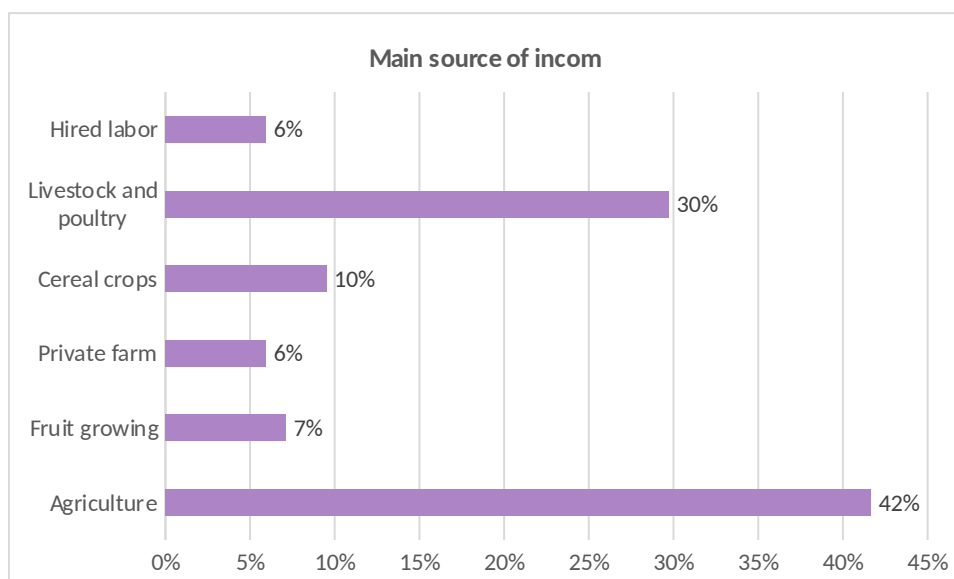
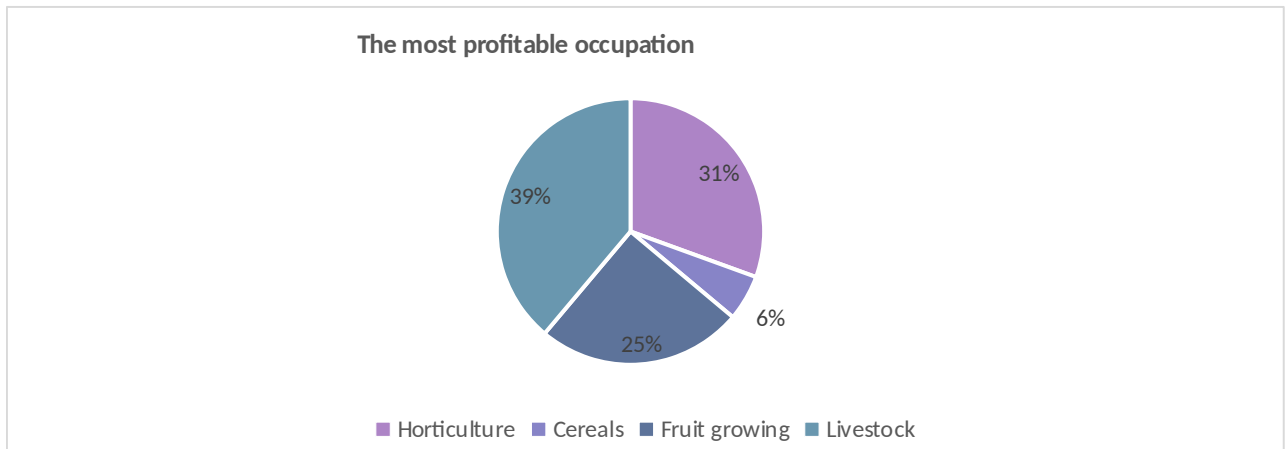


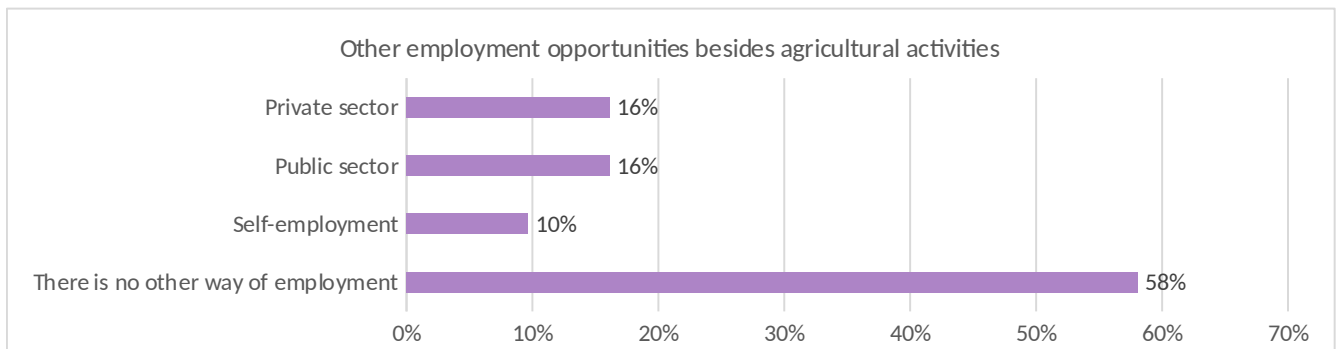
Chart 3 Main source of income

Livestock (39%), horticulture (31%), fruit growing (25%) are considered to be the most profitable type of agriculture in the villages of Kareli Municipality.



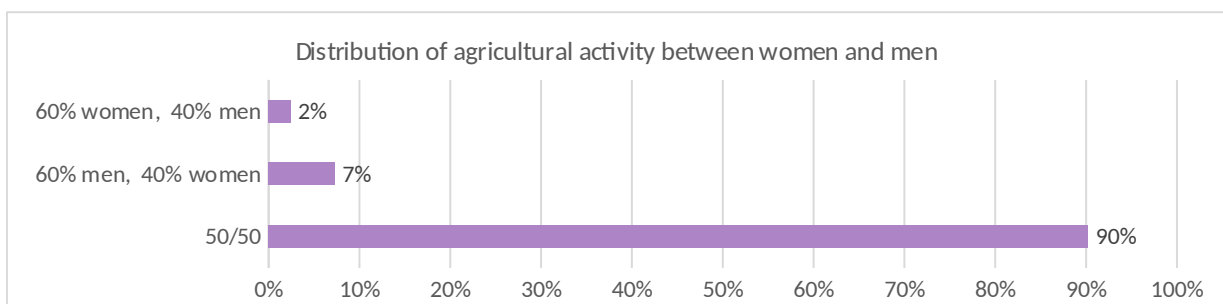
**Chart 4 The most profitable occupation**

According to the mayor's representatives, 58% of the villages have no other employment opportunities than agriculture, 16% of the villages have employment opportunities in the private sector, 16% in the public services (school, kindergarten), and 10% is self-employed. In the case of employment in the private sector, the most often named work places are - shop, pharmacy, bakery.



**Chart 5 Other employment opportunities besides agricultural activities**

90% of mayors believe that agricultural activities are equally distributed equally between women and men, while 7% believe that men work harder, with only 2% of mayor representatives notice that women contribution in agriculture is higher.



**Chart 6 Distribution of agricultural activity between women and men**

Given the fact that the most lucrative activities in Kareli Municipality are livestock, horticulture, fruit growing, and the share of women in this field is quite large, especially in horticulture, we can say that the role and labor of women is negligible, which indicates a lack of gender sensitivity.

In agriculture, the most commonly used agricultural machinery is mowing (43%), while 57% of villages lack the equipment for cultivating the land.

The leading sector of the municipality is agriculture. Significantly, agronomist services are not available in a large proportion of villages (77%). At the same time in the municipality, one of the leading sectors is livestock. Access to veterinary services is provided by 92% of the villages.

Half of the villages (50%) have no opportunity to get news, additional information and knowledge on modern agricultural technologies. The population receives information mostly (27%) from the Internet, and from television and brochures (24%).

According to the mayor's representatives, the monthly income of people living in rural areas is quite low. It ranges from 50 to 800 GEL for men and 30 to 500 GEL for women. According to the information provided by the representatives of the City Hall, the income of men is slightly higher than the income of women by 27%. Given the fact that almost 100% of the mayor's representatives are men, their opinion may be subjective, and therefore the difference between male and female incomes may be even greater, given that, according to Geostat, the national gender pay gap in 2020 was 32.4%.

It should be noted that the number of women migrants exceeds the number of male migrants, hence the share of women in remittances sent by migrants from abroad to families is higher.

### **4.3. Gender Gaps related to Procedures**

When it comes to participating in farm related activities, women face constraints as they have more caregiving responsibilities. During the interviews, women emphasized the struggles they face when it comes to participating in certain activities as they have children dependable on their care. As a result, in the course of the focus group discussions, many highlighted the necessity of monetary compensation concerning childcare. Nevertheless, the establishment of resources allocated explicitly for childcare has still not been formalized in the majority of environmental initiatives. The extra burden of domestic work and caregiving limits the economic autonomy of these women, who find themselves at a disadvantage in terms of access, management, and enjoyment of the resources of time, work, and income.

#### **4.3.1. Education**

##### **Higher education**

The share of women, with higher education in the villages of Kareli Municipality is 10% higher, than the share of men with higher education

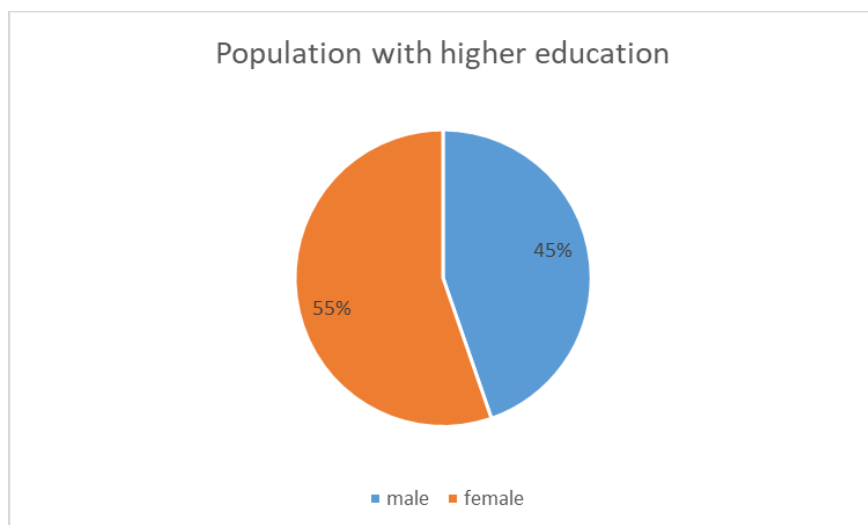


Chart 7 Population with higher education

## School

The information, provided by the representatives of the mayor about the number of schoolchildren in the villages, shows that the number of schoolgirls at all levels in the schools of Kareli Municipality exceeds the number of schoolchildren. 2% in total. See chart 11 and table 5.

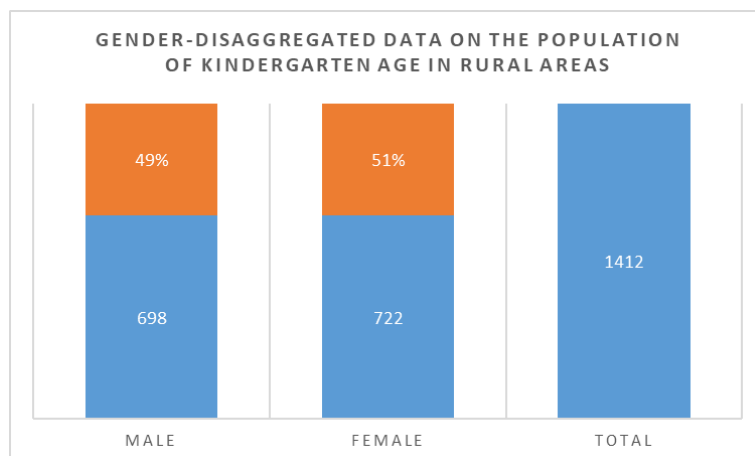
Only 25 of the villages in the municipality have schools. In the villages where the school is not functioning, the children are educated in the neighboring village schools. They are transported by a school bus.

| Gender-disaggregated data on school students |     |      |                           |     |      |                                    |     |      |
|----------------------------------------------|-----|------|---------------------------|-----|------|------------------------------------|-----|------|
| Elementary level (1-6) classes               |     |      | Basic level (7-9) classes |     |      | Intermediate level (10-12) classes |     |      |
| total                                        | boy | girl | total                     | boy | girl | total                              | boy | girl |
| 1639                                         | 813 | 826  | 808                       | 398 | 410  | 839                                | 402 | 437  |

Table 8 Gender-disaggregated data on school students

### Kindergarten

According to the representatives of the mayor of Kareli municipality, there are kindergartens in 15 villages of the municipality with 1072 children. In total there are 1412 children (boys-698, girls-722) children in kindergarten (2 to 6 years old). See chart 12.



In villages where there are no kindergartens, children use kindergartens located in a neighboring village, which is about 1

to 11 kilometers away. Unlike schools, part of the kindergarten is served by transport. Children move on foot or by private transport.

24% of kindergarten children do not go to kindergarten. The reason why such a large number of children do not go to kindergarten, the mayor's representatives name two main reasons: the long distance and the problem of transport; Village Koda Vardisubani - "10% don't do to kindergarten, there is no transport"; Village Kheoba " 70% don't go to kindergarten, because of the long distance"; Chandres - "67% don't go to kindergarten, because of the long distance".

#### 4.3.2. Free time, non-formal education, culture, and sport

The infrastructure in the villages of the municipality is not properly arranged for cultural-cognitive or sport activities.

According to the representatives of the mayor of the municipality, in a small number of villages, which have the building of the House of Culture, does not function and therefore no events are held.

**The library** functions in only 2 villages - Dirbi, Berdzenauli. In the village Berdzenauli there is a library located in the community center, equipped with computer and internet. The library of the village Dirby is not equipped with computer and internet.

**Art groups.** Only 3% of village children have the opportunity to engage in art groups (music, dance, choir). There is an opportunity to participate in art circles in the municipal center, however, due to the long distance, the children of the municipality are deprived of participation in art groups.

**Sports groups.** 23% of the villages in the municipality have the opportunity to engage in sports in the following activities - wrestling, judo, football. Except for the villages, there are the same sections in the municipal center in Kareli and also for families who have the opportunity to have children / young people go to Gori.

There is no indoor sports hall in any village. There are instead open stadiums or other outdoor spaces on the territory of schools for sport activities. The vast majority of sports stadiums are designated for football. In certain cases, there are stadiums for basketball and volleyball.

Due to gender-segregated sports and gender stereotypes in society, only boys (53%) use stadiums. In the villages where there is a stadium, most of the boys use it. The small number of girls involved in sports activities mainly play volleyball, rarely basketball and other games (Mayor's representatives did not specify what is meant by other games) where the stadium allows it. It is important to have other alternative spaces in the village where women / girls will have more opportunities to engage in sports activities. Such is the case, for example, with open gym, which are in only 25% of the villages.

**It is also important to improve the gender policy of the municipality in the field of sports, which would help eliminate gender stereotypes, equal opportunities and healthy living environment in the municipality.**

##### 4.3.2.1. Free time and space

Main gathering places for the population of the villages are the so-called "Birjha", stadium, square, school, village center. Women / girls and men / boys have different opportunities for leisure.



Mayor's representatives point out that the majority of men (65%) spend their free time on the so-called "birjha". As for women in the opinion of the mayor's representatives, the perception of women spending free time is completely different. They note that women spend their free time at home, 59% are engaged in family activities and in rare cases, 18% move out of the family to talk to each other. Literally a woman's free time is again related to the family, family activities.

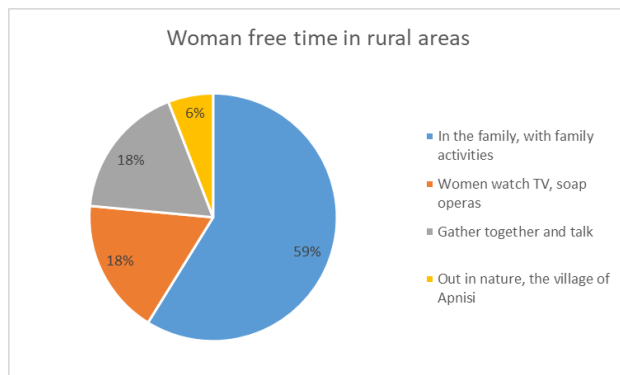


Chart 9 Women free time in rural areas

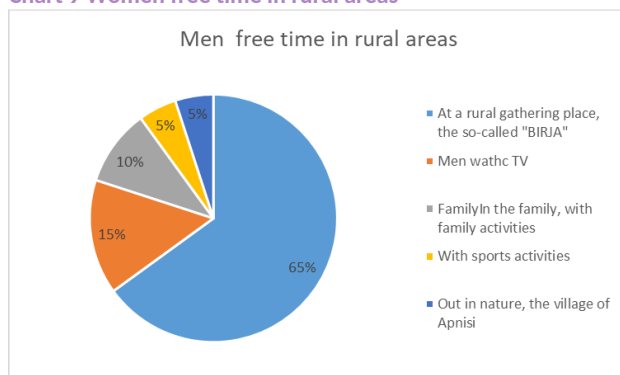


Chart 10 Men free time in rural areas

As for the use of free time by young people and children, although the information was not provided in a gender context, the data available from the mayor's representatives show that in this case, too, there is gender coloration. Young people and children are more engaged in sports activities in their free time, while girls have less access to sports and mainly boys are involved in sports - football, judo, wrestling and others. Mayor's representatives generally point to games, and none of the questionnaires show the use of computers and the Internet, social media entertainment neither in adults, nor in young people and in children. Which requires additional research.

#### 4.3.3. Healthcare, Access to healthcare services

In the villages of Kareli Municipality, the population receives primary healthcare at the village ambulance from a family doctor and a nurse.

Mayor's representatives provided information about the ambulatories in 63 villages out of the 83 villages. According to the information provided, 71% of the villages are not equipped with the ambulatory. Where there is no ambulatory, the population receives services in a neighboring village.

Mayor's representatives assess the service of medical staff mostly positively, although there is an insufficient number of medical staff in some ambulatories. In

addition, in some villages the doctor comes once, twice or three times in a week. There is a problem in the ambulatory infrastructure. Some of them need to be repaired, some have problems with access to water and the sewerage system.

Lack of municipal transport is an obstacle to receiving ambulatory services, especially for people with disabilities and retirees who are unable to move independently or find it difficult to get there due to unsatisfactory health. There is also the problem of accessibility for women with young children and parents of children with disabilities.

#### 4.3.4. Decision making processes

##### 4.3.4.1. Kareli Municipality Gender Equality Institutional Mechanism and Legal Framework

According to the #23 resolution of Kareli Municipal City Council, the Gender Equality Council of Kareli municipality was established on March 30, 2018<sup>19</sup>, which is chaired by the Head of the City Council. The Council is comprised of 10 members (4 female, 6 male), which includes both the public servants employed at the City Council as well as at the City Hall. The member of the Council is also an NGO. The gender equality action plan 2021-2023 for Kareli municipality has been adopted under the Sakrebulo resolution<sup>19</sup>.

##### 4.3.4.2. Women's participation in Kareli municipality

Although women's representation has increased throughout the country following the 2021 local self-government elections amid the introduction of legislative gender quotas, among others in Kareli municipality, the number of male decision-makers is significantly exceeding the number of females both in Kareli Municipal City Council and the City Hall. Women at Sakrebulo are mainly employed as specialists.

Out of the 27 members of the Kareli municipal Sakrebulo 5 are female (19%) and 22 are male (81%). The head of Sakrebulo is a male, his deputies are 2 male, 1 female. There are a total of 18 people holding political positions at the Sakrebulo, out of which 3 are female (17%), 15 are male (83%). There are 5 commissions at the Sakrebulo, 1 of which is chaired by a female, while 4 others – by men. The two factions are both chaired by men. A male chief of Sakrebulo staff is holding a managerial position. Out of a total of 10 public servants 7 are female, 3 are male, while 2 of the persons employed under a labor contract are male, 1 is a female.

| №  | Kareli municipal Sakrebulo <sup>20</sup> |       |     |
|----|------------------------------------------|-------|-----|
|    | Position                                 | Women | Men |
| 1. | Member of Sakrebulo                      | 5     | 22  |
| 2. | Opposition members of Sakrebulo          | 2     | 8   |
| 3. | Person holding political position        | 3     | 15  |

<sup>19</sup> [http://ginsc.net/uploads/docs/eb7e9487d42fca29b5a16ce5985085e2.pdf?fbclid=IwAR2phzgWI-cq66scfE5uqMkg9VL5CF-D\\_1Fyf7kcLIOclJqyGXqrw4Bzw-A](http://ginsc.net/uploads/docs/eb7e9487d42fca29b5a16ce5985085e2.pdf?fbclid=IwAR2phzgWI-cq66scfE5uqMkg9VL5CF-D_1Fyf7kcLIOclJqyGXqrw4Bzw-A)

<sup>20</sup> Number of letter: 105-105213504 date: 16/12/2021

|     |                                        |   |   |
|-----|----------------------------------------|---|---|
|     |                                        |   |   |
| 3.1 | Chair of Sakrebulo                     | 0 | 1 |
| 3.2 | Deputy Chair of Sakrebulo              | 1 | 2 |
| 3.3 | Chair of commission                    | 1 | 4 |
| 3.4 | Chair of factions                      | 0 | 2 |
| 4.  | Person holding managerial position     |   |   |
| 4.1 | Chief of staff                         | 1 | 0 |
| 4.2 | Head of service                        | 0 | 0 |
| 4.3 | Head of department                     | 0 | 0 |
| 5.  | Professional officer                   | 7 | 3 |
| 6.  | Person employed under a labor contract | 1 | 2 |

Table 3 *Gender statistics of Sakrebulo employees*

Kareli municipal Mayor is a male. The Mayor has two deputies: 1 male, 1 female. The total number of persons employed on managerial positions stands at 15 (10 male, 5 female), including heads of service (4 male, 2 female) and heads of department (5 male, 3 female). Only the number of female public servants (specialists) exceeds the number of men at Kareli City Hall. Out of the 49 [public servants] 20 are male, 29 – female. There are 8 persons (7 male, 1 female) employed under a labor contract at the City Hall, while the number of persons employed under an administrative contract stands at 40 (23 male, 17 female).

| <b>Municipal City Hall (Kareli)</b> |                                         |       |     |
|-------------------------------------|-----------------------------------------|-------|-----|
|                                     | Position                                | Women | Men |
| 1.                                  | Persons holding political positions     | 1     | 2   |
| 1.1                                 | Mayor                                   |       | 1   |
| 1.2                                 | Deputy Mayor                            | 1     | 1   |
| 2.                                  | Person employed on managerial positions | 5     | 10  |
| 2.1                                 | Head of service                         | 2     | 4   |
| 2.2                                 | Head of department                      | 3     | 5   |
| 3.                                  | Public servant (specialist)             | 29    | 20  |

|    |                                               |    |    |
|----|-----------------------------------------------|----|----|
| 4. | Person employed under labor contract          | 1  | 7  |
| 5. | Person employed under administrative contract | 17 | 23 |

Table 4 Gender Statistics of City Hall Employees

## 4.4. Gender Gaps related to Distribution

### 4.4.1. Infrastructure and access to services

#### 4.4.1.1. Road

Proper road infrastructure is important for household development, income growth, access to services and socialization. For women, who typically have lower incomes, have less access to their own means of transportation. Moving on a faulty road causes discomfort as well as the need for additional financial resources. For low-income families and women, most of the families are low-income in villages, it reduces women's mobility, development, access to services, and the well-being of themselves and their families. Defective road infrastructure is especially problematic for people with disabilities and families with young children, all of whom require wheelchair access.

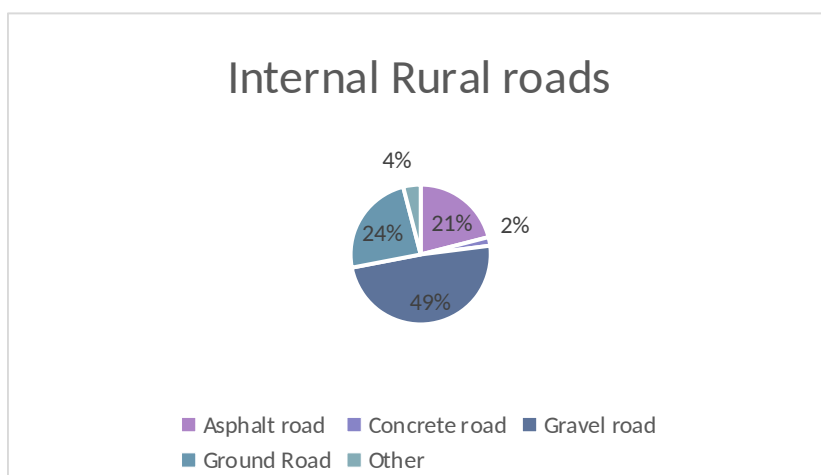


Chart 11 Internal Rural roads

The condition of the internal road infrastructure in the villages is mainly assessed quite negatively, as bad - 58% of the cases, very bad - in 11%, and only in 5% of villages rated as average.

**Drainage system** in Kareli municipality is ensured in 43% of the internal roads, it is partly ensured in 21% of the cases, while in other 36% there is hardly any drainage system on the roads of the villages. For those villages where it's already ensured, the main need is cleaning the drainage system.

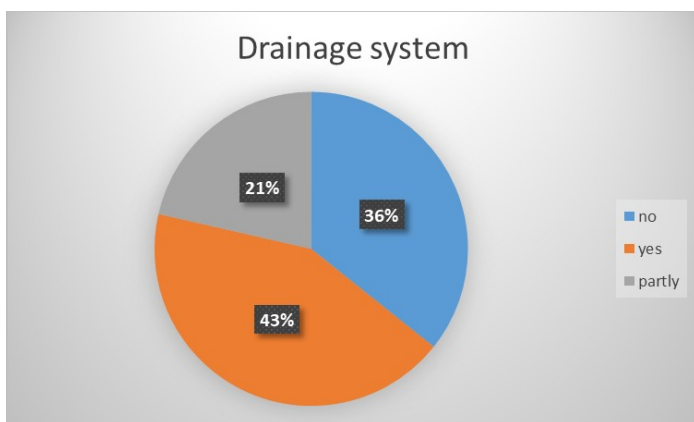


Chart 2 Drainage system

#### 4.4.1.2. Transport

No municipal transport operates in Kareli municipality. The population mainly uses private transport – micro buses, buses or private vehicles to travel and access various services.

The private transport available at the municipality – micro buses, buses – serve only 67% of the villages, while no private transport is available in 33% of the villages.

As for car owners, a large part of them throughout the municipality are male, 92% of the owners of the vehicles are male and 8% are female.

OWNERS OF VEHICLES

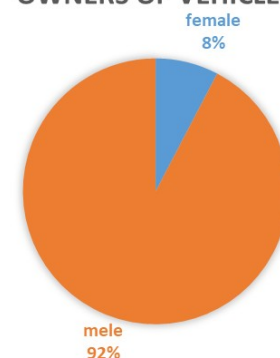


Chart 3 Owners of Vehicles

These data show that access to transport for women remains a significant challenge. Far fewer women than men have their own car. For the population, especially for women, the lack of municipal transport and the insufficient amount of private transport is a problem of movement and creates a barrier to access to various services (including health, education, etc.).

Therefore, it is important to develop municipal transport, scheduled in line with the needs of the local population, especially women/girls. Proper, safe municipal transport would contribute to increasing higher mobility among women, access to healthcare services, improve the quality of life and give the local population more self-esteem.

#### 4.4.1.3. Gasification and alternative energy

The absolute majority of the villages in Kareli municipality, which represents 96% of the families, has access to natural gas.

Despite that the majority of the villages in the municipality have been gasified, the number of households still use firewood stoves and in some cases gas heaters, remains the major source of heating in winter. 50% of the rural population uses firewood stoves for heating, 45% of households use gas heaters so called karma together with firewood stoves, and an average of 8% of households use

natural gas for heating. 6 % of the households in the municipality use natural gas for central heating, while 82% of households have firewood stoves as their main source of heating.

The fact that the families are still using firewood in winter despite the gasification, points at their low income, the families have no central heating or hot water, which would be more energy efficient, ecologically safe and alleviate the household workload of women.

It is important to note that some households (17 households) in Kareli Municipality use solar panels as an alternative energy source. Although the number of families using alternative energy is not that high, this is a positive trend anyway.

#### **4.4.1.4. Water supply and sewerage**

Access to water is particularly important for women considering the huge burden of responsibilities primarily in the village: household activities, water supply, sanitation and hygiene, and the welfare of the family. Lack of access to qualitative, constant water supply decreases women's quality of life and negatively affects their health conditions. The issue has become even more important amid the coronavirus pandemic.

In Kareli municipality, drinking water is supplied through the main pipeline to 56% of the villages, 59% of villages have an individual source of water supply. According to the representatives of the mayor of Kareli municipality, 92% of the water supply facilities in the villages are protected. The drinking water distribution system in some villages needs to be rehabilitated.

The distribution network of the villages is mainly arranged via polyethylene pipes, only one village (Dvani) was named, where the distribution network is arranged via polyethylene, cast iron and iron pipes.

### **Water and household activities**

Continuous distribution of quality water causes alleviation of family labor. The heavy burden of family labor falls mainly on women. Often women have to wash clothes or wash dishes in cold water by hand. Water supply disruption, especially in villages has a negative impact on women's health. In order to alleviate labor, families who can afford it buy washing machines even if there is no continuous distribution of water or have to accumulate water supplies and bring them from a long distance. If needed, women even pour water by hand in a washing machine to alleviate their labor even slightly.

In the villages of Kareli municipality, 63% of households own a washing machine, however a small number of households own a dishwasher - only 5%.

It's also noteworthy the availability of hot water in the kitchen and bathroom, see chart 9.

These data indicate the burden of family labor in difficult conditions, which is dissatisfying and needs to be leveled up.

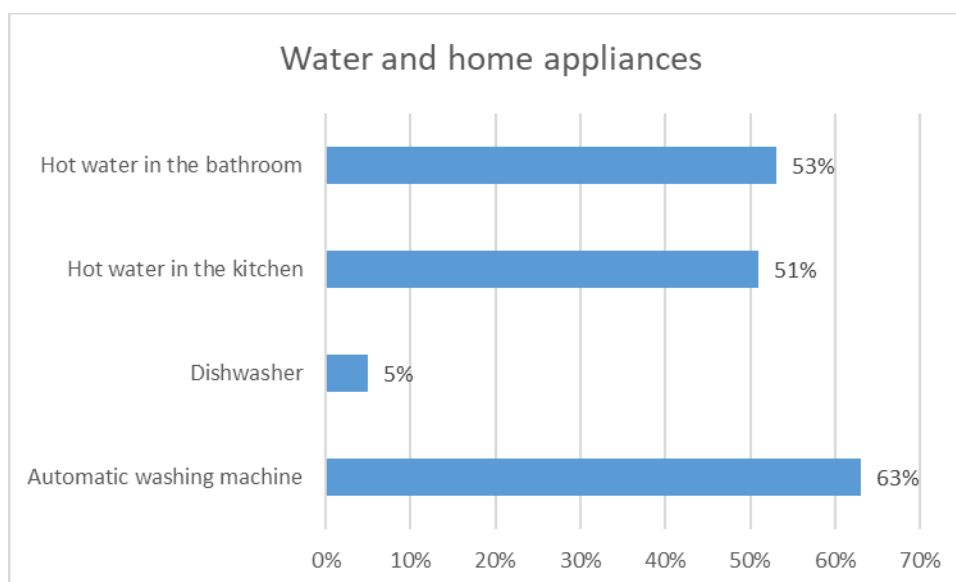


Chart 4 Water and home appliances

#### 4.4.1.5. Waste management/cleaning

The situation is difficult concerning the waste management in the villages of the municipality. The population throws household rubbish in bins the number of which is not sufficient in the majority of the villages.

Removal of waste from bunkers is happening daily only in one small town, Agara. In the rest of the cases, garbage is taken out three times a week (12%), twice (60%), once a week (20%).

The problem is the lack of landfills. In some cases, the waste is dumped in ravines, which are not further cleaned.

Women typically manage household waste. It is important to improve municipal waste management policy / infrastructure, involve women in waste management and raise public awareness in this area.

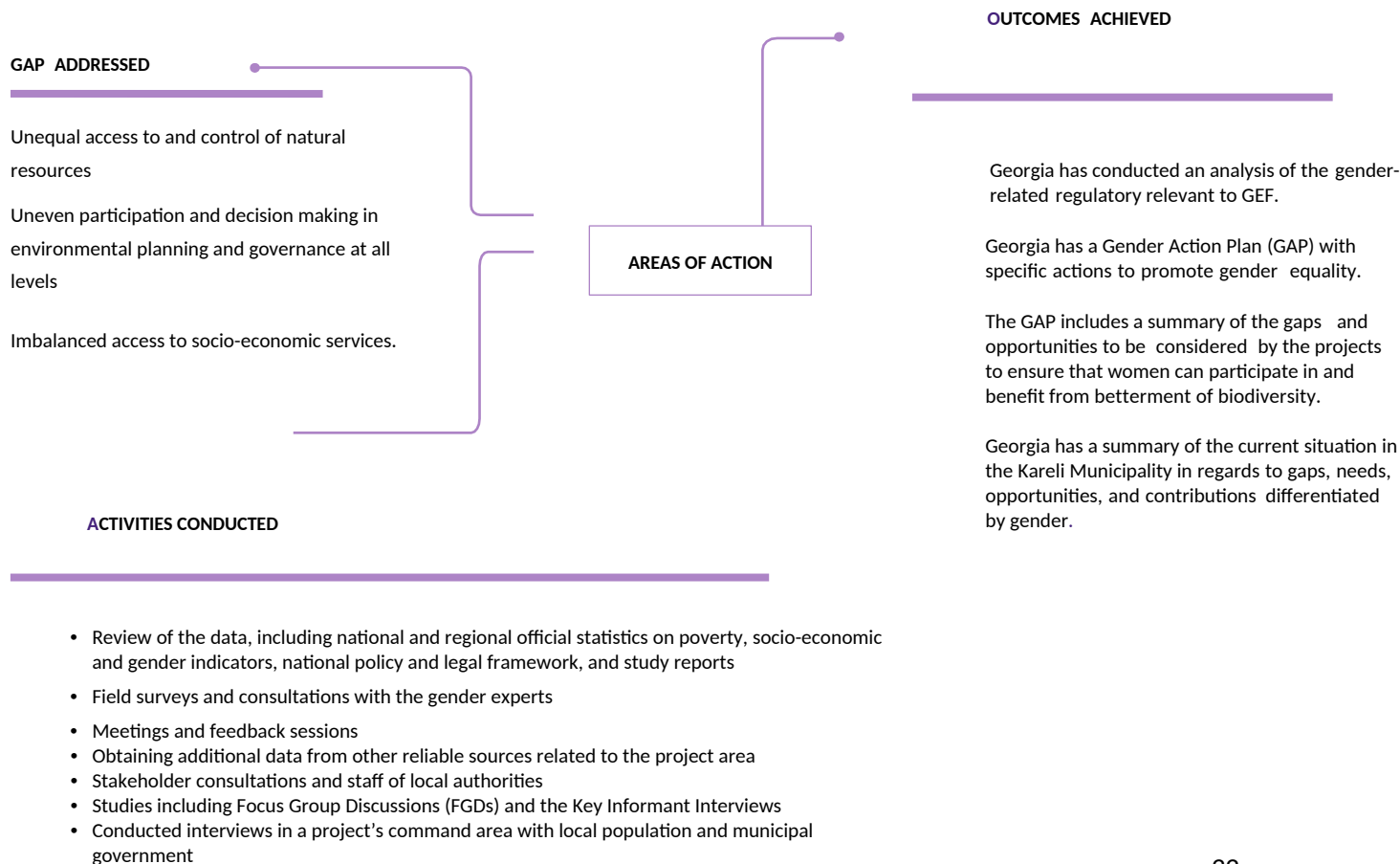
# 5. Gender Mainstreaming Methodology

The GAP has been prepared with the assistance of Global Environment Facility (GEF) guidelines and Regional Environmental Centre for the Caucasus (REC Caucasus). The GAP development process was based on 3 components of the project: (a) creating an enabling environment at municipal scale for achieving Land Degradation Neutrality (LDN) Country Voluntary target; (b) pilot implementation of measures avoiding degradation, intensifying sustainable land management practices and land rehabilitation to improve ecosystem functions and services; (c) knowledge Management and Capacity Building.

The GAP development process shall be focused on three main gaps areas that addresses the relevant considerations of Kareli Municipality. The areas include: (a) unequal access to and control of natural resources; (b) uneven participation and decision making in environmental planning and governance at all levels; (c) imbalanced access to socio-economic services.

It is important to stress that the three areas of action are interrelated; consequently, the methodology applied was based on a theory of change that identified the activities needed to achieve the expected outcomes (see table 1).

TABLE 3. SUMMARY OF THE PROCESS FOR THE DEVELOPMENT OF THE GAP AND ACHIEVED OUTCOMES





## 5.1. Planning of Desk Review

To determine specific actions and draft the GAP, the methodology combined a desk review, field research and data analysis together with interviews, field visits, awareness- raising workshops, and a national multi-stakeholder consultation. By combining these activities, quantitative and qualitative data were obtained, undocumented information identified, including case studies throughout the country, and different recommendations received on local, national, and institutional factors.

In order to set the picture, national and international reports and documents were searched during the desk review and will already be collected for this purpose. Gender Inequality Index and Reports at the local, national as well as global level will be the key resources. UN, WB, EUStat (Eurostat) will be reviewed periodically in comparison with the local statistics and data from the local resources such as GEOSTAT. Yet the quantitative data are to be analyzed with additional reports of the national government and local authorities. In-depth interviews with the key personnel, bureaucrats and municipal directors could be the key resources of information and guidance at their availability.

Furthermore, the disadvantaged groups and civil society organizations opinions could also be useful to portray the picture more accurately.

### Steps for Desk Review:

|   | Task(s)                                                                                                                      |
|---|------------------------------------------------------------------------------------------------------------------------------|
| 1 | Gathering data on gender equality / inequality at the local, national, and international level for Georgia                   |
| 2 | Mapping the existing Legislation on Gender Equality including relevant international agreements that are signed and ratified |
| 3 | Examining the gender analysis reports and mainstreaming documents for best examples (National & International)               |
| 4 | Online media research: Relevant news items and public interview(s)                                                           |
| 5 | Analytical comparison of the International and National Reports and Data                                                     |

## 5.2. Planning of Field Research/Survey

Field research was planned to take place in early July 2020 prior to the formulation of the Activity Plan. Municipalities of Kvareli, Sagarejo, Gori and Kareli were to be visited to have face-to-face in-depth interviews and focus group meetings for a gender equality field survey.

However, declaration of the global pandemic due to COVID-19 has been a force majeure situation that influenced the whole project as well as the gender equality field research planning. The pilot interviews took place online in July 2020, but the actual interviews were started by the end of September 2020 and continued until the 2020 Elections in Georgia. Due to election period as well as the harvesting season scheduling with the interviewees have had many delays. Until now there have been a series of interviews from 4 of the regions and some key findings have been implied. But the process has to be continued for a more effective needs assessment mapping. It is very crucial to make the interviews with relevant CSO and Cooperative representatives as well as young generation to have

an accurate plan. Snowball effect is also one of the key tools used during this process and several useful contacts are mentioned throughout the interviews.

Here is a plan organized prior to pandemic and has been conducting as online meetings at their availability as well as certain site visits.

|  | Focus Group to be Interviewed                                                                                                                                                                                                                         | Field    | Possible Days to be spent                                                              |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------------------------------------------------------|
|  | 1. Meeting with the project staff and REC office<br>2. Meeting with the National Gender Equality Commission<br>3. Possible visit to relevant CSOs and platforms                                                                                       | Tbilisi  | 1 day or 2 days (One of the meetings may possible be at the end of the field research) |
|  |                                                                                                                                                                                                                                                       |          |                                                                                        |
|  | 1.Meeting with the administration and key staff at the municipality<br>2. Focus group meetings with the target group and public (Relevant CSOs, Cooperatives and Platforms)<br>3. Possible visit to a relevant village to meet with the beneficiaries | Gori     | 2 days                                                                                 |
|  | 1.Meeting with the administration and key staff at the municipality<br>2. Focus group meetings with the target group and public (Relevant CSOs, Cooperatives and Platforms)<br>3. Possible visit to a relevant village to meet with the beneficiaries | Kareli   | 2 days                                                                                 |
|  | Review the in-depth interviews and field research                                                                                                                                                                                                     | N/A      | 1 day                                                                                  |
|  | 1.Meeting with the administration and key staff at the municipality<br>2. Focus group meetings with the target group and public (Relevant CSOs, Cooperatives and Platforms)<br>3. Possible visit to a relevant village to meet with the beneficiaries | Kvareli  | 2 days                                                                                 |
|  | 1.Meeting with the administration and key staff at the municipality<br>2. Focus group meetings with the target group and public (Relevant CSOs, Cooperatives and Platforms)<br>3. Possible visit to a relevant village to meet with the beneficiaries | Sagarejo | 2 days                                                                                 |
|  | <b>TOTAL Number of Days (Tentative)</b>                                                                                                                                                                                                               |          | <b>9 or 11 days</b>                                                                    |

## 5.3 Method and Size of the Survey

When were the interviews?

- ▶ Pilot Interviews: July 2020
- ▶ Interviews: Sept-Oct-Nov 2020 (Not finished)

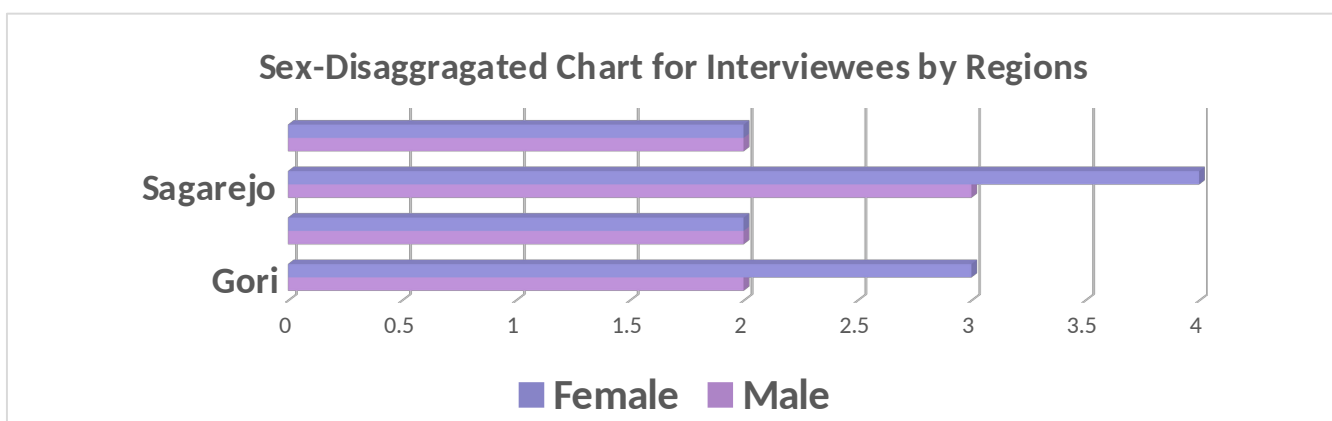
How many interviews?

- ▶ 9+1 Interviews (Focus Groups & Individuals)

|                                                             |
|-------------------------------------------------------------|
| ▶ 20 interviewees                                           |
| What are the details about the interview type and duration? |
| ▶ Focus Group of Interviewees: 2 or 3 interviewees          |
| ▶ Interview Duration: “40min to 2.5 hours”                  |

### 5.3.1. details about the interviewees

- 20 Interviewees in total (at least 10 more to be done)
- (11 females/ 9 males)
- 8 of them were officers at the designated 4 municipalities (All were females)
- 12 of them were farmers' family members (3 females/ 9 males)
- Age range from 13 to 68
- Other details acquired: Marital status, Residency as Birthplace, Dependents...etc.



### 5.3.2. Limitations of the Survey

Following are the major reasons for delay in the interview timeline and scaling down:

- Pandemic lock-downs since March 2019 till now (Resulted in the cancellation of the face-to-face interviews and field research and re-planning the online version of the needs assessment survey)
- Political elections in Georgia in October 2020 (Resulted in delays and cancellation of the interviews with the officers working at the municipalities and relevant organizations)
- Harvesting season in Fall 2020 (Resulted in delays and cancellation of the interviews with the farmers)

Based on these force major reasons, there has been many limitations on the survey. One of the major impact of these above mentioned causes, the scale of the survey is very limited and cannot fully represent the regions at a realistic scale. However, despite the quantitative limitations and lack of representation at the regional level, in-depth interviews provided invaluable key findings that confirm the reports at the national and international level as well as indicated the areas for further focus of research such as GBV and post-pandemic plans, which indeed in all regions have been under gender blind perspective both at the municipality officers level and farmers level of focus groups.

## 6. Gender Mainstreaming Policy and Action Plan

---

The Gender Action Plan is based on the gender roles, gaps and opportunities identified during the gender analysis, as well as the recommendations obtained from the field visits, awareness-raising workshops, and the consultation process with various stakeholders. The transformative potential of addressing these gender gaps and more effectively engaging women stems not only from the opportunity to engage more people in environmental efforts in terms of absolute numbers, but also from (i) the inclusion of unique skills, knowledge, and experiences of women, including their roles as primary users and stewards of many natural resources; and (ii) supporting women's roles to change the causal chain of environmental degradation from their involvement in governance and the public and private sectors, to their choices as consumers in the global market, to investment choices.

The GAP (Table 2) includes components in order to monitor the entire change process that will lead to the achievement of the proposed goals. In addition, the goals are accompanied with indicators that have both a quantitative and qualitative nature. The indicators function as vital particulars for the monitoring process. A column based on gaps addressed by the actions can function as a baseline for the monitoring process as well. Finally, the Plan includes the institutions that are expected to lead the implementation of the actions, together with strategic partners. The actions are harmonized with the policies, programs, and operational plans of each institution. The goals, expected outcomes, and actions included in the GAP are proposed to reduce specific gender gaps identified during the gender analysis.

The project activities will contribute directly and indirectly towards improving the condition of women by enhancing their capacity to participate in decision-making processes, and to engage in project activities that have the potential to improve their economic situation. Women will benefit particularly from skill development (education/training) and improved access to knowledge on agrobiodiversity, which will contribute increasing both the incomes and social capital of women.

A gender mainstreaming approach will be best undertaken towards integrated land degradation considerations into overall biodiversity, agriculture, and agro-tourism policies. Planning goals and their concrete application and implementation will be evaluated in terms of specific criteria. Expected gender study under the project will include gender-mainstreaming recommendations to ensure that gender considerations are properly considered with view of national gender equality legislation<sup>21</sup> and existing nationwide gender equality barriers and obstacles<sup>22</sup>.

---

<sup>21</sup> **Gender Equality Act (2010)** // Law of Georgia on Gender Equality of 26 March, 2010 (*Official Gazette of Georgia – Legislative Herald of Georgia* (LHG), web-page: [matsne.gov.ge](http://matsne.gov.ge), Ref.: 2844-Is, Registration Code No. 010.100.000.05.001.003.962/ Consolidated Version as of 19.02.2019 as modified by 8 amending Laws) - [Unofficial Translation in English]  
<https://matsne.gov.ge/en/document/view/91624>

<sup>22</sup> Gender Equality in Georgia: Barriers and Recommendations (2018). Parliament of Georgia.  
[http://www.ge.undp.org/content/georgia/en/home/library/democratic\\_governance/gender-equality-in-georgia.html](http://www.ge.undp.org/content/georgia/en/home/library/democratic_governance/gender-equality-in-georgia.html)

This Gender Mainstreaming Policy is issued by Kareli Municipality under the authority of the Kareli Municipal Sakrebulo, building on the legal basis set out in Section 2 (National Policy and Legal Framework) and the Kareli Municipality Gender Equality Council described in Section 4.3.4.1. It translates the gender analysis (Sections 3–4) and the Gender Mainstreaming Methodology (Section 5) of this report into binding policy goals, commitments, indicators and institutional responsibilities for the land and natural resource management sector, under the GEF/UNEP-supported project “Generating Economic and Environmental Benefits from Sustainable Land Management for Vulnerable Rural Communities of Georgia.”

## 6.1 Policy Goals and Commitments

### 6.1.1 Goal 1 — Enabling Environment for Land Degradation Neutrality (LDN)

Kareli Municipality, together with RECC and the project team, commits to:

- Review existing national and local policies and identify gaps in the protection and sustainable use of land resources, agrobiodiversity, and gender equality.
- Develop gender-responsive policy proposals integrating sustainable land resource use into national and local agriculture, environment and rural development policy.
- Convene round tables with regional/local government agencies, NGOs and women’s representatives to discuss the regulatory framework and gender analysis findings.

*Indicators:*

- At least two policy documents on sustainable agrobiodiversity use explicitly include gender-specific needs.
- Increased share of women in committees and organized groups on land resource protection.
- Number of projects/trainings in which a gender perspective was technically supported.
- Number of dedicated spaces created for women’s participation in structural decision-making.

### 6.1.2 Goal 2 — Sustainable Land Management and Rehabilitation

Kareli Municipality, together with RECC and the project team, commits to:

- Ensure the methodology for studying land degradation avoidance, sustainable land management and rehabilitation includes a gender lens on roles and needs.

- Develop gender-responsive guidelines for the sustainable management and harvesting of priority plant species, targeted at local communities, extension workers and younger farmers.
- Establish conflict-resolution mechanisms to improve relations between women and men and break gender stereotypes in farming.

*Indicators:*

- At least 50% of participants in capacity-development trainings are women.
- At least 50% of beneficiaries of improved resources/marketing opportunities are women.
- Increased number of women participating in technical farming-knowledge activities.

### 6.1.3 Goal 3 — Knowledge Management and Capacity Building

Kareli Municipality, together with RECC and the project team, commits to:

- Ensure equal participation of women and men in on-the-job training on agricultural land resource practices.
- Ensure awareness-raising materials reflect and challenge prevailing gender roles and stereotypes specific to the region.
- Deliver induction and capacity-building processes in a gender-responsive manner to increase women's accreditation in farming.
- Actively mobilize and encourage local women to participate in project activities, particularly capacity-building trainings.

*Indicators:*

- Awareness campaigns explicitly oriented toward breaking stereotypes and reinforcing women as change-makers.
- Number of gender equality programs/projects addressing environmental issues.
- Share of women producers benefiting from environmental financing mechanisms and receiving funding information.

## 6.2 Local Priority Commitments — Infrastructure and Services in Kareli Municipality

Building on the gender-differentiated infrastructure gaps identified in Section 4.4, Kareli Municipality commits to the following local priority actions:

- Roads and drainage: with internal roads rated bad (58%) or very bad (11%) and drainage systems absent on 36% of village roads, the Municipality commits to prioritizing road and drainage rehabilitation in its capital works program, starting with the worst-rated villages.
- Transport: as no municipal transport currently operates and 33% of villages have no private transport option, while 92% of vehicle owners are men, the Municipality commits to establishing a municipal transport service scheduled around women's needs for healthcare, education and market access.
- Energy and heating: despite 96% gas coverage, half of the rural population still relies on firewood for heating; the Municipality commits to supporting a transition to efficient heating — building on the 17 households already using solar power — through awareness campaigns and targeted assistance for low-income households.
- Water supply and household labor: with only 56–59% of villages served by piped or individual water sources, and washing machines (63%) and dishwashers (5%) still scarce, the Municipality commits to expanding reliable water-supply coverage and considering appliance-support programs that reduce women's unpaid household labor burden.
- Waste management: with daily waste collection available in only one town and no formal landfill infrastructure, leading to dumping in ravines, the Municipality commits to increasing collection frequency across villages and identifying formal landfill or transfer-station sites.
- Institutional continuity: the Municipality commits to fully implementing and monitoring the current 2021–2023 Gender Equality Action Plan, to increasing women's representation on the Gender Equality Council toward parity, and to preparing a successor plan before the current one expires.

## 6.3 Institutional Arrangements

The Kareli Municipality Gender Equality Council was established by Resolution #23 of 30 March 2018, chaired by the Head of the City Council and comprising 10 members (4 women, 6 men). A Gender Equality Action Plan for 2021–2023 has been adopted under Sakrebulo resolution.

Implementation responsibility is shared as follows: the Gender Equality Council provides oversight and coordination; RECC and the project team provide technical support and monitoring backstopping; relevant City Hall sectoral departments (infrastructure, social services, agriculture) implement the local priority commitments in Section 6.2; and Sakrebulo provides budget approval and formal policy endorsement.

## 6.4 Action Plan Matrix

Table 4 below operationalizes the goals set out in Section 6.1 through specific outcomes, actions, indicators and responsibilities.

TABLE 4. GENDER ACTION PLAN

| Component 1                                                                                                                                                                            | Creating an enabling environment at municipal scale for achieving Land Degradation Neutrality (LDN) Country Voluntary target                                                                                                                                                                                       |                                                                                                                                                                                                                                                               |                                                                                                 |                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Expected Outcome                                                                                                                                                                       | Actions                                                                                                                                                                                                                                                                                                            | Indicator                                                                                                                                                                                                                                                     | GAP addressed                                                                                   | Responsibility                                                              |
| 1.1. Projects that create sustainable economic opportunities for women and men and strengthen the conservation and sustainable management of forests within environmental institutions | 1.1 Analyze existing relevant national and local policies and identify gaps in protection and sustainable use of land resources provided by local agrobiodiversity, gender equality etc.                                                                                                                           | At least two policy documents addressing sustainable use of agricultural biodiversity will include gender-specific needs and ways to address them                                                                                                             | Unequal access to and control of natural resources                                              | RECC<br><br>Project team and experts<br><br>Municipalities of Kareli region |
|                                                                                                                                                                                        | 1.2. Develop policy proposals on integrating appropriate land resource usage in existing national and local policies on agriculture and other relevant sectors ensuring their gender responsiveness.                                                                                                               | Percentage of women involved in committees and organized groups related to the protection and conservation of Land resources<br><br>Number of projects and training processes in which the network provided technical support to include a gender perspective | Uneven participation and decision making in environmental planning and governance at all levels |                                                                             |
| 1.2 Process for strengthening restoration programs to incorporate a gender perspective                                                                                                 | 1.3 Organize round tables with participation of regional/local government agencies and non-governmental organizations working in agriculture, environment protection, rural development sectors with participation of female representatives to discuss findings of regulatory framework study and gender analysis | Number of special rooms created for women for structural decision making                                                                                                                                                                                      |                                                                                                 |                                                                             |
| Component 2                                                                                                                                                                            | Pilot implementation of measures avoiding degradation, intensifying sustainable land management practices and land                                                                                                                                                                                                 |                                                                                                                                                                                                                                                               |                                                                                                 |                                                                             |



|                                                                                        |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                       |                                                    |                                                                      |
|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|----------------------------------------------------------------------|
|                                                                                        | rehabilitation to improve ecosystem functions and services                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                       |                                                    |                                                                      |
| Expected Outcome                                                                       | Actions                                                                                                                                                                                                                                                                        | Indicator                                                                                                                                                                                                                                                             | GAP addressed                                      | Responsibility                                                       |
| 2.1 Process for strengthening restoration programs to incorporate a gender perspective | 2.1 Develop methodology of study on avoiding degradation, intensifying sustainable land management practices and land rehabilitation and ensure that it includes gender lens to analyze specific gender-related needs and roles in sustainable application of these practices. | At least 50% of farmers and local community representatives to participate in the capacity-development trainings are women;<br><br>At least 50% of farmers and local stakeholders benefitting from increased resources and improved marketing opportunities are women | Unequal access to and control of natural resources | RECC<br><br>Project team and experts<br><br>Municipalities of Kareli |
|                                                                                        | 2.2 Develop gender-responsive guidelines on sustainable management and harvesting of priority plant species and products and make them available to local communities and extension workers, with special attention on younger generation learning about farming.              | A number of women to participate in knowledge-based activities related to technical knowledge about farming                                                                                                                                                           |                                                    |                                                                      |
|                                                                                        | 2.3 Establish a mechanism to improve relations between women and men, and break gender stereotypes through conflict resolution workshops.                                                                                                                                      |                                                                                                                                                                                                                                                                       |                                                    |                                                                      |
| GOAL 3                                                                                 | Knowledge Management and Capacity Building                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                       |                                                    |                                                                      |
| Expected Outcome                                                                       | Actions                                                                                                                                                                                                                                                                        | Indicator                                                                                                                                                                                                                                                             | GAP addressed                                      | Responsibility                                                       |
| 3.1 Increased availability of gender responsive technical                              | 3.1 Ensure equal participation of men and women in the “on the job trainings” on agricultural land resource farming and practices                                                                                                                                              | Content of awareness raising campaigns are oriented on breaking stereotypes on conventional gender roles and                                                                                                                                                          | Imbalanced access to socio-economic services.      | RECC<br><br>Project team and experts                                 |

|                                                                                   |                                                                                                                                                                                                   |                                                                                                                                              |  |                          |
|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------|
| knowledge about land resource and capacity building in the municipality of Kareli | 3.2 Ensure that content of the awareness-raising materials reflects women's and men's gender roles, gender stereotypes and their impact on the society specifically relating to the Kareli region | reinforcing women's image as change-makers<br><br>Number of gender equality programs and projects that address environmental issues          |  | Municipalities of Kareli |
|                                                                                   | 3.3 Implement the processes of induction and capacity building of internal and external bodies in a gender-responsive manner, in order to increase women's accreditation in farming               | Percentage of women producers benefited by environmental financing mechanisms<br><br>Percentage of women who receive information on funding. |  |                          |
|                                                                                   | 3.4 Mobilize and encourage local women to participate in the project activities, specifically in the capacity building trainings                                                                  |                                                                                                                                              |  |                          |

## 6.5 Adoption, Resourcing and Review

This Policy takes effect upon its endorsement by the Kareli Municipal Sakrebulo and shall be implemented as an integral part of Kareli Municipality's gender equality and sustainable land management commitments. Implementation shall be resourced through the municipal budget alongside GEF/UNEP-supported project funding channelled through RECC, consistent with the implementation and monitoring arrangements set out in Section 7. The Kareli Municipality Gender Equality Council shall review progress against the indicators in Sections 6.1 and 6.2 at least annually and report to Sakrebulo, informing preparation of the Municipality's next Gender Equality Action Plan.

# 7. Implementation, Monitoring and Evaluation

---

A variety of policy measures, instruments, and incentives will be required to guarantee the effective implementation of GAP which is part of the project: "Generating Economic and Environmental Benefits from Sustainable Land Management for Vulnerable Rural Communities of Georgia" Several relevant tools and mechanisms identified through consultations with stakeholders are briefly described below for gender-responsive activities:

## 7.1. Capacity building

Capacity building a necessary step toward implementation of the aforesaid actions as it functions as a conceptual approach to social or personal development. Capacity building focuses on understanding the obstacles that inhibit people, Governments, international organizations, and non- governmental organizations from realizing their development goals while enhancing the abilities that will allow them to achieve measurable and sustainable results. For the current GAP, capacity building involves three enabling conditions necessary to implement gender-responsive environmental initiatives: (a) institutional capacities, political will, and support platforms; (b) organized women's groups working in agro-ecosystems and local community involvement; and (c) gender experts with technical capacities to support the design, implementation, and monitoring of gender-responsive activities.

## 7.2. Legislation and regulation

Applicable legislation and associated regulatory requirements set by MEPA and the Municipalities will be essential for guiding the execution of Gender Action Plan. It is vital to note that many well-designed legislation and regulations remain ineffective because of lack of a bridge existing between biodiversity and gender equality, thus implementation and enforcement of these rules will be crucial. Moreover, the basis for all successful function of legislation operations lies in the willingness of citizens to follow good practices and maintain the discipline to do so consistently.

## 7.3. Finance and human resources

The use of financial instruments is central for refining the effectiveness of gender-responsive results. Appropriate budgeting is necessary for all areas of the action plan, may that be administrative, legal, technology-based, and project based. Financing that is dedicated to gender equality and women's empowerment as a main objective is

rare. For this project, dedicated financing should target areas with greatest need and where other financing is not as effective. This includes support for women's voice and agency, and reaching those women and men, girls and boys that are the most at risk of being left behind. Standards need to be more consistently applied and developed for new forms of financing.

## **7.4. Awareness-raising**

The public must be educated and encouraged to practice more actions that are for gender responsive results. The gender equality gaps in Georgia highlighted in global and regional indexes reflect a situation where women's roles, opportunities, and rights are often constrained by conservative sociocultural norms and gender stereotypes. Therefore, awareness should be raised concerning gender-stereotypes that effect women's' rights with the involvement of the local community.

## **7.5. Monitoring and performance assessment**

Lastly, the implementation of Kareli 's Gender Action Plan should be monitored continuously, with progress and performance assessed against its specified targets and actions. By monitoring the targets and actions it is possible to classify a known starting point, stipulating the opportunity of establishing whether projected milestones have been achieved. However, obtaining reliable gender-related data is difficult, hence stands as one of the most challenging aspects. Consequently, proper data collection and information sharing is, therefore, a key element of gender mainstreaming.

## 8. Conclusion

---

The GAP is based on the proposition of concrete actions that address priority gender considerations in the biodiversity sector, and to establish partnerships among different government institutions, NGOs, and women's groups to implement these actions. The implementations of such actions are expected to not only improve gender related figures in Kareli, but all of Georgia. It is expected that implementation of actions included in the GAP will promote gender equality in the management of information, policies, institutional structures and processes, and local initiatives.

### 8.1. Key findings from survey (local community)

Upon conducting the survey with locals including farmers and women, various findings have been observed:

- ◆ Non-paid female workers were 69 percent of total non-paid workers, and 59 percent of the total number self-employed women were non-paid workers.<sup>23</sup> This figure, however, can be substantially higher considering that **many women who work in family farming do not regard themselves (or are not regarded) as farmers or workers, but rather see themselves as housemakers.** In the interviews, male interviewees referred to themselves as the farmers in the family whilst the women are helpers or housemakers.
- ◆ **Women in Agriculture and the Environment.** The main problem for rural women as well as the rural population is the lack of work-related (and other) income and lack of income-generating activities. The non-systemic initiatives supported by the time-limited development projects aimed at including the rural population in income-generating activities and environmentally sustainable rural development, are not coordinated and frequently lack gender-specific targets. Women, especially in rural areas, are in a disadvantaged position because of their submissive role in families and societies, lacking a voice in decision-making processes in their own households and communities.
- ◆ **Gendered distribution of household chores and agricultural activities are common.** For example, women are mainly responsible for the care services of the children, elders, sick and disabled family members, cooking, washing, cleaning, gardening, and keeping livestock for the family consumption purposes, while men are mainly responsible for the field activities, technical/mechanical use of agricultural instruments (plough, driving tractor...etc.) Such distribution feeds into conservative stereotypes hindering the development of gender equality.
- ◆ **Lack of permanent special groups for women, youth or children** leads to a structural decision-making mechanism that would decide the needs on behalf of them. Mostly, the internationally or nationally funded gender equality related activities happen once or until the project ends, yet the sustainability can only be guaranteed when the locals involved in every process and when leaders/trainers etc. within the community occurs.
- ◆ **Lack of participatory process:** It is observed that the trainings/ events etc. have usually been conducted **for the community not with the community.** The key principle should be to involve the locals within the process of development within each step, then it is more likely to take steps towards a real transformative level of gender mainstreaming.

---

<sup>23</sup> Gender, Agriculture and Rural Development in Georgia, FAO Country Gender Assessment Series (FAO-2018-Gender Rural Dev in Georgia)

- ◆ **Gendered land ownership and culturally inheritance of the male family members are lessened in numbers on paper, but the elder generations and some conservative areas are still not comfortable** with the legally binding applications of equal distribution of land between female and male siblings.
- ◆ **Decision making processes in the families are mainly male dominated on the issues of agriculture and infrastructural issues.** Although most of the women mentioned that they have a say in the family, the ultimate decisions are made by men as claimed by both male and female interviewees. Especially the issues on agriculture, infrastructure and financial issues are mostly planned by man.
- ◆ **Most of the young generation as well as women family members are less knowledgeable on farming.** Even the male farmers mentioned that lack of technical knowledge makes the young generations and women helpers of the farmers rather than farmers who are active in the field.
- ◆ **Mainly being farmer is culturally not credible** and young generations as well as women and girl children are not willing to involve in despite the increasing economic opportunities. However, many also mentioned there is a potential to change.

#### Key findings on the municipalities

- ◆ At the municipality level, mostly the decision makers and higher levels are men, although the number of women employees are almost equal in 4 of the municipalities. The infrastructural jobs are headed by men while social departments are mostly led by women.
- ◆ Capacity building s & policies and gender-sensitive participatory process are the major common urgent requirements for 4 of the municipalities.
- ◆ International funds and aids on gender equality and women's empowerment (gewe) were observed to be not sustainable, not transformative and on ad-hoc basis (non-systemic).

## 8.2. Opportunities

Opportunities stemming from the implementation of the GAP include:

- Form partnerships between various government institutions and civil society aimed at establishing a gender, environment, and climate change network at the institutional level.
- Develop awareness-raising and training processes supported by practical tools that will enable all civil servants to integrate, implement, and monitor gender considerations in their work.
- Promote the management of data and information on gender and biodiversity.

# Annexes

---

Annex 1. Updated Questionnaire for Focus Groups

Annex 2. List of Interviewees

---

## Annex 1. Updated Questionnaire for Focus Groups with Municipalities

### Pilot Questionnaire: Gender Equality Questionnaire for the Official Representatives of Municipality

|                                   | Question                                                                                                                         | Possible Response(s)/ Options                                                                                                                                                                                         | Aim of the question/ Category as Indicator(s)                                                                                                                          |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pre-Interview (Initial Interview) | Name and surname → Confidential                                                                                                  | Name and Surname and Ethnicity/Race can be required for sex disaggregated data and confidential but to be registered only in our representation of the community/ notes (not to be declared organization. in reports) | Personal info about the Interviewee is required for sex disaggregated data and categorization as well as fair amount of representation of the community/ organization. |
|                                   | Age: ?                                                                                                                           |                                                                                                                                                                                                                       |                                                                                                                                                                        |
|                                   | Sex: ?                                                                                                                           |                                                                                                                                                                                                                       |                                                                                                                                                                        |
|                                   | Marital status:?                                                                                                                 |                                                                                                                                                                                                                       |                                                                                                                                                                        |
|                                   | Dependents: (Children, Elderly Persons with disabilities, etc.)                                                                  | Data on age, sex and ? dependents is critical for reporting and with categorization.                                                                                                                                  |                                                                                                                                                                        |
|                                   | Birthplace: (To be linked with the question on the connection with the region)                                                   |                                                                                                                                                                                                                       |                                                                                                                                                                        |
|                                   | Ethnicity/Race: Optional and strictly confidential                                                                               |                                                                                                                                                                                                                       |                                                                                                                                                                        |
|                                   | What is your job title? Specific title can be confidential but higher level /or lower level status of the officials to be noted. | -Higher level official (admin and/or policy maker)<br>-Lower level official (admin and/or policy maker)                                                                                                               | Power relationship/ Distribution of power between women and men at the municipal level                                                                                 |
|                                   | What is your personal connection with the region?                                                                                | Local → From where specifically? Since when has s/he been the local in the region?                                                                                                                                    | Representation of various views depending on the connection with the region and duration of work                                                                       |
|                                   | Duration of work under the municipality: Since when has s/he been                                                                | Not-local → From where & when has s/he?                                                                                                                                                                               |                                                                                                                                                                        |



|   |                                                                                                                                                       |                                                                                                                                                                                                                            |                                                                                        |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
|   | working for the municipality?                                                                                                                         | <p><b>Duration of work:</b></p> <p><u>NOTE:</u> Better not to choose officials working less than 1 year!</p> <p>Less than 1 year →</p> <p>1-3 years →</p> <p>3-5 years →</p> <p>5-10 years →</p> <p>10 years or more →</p> |                                                                                        |
| 1 | What are the institutional/legal binding agreements for your municipality in terms of Gender Equality (GE)? (International, national and local level) | <p>Listed → Check with the official data</p> <p>Not listed → Why not?</p> <p>No knowledge → Archival / Rights based issues Capacity building required</p>                                                                  | <p>Legal empowerment/Rights based empowerment</p> <p>Admin level capacity building</p> |
| 2 | Have you ever done Gender Responsive Budgeting (GRB) at your municipal planning?                                                                      | <p>Yes → When? At what capacity? Examples?</p> <p>No → Why not?</p> <p>Don't know → Capacity building required</p>                                                                                                         | Socio-economic Empowerment                                                             |
| 3 | Have you ever checked the time budgeting for the local women and men in your region?                                                                  | <p>Yes → When? What is the range and results?</p> <p>No → Why not?</p> <p>Don't know → Capacity building required</p>                                                                                                      | Socio-economic Empowerment                                                             |
| 4 | Have you ever supported self-help groups for the local women and men in your region? / Or women/men specific CSOs/ Or Women Cooperatives?             | <p>Yes → When? At what capacity? Examples?</p> <p>No → Why not?</p> <p>Don't know? --&gt; Capacity building required</p>                                                                                                   | Socio-economic empowerment                                                             |
| 5 | 5-a) To what extent                                                                                                                                   | -No participation → Why?                                                                                                                                                                                                   | Political Empowerment-Involvement in                                                   |

|   |                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                               |                                                                                                                                                        |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
|   | <p>women and men are involved in the decision making at the municipality? (Sex disaggregated ratio of the officials (higher admin level and lower levels separately) working at the municipality?)</p>                                                                            | <p>-Low level of participation both → Why?</p> <p>-Low level of participation at the higher levels but high level at the lower levels of admin → Why?</p> <p>-High levels of participation for both → Reasons of success?</p> | <p>the decision-making</p> <p>(Perception question → to be checked for with the statistical data if available)</p>                                     |
|   | <p>5-b) Is there any gender sensitive hiring policy and/or application? (Gender-sensitive policy of Human Resources-HR)</p>                                                                                                                                                       | <p>Yes → Since when? To what extent applied for women?</p> <p>No → Why not?</p> <p>Don't know → Capacity building required</p>                                                                                                | <p>Political &amp; Economic empowerment</p>                                                                                                            |
| 6 | <p>6-a) To what extent rural women and men are involved in the decision making for the municipal plans and policies?</p>                                                                                                                                                          | <p>No participation → Why?</p> <p>-Low level of participation → Why?</p> <p>-High level of participation → Reasons of success?</p> <p>-No knowledge about the women friendly space</p>                                        | <p>Political Empowerment-Involvement in the decision-making / Spatial barriers (Providing Safe Environment-Speakeasy)</p> <p>(Perception question)</p> |
|   | <p>6-b) Is there any Women Council / Women-friendly/ Children-friendly space at the municipality? Is there any specific attempt/implementation to increase the level of access to municipality services?</p> <p>Is there any data and support for Gender-Based Violence (GBV)</p> | <p>Yes → Since when? What is it used for/what kind of activities? How often?</p> <p>No → Why not?</p> <p>Don't know → Capacity building required.</p>                                                                         | <p>Political and Rights-based Empowerment &amp; Gender-sensitive spatial design/ interior-design/ infrastructural design</p>                           |

|           |                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                |                                                                       |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
|           | <i>in your district? Do you have any action-plan(s) for such claim(s) and need(s)?</i>                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                |                                                                       |
| <b>7</b>  | <i>Do you organize any trainings, activities for vulnerable groups? / announce these women-friendly activities or activities or educational trainings/seminars? seminars/ vocational schools for girl/boy children and women/men?</i> | <i>Yes→ When? List of examples? How do you announce these activities or trainings/seminars? What are the participation levels? How often? What kind of activities? What is the content? What are the possible obstacles that you observed for lack of participation?</i><br><br><i>No→ Why not?</i><br><br><i>Don't know--&gt; Capacity building required.</i> | <i>Access to knowledge and education</i>                              |
| <b>8</b>  | <i>Do you have any special policy programmes or unit dedicated to vulnerable groups (women, children, disabled, migrants... etc.)? Is there any plan/policy regarding disadvantaged groups?</i>                                       | <i>Yes→ List the details. When? At what capacity? (Active /Inactive) Activities targeted? Which disadvantaged groups are involved?</i><br><br><i>No→ Why not?</i><br><br><i>Don't know→ Capacity building required.</i>                                                                                                                                        | <i>Present and Future plans/policies/ needs for municipal actions</i> |
| <b>9</b>  | <i>Are there any special needs of rural women and men that you observed and will take action soon?</i>                                                                                                                                | <i>Yes→ What are your plans? Time-line? Budget required?</i><br><br><i>No→ Why not?</i><br><br><i>Don't know→ Capacity building required</i>                                                                                                                                                                                                                   | <i>Present and Future plans/policies/ needs for municipal actions</i> |
| <b>10</b> | <i>10-a) What do you think about the link between land conservation and rural women and men? What could be the role</i>                                                                                                               | <i>Some or high connection→ List the keywords/examples given</i><br><br><i>No connection→ Why</i>                                                                                                                                                                                                                                                              | <i>Cultural Empowerment</i>                                           |

|    |                                                                                                                                                                                        |                                                                                                                                                                                                                                                       |                                                                                                    |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
|    | of women in soil not?<br>protection/ sustainable<br>land management?                                                                                                                   | Don't know → Capacity<br>building required                                                                                                                                                                                                            |                                                                                                    |
|    | 10-b) What is the land<br>ownership distribution<br>proportions between<br>men and women in your<br>district? Is there any<br>link between land<br>ownership and land<br>conservation? | Listed → Check with the<br>official data<br><br>Not listed → Why not?<br><br>No knowledge → Archival<br>/Rights based issues<br>Capacity building<br>required                                                                                         | Legal empowerment/Rights based<br>empowerment<br><br><br>Admin level capacity building             |
| 11 | What are the<br>observations of the<br>needs of your<br>community and<br>specifically girl children<br>and women during<br>pandemic?                                                   | Observations → Ask<br>whether any official<br>action taken or official<br>document produced to<br>take action<br><br>No observation → Why<br>not?<br><br>Don't know → Awareness<br>raising required /Gender-<br>sensitive risk and<br>damage analysis | Impact of the disease outbreak and<br>social-economic crisis (Effects of the<br>COVID-19 Pandemic) |
| 12 | What is your post-<br>pandemic plan to<br>support vulnerable<br>groups including girl-<br>children and women in<br>your region?                                                        | Plans → Examples and<br>official<br>scenarios/policies<br>shared/Adaptations<br>possible?<br><br>No plan → Why not?<br><br>Don't know → Capacity<br>building required.                                                                                | Post-pandemic awareness raising-<br>gender sensitive way                                           |

## Annex 2. List of Interviewees

### Gender Equality Needs Assessment Survey - List of Interviews and Interviewee

**IMPORTANT NOTE:** These details are to be kept confidential within the project documents.

|   | Interview date | Region/ Village | Interview Category                    | Gender | Age | Occupation                                                                                 | Name SURNAME (STRICTLY CONFIDENTIAL BY ANSWERS) |
|---|----------------|-----------------|---------------------------------------|--------|-----|--------------------------------------------------------------------------------------------|-------------------------------------------------|
| 1 | 03-Jul-20      | GORI            | Pilot Interview-1                     | Female | ?   | Gender Focal Point of Gori Municipality/ Employed at the Social Department of Municipality | Veriko BITSADZE                                 |
| 2 | 03-Jul-20      | GORI            | Pilot Interview-1                     | Female | 25  | Employed at the Social Department of Gori Municipality                                     | Nino ERISTAVI                                   |
| 3 | 03-Jul-20      | GORI            | Pilot Interview-1                     | Female | 31  | Woman farmer, employed in Administration of State Representative in Shida Kartli           | Tsiko SHAKARASHVILI                             |
| 4 | 03-Jul-20      | GORI            | Pilot Interview-2                     | Male   | 49  | Farmer / Engineer / Land Owner                                                             | Nugzar DIMITRIADI                               |
| 5 | 03-Jul-20      | GORI            | Pilot Interview-2                     | Male   | 57  | Farmer/ Doctor/ Land Owner                                                                 | Zurab GOJIASHVILI                               |
| 6 | 28-Sep-20      | KARELI          | Male Farmers Focus Group- Interview-3 | Male   | 42  | Farmer /Land Owner                                                                         | Dmitri GOGICHASHVILI                            |

|    |           |          |                                                                          |        |    |                                                                          |                       |
|----|-----------|----------|--------------------------------------------------------------------------|--------|----|--------------------------------------------------------------------------|-----------------------|
| 7  | 28-Sep-20 | KARELI   | Male Farmers Focus Group-Interview-3                                     | Male   | 29 | Farmer /Land Owner                                                       | Karlo GOGICHASHVILI   |
| 8  | 30-Sep-20 | KARELI   | Female Officers at Municipality-Interview-4                              | Female | 31 | Officer at Municipality                                                  | Ketevan CHOCHISHVILI  |
| 9  | 01-Oct-20 | KARELI   | Female Officers at Municipality-Interview-4                              | Female | 27 | Officer at Municipality                                                  | TINATIN MCHEDLISHVILI |
| 10 | 12-Oct-20 | SAGAREJO | Male Farmers Focus Group-Interview-5                                     | Male   | 37 | Farmer /Land Owner                                                       | Sandro PAVLIASHVILI   |
| 11 | 12-Oct-20 | SAGAREJO | Male Farmers Focus Group-Interview-5                                     | Male   | 62 | Farmer /Land Owner                                                       | Koba PAVLIASHVILI     |
| 12 | 12-Oct-20 | SAGAREJO | Male Farmers Focus Group-Interview-5                                     | Male   | 62 | Farmer /Land Owner                                                       | Tariel KURKHULI       |
| 13 | 12-Oct-20 | SAGAREJO | Children Interview-1 Daughter (of a Male Farmer-Focus Group-Interview-5) | Female | 13 | Student/ Daughter of a farmer family                                     | Nia PAVLIASHVILI      |
| 14 | 20-Oct-20 | SAGAREJO | Female Farmer-Interview-6                                                | Female | 27 | Farmer /Daughter of a farmer and land owner (Will be land owner with her | Keti SIBOSHVILI       |

|    |           |          |                                             |        |    |                                                                                   |                         |
|----|-----------|----------|---------------------------------------------|--------|----|-----------------------------------------------------------------------------------|-------------------------|
|    |           |          |                                             |        |    | brother)                                                                          |                         |
| 15 | 21-Oct-20 | SAGAREJO | Female Officers at Municipality-Interview-7 | Female | 32 | Senior Specialist - Sagarejo Municipality Economy and Property Management Servcie | Nino ONASHVILI          |
| 16 | 21-Oct-20 | SAGAREJO | Female Officers at Municipality-Interview-7 | Female | 46 | Senior Specialist - Sagarejo Municipality Economy and Property Management Servcie | Lali ZABAKHIDZE         |
| 17 | 23-Oct-20 | KVARELI  | Male Farmer-Individual-Interview-8          | Male   | 52 | Farmer /Land Owner                                                                | Nikoloz TSITSERIASHVILI |
| 18 | 23-Oct-20 | KVARELI  | Male Farmer-Individual-Interview-8          | Male   | 68 | Farmer /Land Owner                                                                | Giorgi AKHALBEDASHVILI  |
| 19 | 10-Nov-20 | KVARELI  | Female Officers at Municipality-Interview-9 | Female | 43 | Officer at Municipality                                                           | Ketevan ZAUTASHVILI     |
| 20 | 10-Nov-20 | KVARELI  | Female Officers at Municipality-Interview-9 | Female | 52 | Officer at Municipality                                                           | Lili GIGITASHVILI       |