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**ჰორიზონების გაფართოება: გაუმჯობესებული არჩევანი
ქალთა და გოგონათა პროფესიული და ეკონომიკური განვითარებისათვის**

**წლიური ანგარიში
ANNUAL REPORT**

2015 - 2016

**BROADENING HORIZONS: IMPROVED CHOICES FOR
Professional and Economic Development for Women and Girls**

ანგარიში მომზადდა “კონფლიქტებისა და მოლაპარაკებების საერთაშორისო კვლევითი ცენტრის” (ICCN) მიერ, მერსი ქორფსთან თანამშრომლობით ამერიკელი ხალხის გულისხმიერი მხარდაჭერის შედეგად, ამერიკის შეერთებული შტატების საერთაშორისო განვითარების სააგენტოს (USAID) დაფინანსებით.

The report is prepared by the “International Center on Conflict and Negotiation”, (ICCN) in partnership with Mercy Corps, through the generous support of the American People, funded by United States Agency for International Development (USAID).

ანგარიშის შინაარსზე მთლიანად პასუხისმგებელია ICCN და მერსი კორპსი. ის შესაძლოა, არ გამოხატავდეს USAID-ის ან ამერიკის შეერთებული შტატების მთავრობის შეხედულებებს.

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2015-2016

ABOUT ICCN



International Center on Conflict and Negotiation (ICCN) is an independent, peace-making, research and training institution that was founded in 1994 thanks to financial support from the John D. and Catherine T. MacArthur Foundation and organizational support from the Center for International Security and Arms Control of Stanford University. ICCN was established with the aim of building peace and accord in the divided post-totalitarian society, placing its main emphasis on conflict

prevention and resolution in the Caucasus region with special focus on Georgia. In the following years it became clear that reaching these objectives was not possible without empowering civil society, advocating human rights, and tightly cooperating with other important actors. All these have since become ICCN programmatic goals. In recent years ICCN has diversified its activities and partnership in order to achieve a stronger impact through interaction with selected target groups.

The main long-term aims are:

- ✓ Strengthening democracy and civil society building
- ✓ Positive peace building and conflict prevention/management in a divided society
- ✓ Human rights, tolerance and gender equity

ICCN has professional experience in research and analysis, including regional security studies, sociological surveys and public opinion polling, human rights focusing on gender equity, minority rights and IDP/refugee/migration studies, peace education including training in a number of fields, public diplomacy (track-two) efforts across conflict zones, cross-border activities and peace campaigning, media and publishing activities, international expertise and networking. ICCN plays an active role in peace building and civil society building in Georgia and the Caucasus region.

ICCN activities also include advocacy and lobbying, working through opinion multipliers, networking and NGO coalitions, public campaigning, third-party intervention: consultation, facilitation, mediation. The numerous outputs include research - including sociological research: opinion polls, content analysis, monitoring and expert assessments; nation and region-wide security studies (with resulting publications), conferences, problem-solving workshops and trainings, seminars and round tables for target groups, with follow-up publications, including in periodicals.



Mercy Corps is International Not for profit organization established in 1979. Mercy Corps has helped communities all over the world grappling with the toughest hardships survive — and then thrive. That's the heart of

our approach: we help communities turn crisis into opportunity. Mercy Corps began working in Georgia in 2000 with the goal to create stable and secure communities in regions impacted by poverty and conflict. Mercy Corps is helping Georgian farmers by using an integrated approach to address these issues cohesively, rather than treating them as separate and disconnected problems. We have established a centrally-located Rural Service Center that provides communities and local farmers with important agricultural and economic information and training, as well as assistance in connecting with markets and buyers.

MESSAGE FROM CHIEF OF PARTY



The 22-year work history of International Center on Conflict and Negotiation counts a lot of interesting and useful projects that were implemented in Georgia as well as in the South Caucasus. The strengthening of civil society, conflict prevention and management, peace journalism and many others are among these projects. In April 2014 the list was joined by the qualitatively new program “**Broadening Horizons: Improved Choices for Professional and Economic Development of Women and Girls**”. In the frame of the program we have covered more than 7000 citizens from 13 municipalities of Samtskhe Javakheti and Kvemo Kartli regions. Mentioned became possible through big efforts of the program team members and their dedication towards the work they are doing. We are talking not only about statistically counted 7000 people, but about the conducted joint work on the concrete issues, announcement of many interesting initiatives and lobbying.

I would like to thank the program team, the financial support from USAID and implementing partner -Mercy Corps Georgia for this opportunity.

Today, the program team and I can proudly say that we have managed it!
With desire for future interesting programs’ implementation and cooperation,

Maya Katsitadze
Chief of Party;
Executive Director of the Center

ABOUT PROGRAM

Broadening Horizons: Improved Choices for the Professional and Economic Development of Women and Girls.

(2013-2016)

Target regions: Samtskhe-Javakheti and Kvemo Kartli

The goal of the program to have increased involvement in and benefit from educational, professional and economic opportunities for women and girls has been achieved.

The main objectives reached: 1) 2000 women and 1000 girls in municipalities have increased participation in decision making at community and municipal levels, and 2) 3000 women and girls in 13 municipalities have made more informed choices based on increased access to information and services in the areas of education, training, employment, and professional development.

The Program created educational, professional and economic opportunities for girls and women by enabling environment for improved access to decision making which allowed them to take up and participate in the opportunities facilitated by the program. The program's innovative approaches and instruments include Women's Rooms, a new municipal service that offers information and services to women and promotes gender awareness; the establishment of an Education, Career and Opportunity Fund supported career and education opportunities for women and girls; and the links were established and strengthened between local opportunity seekers and businesses, universities, vocational training centers and local schools. All the above said provided assistance for personal development, created database for business and employment opportunities, provided career advice to school students, through established Women's Rooms in 13 target municipalities. The goal and the achieved results of the program correspond to USAID Development Objectives 2: Inclusive and sustainable economic growth, and 3: Increasingly stable, integrated, and healthy society. A flexible, dynamic and needs oriented approach ensures that women and girls in the target areas gain access to and profit from educational, professional and economic opportunities for development

WOMEN'S ROOMS COMPONENT (Maya Kuprava – Sharvashidze, Women's Rooms Coordinator)

The purpose of the “Women’s Rooms” component was to create a new municipal service - women’s rooms in all municipalities of Kvemo Kartli and Samtskhe-Javakheti regions. Women’s Rooms would offer information and services to women and girls in order to raise the gender awareness and would operate as a resource and information center for other municipality offices and agencies.

The new municipal service “Women’s Room” for women and girls will provide the available services to all interested visitors of the municipality; it will provide women who visit the gavageoba to receive the consultation and deliver important information to them. Besides, upon necessity, the women will have a chance to leave their children in the children’s area arranged in all women’s rooms. The woman, who will visit the room, will have an opportunity to use library, computers and Internet. Women’s room is an open space for different types of educational activities, conduct of meetings, and for support of women.



In total, 13 Women’s Rooms were opened in all municipal units of Samtskhe-Javakheti and Kvemo Kartli. The International Center on Conflict and Negotiation (ICCN) has signed memorandums of understanding with all of them. The memorandums will stay in the force until April 30, 2017.

The Women’s Rooms are served by the municipality employees -the managers, whose salaries are paid by the municipalities. In total 18 women-managers serve the women’s rooms.

During 2014-2016 years, a number of events, aimed at improvement of Women’s Rooms managers’ skills and establishment of their activities have been implemented in frames of our program. All managers have passed a special education program. Our goal was to focus on the professionalism and development of the managers during the working process. We believe, we have partially achieved the goal and given the strong staff to the municipalities.

A variety of educational activities, trainings aimed at making women and girls more up-and-coming and their involvement in the decision-making process within a community and municipality have been carried out in the women’s rooms. The topics of these activities have been chosen according to the baseline survey, conducted in the municipalities:

- The gender concept and local self-government;
- Human rights and freedoms;
- Government, self-government bodies and participation of citizens in municipality activities;
- Small business development;
- Organizational management and communication;
- Leadership and civic activity

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In 2015-2016 years, within the frames of the project, five training modules have been created for the above listed topics. The women and girls from the region have been the participants of all educational trainings and they have been given the opportunity to be acquainted with the most important issues in order to provide the access to the information and services for facilitation of the extension of horizons of thinking and self-expression. The one-month information technology course and three-month English language training course for women and girls were conducted in the women's rooms for free. The participants of all training and education programs were given the certificates.

At the first stage of program the Women's Rooms Development Strategy document was elaborated for the better activities of the women managers in the women's rooms, in order to provide for the sustainability and development of the new municipal service. The strategic document presentation was held at the enlarged sessions of Kvemo Kartli and Samtskhe-Javakheti governors where all heads of municipalities and chairs of local councils attended. The goal of the document presentation was to highlight the importance of the women's rooms and promote their activities.

The training visit of managers of the women's rooms to Tbilisi was organized to increase and enhance their experience, which included educational and practical activities. For enhancement of the experience and knowledge parallel with the educational activities, the training was attended by the vice-speaker of the Sixth Parliament and former Chair of the Gender Equality Council Ms. Rusudan Kervalishvili, who told to participants about her activities, and the experience she had received while being the MP. The meeting kindled a great interest and initiated an interesting dialogue among the participants.

During the visit to Tbilisi, the participants met with the Vice Speaker of the Parliament, the Chair of the Gender Equality Council, Ms. Manana Kobakhidze. The meeting was held in a friendly atmosphere.



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The Vice Speaker was informed in details about our program. As a result of the meeting, the Vice-Speaker sent letters of recommendation in support of the women's rooms to the governors of both regions and the heads of thirteen municipalities.



Managers of the women's rooms met the Deputy Minister of Regional Development and Infrastructure Ms. Eka Sepashvili, with whom they discussed the current problems, the needs and activities of the women's rooms.

All events were important and interesting for the managers of the women's rooms and all the above planned events were preceded with the long negotiation process.

All the women's rooms have the designed 2015-2016 Annual Action Plan, where the activities and events are described in details. The action plans are agreed with the local governments.

On October 15, 2015 a variety of events dedicated to the International Day of Rural Women were held in the women's rooms, which involved the heads of municipalities and representatives of village councils. The Women's Room in Gardabani had planned the event at the center for children with disabilities in Martkopi village, and arranged the performance of the circus troupe. In Marneuli, at the Marneuli local administration building the meeting with rural women was held, where they discussed the contribution made by the women to the development of their families and the country.

The event was opened by Governor Paata Khizanashvili and head of administration Merab Topchishvili. The meeting was organized by the managers of Marneuli women's room. This day was also celebrated in Dmanisi where the meeting with two elder honored women of this region and the mother of child with Folling disease was held. The head of Dmanisi municipality George Barbakadze provided them the pecuniary aid. With consent of the municipalities it was decided that the women's rooms will celebrate the International day of Rural Women annually.

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The women's rooms provide consultations to the visitors about the ongoing programs and activities of municipalities. The women's rooms hold meetings between various international and local nongovernmental organizations and women and civil society, students and managers on various topics, such as women's involvement in the politics and decision-making s, early marriage, disaster risk reduction, agriculture-farming and other important topics.

The women's rooms took part in 16 Days of Activism Against Gender-Based Violence in 2015, from November 25 to December 10. During this period, a variety of interesting events were planned and implemented with participation of the managers of women's room, rural women, young people. The purpose of these meetings was to raise the public awareness of the fight against the violence.

In August-September 2015, managers of Akhaltsikhe, Akhalkalaki and Bolnisi passed the selection phase and then participated in the international workshop with MASHAV program "Use of information-communication technologies in the development of small business in Israel, supported and recommended by the ICCN. Thereafter, the managers shared their experience with the women – representatives of different municipalities in order to enhance their skills and awareness.



The important activity of the women's rooms is the field meetings with rural women and the discussion about the importance of attendance and participation at the village meetings. The training on "Men and women equality in the decision-making process at local level" (arrangement of village assemblies and determination of village needs of village on the gender equality principles) was held with the village councilors and "village proxies" by our partner Mercy Corps. 12 trainings have been carried out in total

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(except Rustavi-city). During the training the “village proxies” were provided with the information about the necessity of equal presence of the men and women at the village meetings and in decision-making process.

In 2015, in the frames of the program, the workshop related to the early marriages was held in the women's rooms of the municipalities populated by ethnic minorities, in cooperation with the department for gender equality of the Ombudsman's Office

On June 22, 2016 at the Akhaltsikhe municipality meeting room, the final meeting related to 2014-2015 activities implemented by the new municipality services of the Samtskhe-Javakheti women's rooms was held. The meeting was attended by the managers of six municipalities of Samtskhe-Javakheti, delegate women, heads of municipalities and chairs of councils. The Akhaltsikhe mayor and head of municipality greeted the guests. The head of the Akhaltsikhe municipality submitted the presentation about the implemented activities; he talked about the village houses, which would serve the residents like women's rooms. He also expressed a wish that by 2017, all Akhaltsikhe villages would have their own village houses similar to women's rooms.

The survey “Women's and Girls' Attitude Towards Gender Equality in Samtskhe-Javakheti and Kvemo Kartli Regions” was conducted in 12 municipalities with the aim to study the women's and girls' status in terms of gender issues. The survey was conducted by the International Center on Conflicts and Negotiations – ICCN. The recommendations of the survey are designed for municipalities and all interested organizations and individuals and aimed to improve the women's and girls' status. Managers of the women's rooms and senior students have taken part in the survey.



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On August 15, 2016 the managers of new services in the municipalities – the women's offices, were invited to the meeting of the advisory board in the administration office of the Kvemo Kartli Governor, where the main directions of their activities were discussed. The managers of the women's rooms made the presentation of their activities, and the representatives of the International Center on Conflicts and Negotiations - ICCN and Mercy Corps discussed the importance of successful operation of this new service throughout the region. The secretary has been appointed a contact person in the Governor's Office for the women's rooms. The Governor expressed the desire for further meetings with the managers of the women's rooms and getting information about their activities.



In August-September 2016, the coordination meeting for managers of the women's rooms, school teachers and beneficiaries of businesses financed within the frames of the program was held in Misaktsieli. The purpose of this meeting was coordination of three components of the program and planning of joint events. 13 joint actions plans and strategy of activities have been developed for 13 municipalities.

On September 30, 2016, in Tbilisi the managers of the women's rooms passed the fundraising training, the purpose of which was to enhance the specific skills of the women- managers and in case of necessity, to provide the fundraising for their activities and for providing aid to other women, which is one of the important functions of the women's rooms.

Extracts from the reports made by the managers of the women's rooms

Akhalkalaki

Manager Anaida Asaturyan

In the process of work of the women's room, many interesting and important events have been implemented. Free English language courses supported by the ICCN have been very effective and efficient. The trainings in different important topics carried out for women and girls have been also very useful.

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The grant in the amount of 4000 GEL issued for development of small business was not less important. This grant was won by the project of Dali Aghdgomelashvili who has opened and successfully operated the store of decorative flowers in Akhalkalaki.

The Akhalkalaki women's room has signed the memorandum of cooperation with the Georgian Young Lawyers' Association (GYLA) which provides the legal support in case of necessity.

Together with GYLA the Akhalkalaki women's room conducted the meeting with active women and girls dedicated to the early marriages as this issue is very actual in the district. This was the second meeting on the early marriage hosted by the women's room. The first meeting was conducted by the representative of the Department of Gender Equality of the Public Defender's Office and was attended by the senior schoolgirls, their teachers and parents. As a result of the second meeting the campaign against the early marriage named "Girls Continue Their Education" has been initiated.

The women's room works with the representatives of local administrations (village proxies) to support the involvement of rural women in the meetings. Nevertheless, participation of women is still low.

In the summer three students – trainees were involved in the work of women's room; this experience has helped them to get credits in their higher schools.

In August 2015, with the support and recommendation of ICCN the Akhalkalaki manager participated in the frames of MASHAV program "Use of information-communication technologies in the development of small business" in Israel, and then shared the gained experience in the meeting with the managers, municipality servicewomen and leader women in Ninotsminda women's room. In addition, two women, under the recommendation of the women's room manager, were selected and sent to Israel to participate in MASHAV program.

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The Akhalkalaki women's room manager intends to create the database of women and girls seeking job – "The Employment Office" - to help women and girls in employment.

"The most important initiative and activity was the idea to establish and operate the women's room in Akhalkalaki, –Anaida Asaturyan states.

Akhalkalaki women's roommanager

Anaida Asaturyan was appointed a manager of the women's room in October 2014, and a specialist of gender policy in March 2015; now she holds the both positions and continues her activity.

Leader women database of the Akhalkalaki women's room

The current leader women database of the women's room accounts 15 leader women.

Activist leader women of Akhalkalaki women's room are Piruza Ter-Grigoryan, Nana Aghdgomelashvili, and Christina Manukyan.

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Ninotsminda

Managers **Gayane Seropyan and Christina Putulyan**

Many interesting events took place during the work of the women's room in 2015-2016. One of the most important and notable activities was the training in the contest for public servants, which, at the request of the managers, was prepared and carried out by the ICCN in the women's room. The training was attended by the women who wished to participate in the contest. However, further the men also involved in the training program and the number of attendees totaled 32. All of them passed the contest and were employed in the municipality. The winner women were handed the collection of the laws of Georgia.



The free three-month English language courses and one-month computer courses were conducted for women and girls in the women's room.

The meeting – workshop on the issue of the early marriages held by the representative of the Department of Gender Equality of the Public Defender's Office, was interesting and important for women and girls. The goal of work of this direction is to continue meetings with the village schoolgirls and their parents, because their participation is very important for solution of this problem. In May, 2016 the lawyer from the NGO "Constitution 42nd Article" held the training on the same issue.

The trainings conducted by the ICCN in Akhaltsikhe, Tbilisi and Misaktsieli were important for the activity of Ninotsminda women's room managers. The training covered the coordination meeting on different components of the project and developed the plan of joint activities in all three directions: women's room, business and school components.

Similar meetings and educational activities are necessary for such a new service as the women's room. The managers of this service need the trainings and improvement of their skills to implement their further activity. In Ninotsminda, the women's room is a mediate between the rural women and the municipality.

Ninotsminda women's room managers

There are two managers in the women's room: Gayane Seropyan and Christina Putulyan. They have participated in the contest, passed the public servant's attestation and have been given the salary according to the staff schedule.

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Leader women database of Ninotsminda women's room

Since March 2015 the women's room has got many activist women in villages, among them are village teachers and women of different professions, 450 women in total.

Activist leader women of Ninotsminda women's room are Naira Chobanyan, Narina Kurgyan and Ruzana Davtyan.



Aspindza

Women's room manager **Medea Kavtaradze**

Women and girls have been involved actively in all current and past trainings and events of the activities of the Aspindza women's room.

20 women have taken three-month English language course and 8 women have taken a one-month course in basic computer skills. Many of them are wishing to continue their study of English language and under the contract with Mercy Corps signed in the frames of the program "Broadening Horizons: Improved Choices for the Professional and Economic Development of Women and Girls" the negotiations with a native English speaker is in progress to organize the English classes at the women's room.

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The winning of 4000 GEL grant in the contest by Natia Rizhamadze was an interesting and important event, whereby she has built the beauty salon within the project and employed three women from three different villages.

The women's room is actively visited by the women who live in the municipality. They receive the services available in the women's room. They visit this place with great pleasure as they talk about the issues of their concern. The manager must often combine the function of psychologist (the more so as she is a professional psychologist), listen to their personal and family problems, analyze them and provide them the information of specific issues, as far as possible. This situation reveals the need for a psychologist in this region who will provide professional consultations to women, girls and all other people who need the aid of this kind.

In the summer 2015, the women's room manager arranged the free needlework courses for women and girls. This important activity has even more increased the number of users and popularity of the women's room throughout the municipality. The services provided by the women's room – computer and meetingplace– are used by rural 11-12 form schoolgirls.

Aspindza women's room manager

Medea Kavtaradze has been appointed under the order and combines this work with the work at the municipality health center as a doctor-epidemiologist. For the additional work as the women's room manager she is given the salary from the municipality budget.

Aspindza leader women database

According to the latest data, 48 leader women are in the database. 2-3 women from almost each village

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of the regions are included in the database.

Activist leader women of Aspindza women's room are: Rusudan Shanidze, village Shora; Mziuri Papashvili, Aspindza; Tatia Taktakidze, village Sari.

As a result of the activities of the Aspindza women's room the following women have been employed:

Natia Beridze - at Vardzia Resort; Natia Sisauri and Nadya Egorova – at Aspindza branch of the corporation EWEX.

Shushana Voskanyan has been employed in the Public Register and three women have been employed in the business, which has become the winner of our project. Based on the latest data we can say that total seven women have been employed through the Aspindza municipality women's room.



Akhalsikhe

Akhalsikhe women's room manager Nino **Rukhadze**

The space for the women's room in Akhalsikhe municipality administration building was not allocated timely due to the then situation (lack of space). However, under the memorandum, signed between the Akhalsikhe municipality and ICCN in October 2014, the conventionally existed women's room has implemented all events and trainings planned by the program using the meeting area of the Democratic Involvement Center in Akhalsikhe. It has also implemented the activities of different types, such as information meetings with rural women and girls; identification of current problems and submission them in the form of report to the head of municipality; the working meetings with municipality top officials and representatives of the head of local administration in order to provide them the information about the women's rooms to the villages and to get cooperation and support from them.

From August 24 to September 11, the manager of Akhalsikhe women's room participated in the workshop "Use of information-communication technologies in the development of small business" in the frames of MASHAV program in Israel and thereafter shared the gained experience with the women who live in the municipalities of Akhalsikhe, Adigeni, Aspindza and Borjomi and are interested in development of small business.

In the spring 2016, the Akhalsikhe women's room took an active part in the monitoring of women's participation in the village meetings within the frames of the village support program. This activity was

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preceded with the trainings and information meetings with the representatives of the local administrations on the importance of the increase of the women's involvement in decision-making at the general village meetings for development of local democracy. This has had a certain result and in comparison with the previous year, more women have taken part in the village meetings.

In May 2016, we were able to open unofficially the women's room in a new building of the town hall, where we started a three-month English language course. 21 women have taken the course. The teaching took part in two groups according to levels.

The memorandum was signed between the Gori office of the Georgian Young Lawyers Association and Akhaltsikhe women's room. We have planned the active cooperation. The memorandum comprises the following issues: the Gori office of the Georgian Young Lawyers Association will provide the consultation services to the women live on the territory of Akhaltsikhe municipality, which implies the personal, phone and online consultations; preparation of legal documentation; representation in state bodies and court subject to the priorities of the GYLA's legal services. At the request of the women's room GYLA will conduct the information meetings and trainings on the legal status of women.

The training conducted in the women's room: leadership and civic activism within the frames of the "Civic and Political Involvement via Dialogue" by the founders of the Peace Foundation, funded by the USAID (US Agency of International Development) and the IFES (International Fund of Election Systems).

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On July 22, 2016 the program reporting was held at the administrative building of Akhaltsikhe municipality.

Akhaltzikhe women's roommanager

The Akhaltzikhe manager performs all the function of the women's room manager ex gratia, without contract and remuneration.



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Akhalsikhe leader women database

The women's room database includes 97 leader women.

Akhalsikhe women's room leader women are

Nona Oniani – Akhalsikhe; Tinatin Gogiasvili - Akhalsikhe; Nona Ivanidze – village Ghreli; Tamar Chapichadze – village Uavela.

Adigeni

Women's room Manager **Lia Kapanadze**

The most notable activity of the women's room was the reference of Adigeni in the Law on the Development of High Mountainous Regions whereby the Adigeni villages have been granted the status of high mountainous area. The active work in this direction was initiated by the women's room manager together with the active women. They decided to collect the signatures in different villages for the support of granting the status of high mountainous area. In this activity, the women had been provided a great aid and coordination by the ICCN and women's room coordinator Ms. Maya Kuprava-Sharvashidze. When the signatures were collected, the letter was prepared and sent to the Chairman of Parliament Mr.

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Davit Usupashvili, Vice Speaker Ms. Manana Kobakhidze and Prime Minister Mr. Irakli Gharibashvili. The active rural women efficiently participated and were involved in this process.

Adigeni women's room manager

Lia Kapanadze has been appointed a manager and she receives the remuneration for her activity.



Adigeni leader women database

Women's room database accounts 300 leader women.

Adigeni women's room activist leader women: Tinatin Gogrichiani, Eka Bochikashvili, Khatuna Modebadze.

As a result of Adigeni women's room activities the following women have been were employed:

Two young women: Mtvarisa Kimadze, Eka Lobzhanidze have got jobs after they passed the computer course.

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Borjomi

Borjomi women's room managers are **Nona Lursmanashvili, Nata Kopadze**

The result of the meetings and training held is the increase of awareness of rural women, improvement of their attitude towards various issues; they have become more active when attending the village meetings and expressing their own opinion. The English language and computer skill courses were most efficient, and one participant Nino Sudadze has decided to continue the education. She passed the national exams successfully and today she is a student.

The former manager of the women's room Ms. Ia Tlashadze took part in the MASHAV international workshop announced by the Embassy of Israel. She spent three weeks in Israel, deepened her knowledge by the lectures she attended.

Noteworthy is the grant program for students announced within the frames of the program "Broadening Horizons: Improved Choices for the Professional and Economic Development of Women and Girls" in partnership with the International Center on Conflicts and Negotiations and Mercy Corps, where the winner students had been enabled to rest in the Bakuriani summer camp.

We help rural women for whom it is a problem to visit the municipality to solve different issues, in provision of information. We have provided the physiologist's aid to the victim of violence Nino Kajaya.

Ms. Mtvarisa Gelashvili, the winner in the small business development project had been provided a grant, by which she could improve the conditions in her family hotel.

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Borjomi women's room manager

In 2014 Ia Tlashadze was appointed as a manager of the women's room based on the labor contract, who was assigned, together with duty of the office specialist, support of the women's room functioning in professional and economic development of women and girls within the scope of the program for the deepening and enhancement of knowledge. After winning the contest announced by the municipality, by the Decree of the Assembly chairman, Ia Tlashadze was appointed as a leading specialist of the Assembly Office and her responsibility was the job described in the provisions of the Assembly and also support of the women's room functioning.

Database of Borjomi leader women

According to the current data, 10 leader women are in the electronic base:

Activist leader women of Borjomi women's room: Manana Devdariani – Borjomi, Nino Ghonghadze – village Rveli, Marina Gurasashvili – village Rveli.

Rustavi

Managers of the women's room – **Marina Chitaishvili and Sabina Mirzoeva**

Rustavi is the first city, where the women's room was opened unlike regional centers, with different specifics and scope. Since the opening until present, 7 trainings and 28 meetings have been conducted.

In 2015, the meeting was held at the Parliament of Georgia (in Tbilisi) between the Vice Speaker of Parliament Ms. Manana Kobakhidze and managers of the women's rooms of Kvemo Kartli and Samtskhe-Javakheti, which was very interesting and important experience for us. We have also visited and have been acquainted with the activity of our partner organization Mercy Corps. We have met the manager and other members of the organization. We have received the detailed information about their programs and activities.



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We have met the Deputy Minister of the Regional Development and Infrastructure Ms. Eka Sepashvili at the Ministry.

In order to share the leadership and experience we have had the meeting on the gender equality with the former Vice Speaker of the Parliament, the head of the organization for gender justice Ms. Rusudan Kervalishvili where she has shared her experience and problems that still are related with the promotion of women.

Both officials and staff of the municipalities are involved actively in our activities. As there are 10 municipalities in Rustavi and they knew their area of activity better, they assist us to invite the housewives to the women's room.

We arrange the meetings for women in the women's rooms where we speak on the themes interesting and important for them, such as:

- family violence and early marriage
- mortgage loan, depositor, surety;
- registration of the real estate and land;
- legacy and property disputes

The housewives who visit the women's room are provided the detailed and interesting information by the invited lawyers, in particular, GYLA Rustavi Office lawyer Natia Kokiashvili and NGO Sida lawyer Teona Kiladze.

The representative of NATO and European Union Information Center in Kvemo Kartli Ms. Marika Liparteliani talked to the women about the European way of Georgia and visa liberation. We mainly invite the housewives to such meetings. Several meetings were held with the ethnic minority women on the issues interested for them. The main topic was the family violence and early marriage.

We have discussed all these topics in three of 10 municipalities of Rustavi. For the future we plan to involve in various activities the women from the rest 7 municipalities.

From December 2015 through February 2016, free 3-month English language courses and 1-month computer courses were provided for housewives in the women's room. The women received high scores and were granted certificates.

The Kvemo Kartli women's council with its chair Nargizi Tabatadze actively uses the space of the women's room. The main topic of the discussion is the women's employment. With the assistance of the women's council, two women who had attended the meetings in the women's room were employed at the kindergarten and 2 women were employed in the bakery.

The residents, in particular, the housewives are asking for conduct of more free language and computer courses and the women of ethnic minority are asking for conduct of the Georgian language course as well.

We plan to invite the psychologist to the women's room and to arrange the meeting with young mothers on the issues interested for them.

Today the activity of the women's room has 164 supporter women but their number has been increasing after each meeting.

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We have done much but it is more to be done and the Rustavi women's room is ready, within its capacity, to take the responsibility for performance of other activities.

Rustavi women's room managers

The both managers of the women's room are the employees of the NNLP Information Processing and Analyzing Center: Manana Chitaishvili is a leading specialist and Sabina Mirzaeva – a specialist. They perform the functions of the Rustavi women's room managers and implement no other activity.

Rustavi leader women database

According to the present data, 10 leader women and 164 active women are entered into the leader women database.

Active leader women of Rustavi women's room: Liana Aladashvili, Manana Naruslishvili, Ana Kuznetsova, Dali Petriashvili.

As a result of activities carried out in the Rustavi women's room: by the assistance of the women's council two women have been employed at the private kindergarten and two women – at the bakery

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Gardabani

The women's room manager Lela **Bendeliani**

The women's room has been opened and operated since spring 2016. All the events planned in the frames of the program before the opening of the women's room had been completed. During this period, the leader women from almost all villages have cooperated with the Gardabani women's room. Those leader women are our mediates for identification of current problems of therural women. They provide use the information about the problems and wewithin our competence try to solve them and inform the local government thereof.



The women's rooms provide the daily registration of the visitors, who come with different problems and the women's room, in turn, assist them to forward these problems to the local government. With the assistance and mediation of the women's rooms many problems have been solved. Many trainings have been conducted on various themes in the Gardabani women's room, which have been attended by the women employed in different spheres: active and leader women, entrepreneurs, teachers, public officials and housewives.

The meeting held at the end of August in Misaktsieli with leader, entrepreneur and teacher women was very important and interesting. It generated many ideas and we started working on a new project – “My home”. We plan to implement this project in the villages inhabited by Azerbaijanis who have the traditional stereotypes. We hope that implementation of our project will contribute to the destruction of the negativestereotypes. It will be very important for Azerbaijani women because in Azerbaijani families, which are managed by mothers-in-law, the women are not able even to leave the houses without their permission, they live in a much closed space, suffer from the lack of social life and do not know the official (Georgian) language. We believe it is necessary to destroy all negative stereotypes and to arrange such meetings in all villages populated by Azerbaijanis.

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Gardabani women's room manager

Lela Bendeliani is appointed the manager under the order. She combines jobs and receives the salary from the other position.

Gardabani leader women's database

Today there are leader women in the database.

Activist leader women in Gardabani women's room:

Maya Jokhadze, Tea Khutsishvili, Natalya Bekauri.

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Marneuli

The women's room managers: **Rima Otarashvili, Mariam Abulashvili**

All the activities carried out in the women's room are very important. Most notable are the information meetings held in the women's room with women who live in the different administration units of the Marneuli Municipality. The meetings have been devoted to the "civic budget" which is the part of the municipality budget. It is important to involve women in the process of its allocation and spending in order to consider their interests. The past year co-participation budget has once again shown that the involvement of citizens in the budgeting process is the most important condition for the democratic self-government development.

This year project has been divided into six areas with six coordinators -four women and two men. The women's room organized the meeting. The meeting was attended by the employees of the municipality, Polish experts and other guests. The visitors were introduced to what had been done in the framework of the project. The authors of the best projects were named. All authors of the winner projects were awarded certificates; the authors of the best project of the zone were awarded symbolic gifts. The civic budgeting is a constant process, which involves the citizens, 5% (1.5 million GEL) have been allocated from the local budget and used for financing of the winning projects.

Marneuli is the first place in Georgia, where the pilot program of the first civic budget was launched and implemented in 2015. The great share of this activity can be attributed to the women's room. Under the



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recommendation of the women's room two women and two men were selected the area coordinators: Zeinab Giorgadze, Elmira Ioseliani, Ali Bakirov, and Fakhrad Agajaev.

With the organization of the women's room the meeting was held with young municipality volunteer girls – the municipality residents. They were actively involved in the trainings organized by the women's room, NGO's projects, and municipality's educational-information projects. The women's room has promoted four active girls, who have been given the gifts "Be active" by the International Research Center on Conflicts and Negotiations. The Marneuli municipality wishes success to the active girls.

The NNPL Public Health Center for Diseases Control of the Marneuli municipality has initiated the medical examinations for the citizens who live in Sadakhlo administrative unit. They have been examined on the cardiovascular disease, tuberculosis, parasites and osteochondrosis. This program and meeting was organized by Marneuli municipal service – the women's room, and supported by Marneuli



municipality council. The patients revealed during the examination will be provided the free medical aid. In parallel with examination, the information meetings with women and girls on the early marriage, struggle against family violence and the national strategy for human rights' protection were held.

In village Zemo Kulari of Marneuli municipality with organization of the women's room and support of Marneuli municipality, the chairman of Marneuli municipality council personally granted a wheelchair to

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the disabled child of the Osmanov family. The chairman also met with local population and got acquainted with their problems: waste disposal, low voltage energy, gasification and rehabilitation of roads. The chairman of the council promised the population to solve the problems. All abovementioned problems will be solved either in the frames of the local civic budget projects or in the frames of the rural development project.

Marneuli women's room manager

Rima Otarashvili and Mariam Abulashvili have been appointed under contracts. They receive the salary from the local government budget.

Marneuli leader women database

33 leader women are accounted in the database for today.

Marneuli women's room activist leader women: Sabina Talibova, Samaya Karaeva, Aida Ismailova.

As a result of activities implemented by the Marneuli women's room, the women participated in the small business development training have been employed: Khalida Kerimova, Gunai Gajieva at the tailor's shop; Tamta Jikashvili, Jeiran Khubanova at the children's ice-cream shop, Amalia Urumova at the summer café.

Bolnisi

The women's room manager **Tinatín Pruidze**

The women's room as a new municipal service at Bolnisi municipality was established in April 2015. Its main functions for women have been defined: as provision of useful and necessary information and creation of a favorable environment for the improved choice in educational and professional and economic sphere.

In 2015-2016 36 with the support of the founding donor organizations the awareness raising activities have been carried out: trainings, information meetings, workshops on the following topics: "Small business development", "Small business grant program", "Studying gender issues at school", "Violence against women is inaccessible", "Human rights", "Conflict management", "Public administration", "Self-government bodies and participation of citizens in the municipality activity", "Development of Agrotourism" and "Volunteerism – the way to success"; the survey on attitude of women and girls towards the gender equality; English language and ICT learning courses and etc.

180 trainees have taken part in the events carried out by the Bolnisi women's room. In August-September 2015, with support and recommendation of the ICCN, I as the manager had had an opportunity to

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take part in the international workshop in the frames of MASHAV's program "Use of the information-communication technologies in the development of small business" in Israel, whereupon I shared the received experience with the women of Bolnisi municipality and held the meetings in the women's rooms of Kvemo Kartli municipalities (Dmanisi, Tetrtskaro, Tsalka, Marneuli and Rustavi).



The women's organizations and interest groups use the women's room space free of charge and by the interesting projects and ideas encourage the women's participation in the life of local community in order to enhance the women's empowerment knowledge and skills.

The activities of Bolnisi municipality women's room are covered on the Facebook page: www.facebook.com/pages/ბოლნისის-ქალთა-ოთახი. All interested parties have the opportunity to learn about and take part in the current and upcoming events.

In the Bolnisi women's room the women receive all the necessary information quickly and easily. The room is furnished with the library, Internet (2 computers); it is an assembly place for women, where they can discuss any issues and share ideas with each other; the room has a special children's area.

Though the women's room is a new municipal service, it has been possible to improve the local women's willingness and ability to manage their own activities, to actively participate in the public life. The women's room activities have aroused the great interest among the local population. The visits to the women's room are frequent and interest in its services expands. More than 300 visitors have benefited from over 490 services offered by the women's room. The women note that the involvement in the women's room activities helps them to plan their future and that the availability of the women's room has changed their lives for better.

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Bolnisi women's room manager

Tina Pruidze has been appointed the women's room manager as a part-time officer and is paid for this activity.

Bolnisi leader women database

Currently, the database of leader women accounts 35.

Bolnisi women's room active leader-women are: Nana Gabidzashvili, village Khatisi, Mareta Bagiryan, Bolnisi, Nino Tsimakuridze, village Kazreti, Eliso Gogoladze, Bolnisi, Medea Japaridze, village Disveli.

Dmanisi

Women's room manager **Ketevan Martiashvili**

Trainings conducted on: the human rights and freedoms; small business development; public administration, local self-government and citizens' participation in municipal activities, organizational management and communication. The women's room has organized free one-month information technology and three-month English language courses (implemented in 2016, 11 women successfully completed the course of information technologies, 14 women completed the English language courses).

The International day of Rural Women is celebrated traditionally every year on October 15. On November 25 the civilized world celebrates the International Day for the Elimination of Violence against Women established by the UN (since 2015 we have traditionally celebrated it each year). The Dmanisi



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municipality has joined the annual 16 Days of Activism Against Gender-Based Violence.

With the help of the women's room a single mother Anna Balakhadze has been employed as a teacher of English language;



The women's room has conducted 4 charity event-concerts; the women's room has its action plan; the number of women trained by the women's room is 97; a variety of events and meetings held in the women's room are designated not only for women; our visit to the Parliament and working meeting with Ms. Manana Kobakhidze as well as the meeting with the Deputy Minister of Regional Development and Infrastructure Eka Sepashvili in September 2015 were very important. The women's room had the database of women employed in the public service on the Dmanisi territory.

Dmanisi women's room manager

Katie Martiashvili holds the position of a senior specialist of the Dmanisi Municipality Administrative Service and her duties includes the activities of the women's room manager.

Dmanisi leader women database: The women's room leader women database accounts to 415.

Dmanisi women's room active leaderwomen are Anna Balakhadze, teacher, Maya Beruashvili, teacher, Zoya Urumashvili, housewife.

As a result of activities of the Dmanisi women's room, a single mother Anna Balakhadze was employed as a teacher of English language.

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Tetritskaro

Women's room managers **Sveta Darchiashvili and Nino Gujejiani**

Meetings with rural women have turned out to be very important while working in the women's room. The women's room has initiated the allocation by the municipality of vehicles for transportation of the village Enageti and village Chkhikvati children to the kindergartens located in the neighboring villages. From the day of opening of the women's room, a number of trainings has been conducted in the municipality and access to the different information and free consultation has become available for population.

It should be noted that during this time the interest and involvement of women in the work of the women's room has greatly increased. As we have already mentioned, not one training program has been carried out. Noteworthy is the fact of employment of two women in the municipality, who have applied for vacancies based on the information provided by the women's room. The other notable fact took place during the meeting of the women's room representatives with the Azerbaijani women in the



village Kosalari whereupon with the support of the municipality the Georgian language course for the villagers was started.

One of the main results of the women's room work is a change of attitude of the municipality officials who has actually understood the importance of the women's room.

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Tetrtskaro women's room managers

Sveta Darchiashvili and Nino Gujejiani have been appointed under the order and receive salary for this work.

Tetrtskaro leader women database

Today 150 women are entered in the electronic database.

Tetrtskaro women's room leader and activist women: Nely Ansiani, Nora Gurchiani, Liana Demetrashvili.

These women took part in the meeting in Misaktsieli; together with school teachers and women's room managers they have developed the action plan.

As a result of activities carried out in Tetrtskaro women's room:

Our former intern is currently employed in Tetrtskaro public school N1 as a teacher of the primary classes; two women were employed in the municipality vacancies they had got known based on the information provided by the women's room.

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Tsalka

Tsalka Municipality women's room manager **Nazibrola Kekelidze**

All activities implemented by the women's room are important, especially an internship program which has been launched for the first time in Tsalka women's room and which has had the good results.

The 16 days event "Orange The World: Stop Violence Against Women And Girls" was organized by the



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local Tsalka Municipality council with the financial support of the Swiss Agency for Development and Cooperation (SDC), Alliances Lesser Caucasus Program and Mercy Corps. In the frames of this event the documentary film was shown and discussion was held. The event was attended by the municipality staff, teachers, senior students, gender activists and local women. At the end of the meeting, the participants left the orange prints and slogans to highlight the fight against violence.

Tsalka women's room manager

Nazi Kekelidze is a municipality employee and she has been assigned to supervise the women's room activities. She performs the duties of the women's room manager on the voluntary basis.

Tsalka leader women database

The database includes 100 women

Leader women of the Tsalka women's room: Naira Makharadze, Natia Artmeladze, Nona Abuladze

As a result of activities carried out in the Tsalka women's room:

The women's room interns Mzia Tavartkiladze, Tamta Artmeladze, Nana Vibliani and Naira Makharadze have been employed.

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Challenges and Findings

Recognition

The municipality decision-makers do not consider beneficiaries of the women's rooms, women and gender issues as top priorities, and their activities implemented by the women are still not seen as serious and important.

This situation has arisen a necessity to hold the high-level training on the "Gender equality and women's participation in decision-making" for the top officials of the municipalities.

A new municipality service - "Women's Room" arises a mixed feeling in manager women and the local administration: "This service has much more importance than it may be seen from its name", "If we follow its name name we will not get its importance exactly", "If we change it it will be a good thing, because it does not reflect fully the activities carried out by the women's room. It is much more than a women's room" and other similar evaluations. In response to these challenges, based on the competition and with participation of the heads of the municipalities the new name, logo and banner have been selected.



The women's room managers of all thirteen municipalities are persons of various professions and skills. In order to enable them to develop the women's rooms and their activities it is still important to develop their opportunities through the various educational programs. For example, it would be desirable for women managers to attend the special course of the Management Academy.

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Sustainability

For some of the women's room managers the work at the women's room is an additional function and usually all of them are busy with other duties in the municipality that often prevents them, to devote the whole time and energy to the work at the women's rooms.

The managers still have not acknowledged their role and functions/duties. They still are lacking gender knowledge; they need better understanding of women's issues. The lack of human and financial resources is one of the serious challenges of the women's rooms.

Stories of success of the women's rooms:

On the initiative of Ninotsminda women's room and with the support of the ICCN a special training material for attestation of the public officials has been prepared, which have been passed by 18 women who then got a job in the municipality.



In August-September 2015, the managers of women's rooms of Akhaltsikhe, Akhalkalaki and Bolnisi participated in the international workshop within the MASHAV program "Use of information-communication technologies in the small business development, supported by the ICCN. Thereafter the managers shared their experience with the women - representatives of small business in 13 municipalities.

On initiative of Kvemo Kartli Governor Paata Khizanashvili, during the meeting held at the Administration office at the Advisory Council meeting, the public hearing of the women's room reports was organized, which will become quarterly in the future. By the decision of the Governor, the adviser in gender issues was appointed for contact with women's room managers

As a result of the women's room work, the Akhaltsikhe self-government has established the village houses in several villages.

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On initiative of the Adigeni women's room manager with the support of the ICCN, we have collected the signatures for granting the status of high mountainous region to Adigeni and sent to the Parliament Speaker, Vice Speaker and the Prime Minister of Georgia. This initiative was implemented successfully.



EDUCATION AND SCHOOL COMPONENT (Elene Eristavi, Education and School Coordinator)

The purpose of the Education and School component was to create the opportunities of development and new economic perspectives for girls, to help as many as possible young people, particularly girls, to continue their education after the school, to acquire a profession, to create a successful career and improve economically..

In this regard, our activity has served the following:

- To enhance the gender equality and create the educational environment free of gender stereotypes in schools;
- To provide to teachers and students the information of opportunities to get the education and master profession;
- To foster interest in further learning in students and young people;
- To increase involvement of the youth in the public life.

The target group of our component was the upper formers of the secondary schools of Samtskhe-Javakheti and Kvemo Kartli (15 - 18-year-old boys and girls).

Following on from the theme and purposes of the component, our main partners were the secondary schools of the municipalities of the mentioned regions and the civic education teachers.

When implementing the project we closely cooperated with the both components of the project - the women's rooms and the education, career and of opportunities development fund.

Also, we were supported by the local education resource centers and the Ministry of Education and Science of Georgia, which had expressed the readiness to assist in dissemination of the information about the project via the regional coordinators (see. Appendix 1)

Activities in the Education and Schools Area

➤ **The activities implemented in the preliminary phase:**

- As we have already noted, following on from theme and purposes of the component, our main partners were the secondary schools of the Samtskhe-Javakheti and Kvemo Kartli municipalities and the direct contact persons were the civic education teachers. Given the fact that the total number of schools in both regions is very large, first of all, we selected the schools. For this purpose, we visited the municipalities of these regions, met representatives of local educational resource centers and civic education experts. We introduced them to our project and agreed on the selection of schools and further cooperation. As a result of these meetings the schools that might be considered as our partners in the project, were revealed. The schools were selected by the language/ethnic diversity, qualification of teachers, opportunities for cooperation with education resource centers, the wish to be involved in the project, etc. (See Appendix 2).
- We visited the schools selected as probable partners in the project. The purpose of the visits was to establish direct contact with the schools and provide insight into the project. Also, to acquaint with their potential and obtain the administration's consent on participation and co-operation in the project. We met with school principals and teachers of civic education. We put them up to the project and distributed the booklets. We talked about opportunities for local women and girls to get improved. Also, we went over the school environment and surveyed their resources and opportunities. Finally, in both regions, 31 schools have been selected. Direct contact persons

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(Civic Education Teachers), have been selected from the mentioned schools respectively (see the list of partner schools and teachers in Appendix 3).

- The information and consultation meetings were held with civic education teachers selected as the contact persons. The purpose of the meetings was to establish personal contacts with teachers and to involve them in the project as our representatives at places. We discussed in detail the project in general and, in particular, the goals of our component and introduced them to the activities planned in this direction. During the discussions held at the end of meetings the teachers talked about the gender equality and the situation at schools in terms of educational opportunities for girls and expressed their readiness to cooperate with us. We have agreed that we would have a systematic communication and exchange of information for joint planning and implementing of the future activities.
- A baseline survey was conducted: “Girls and women in Kvemo Kartli and Samtskhe-Javakheti: problems and prospects of the education, economic and professional choice”. The goal of the basic survey was to support the reasonable and effective planning of the interventions to be implemented by all three components in the frames of the program. Both quantitative and qualitative research methods were applied in the survey.

One part of the survey was devoted to the study of “the current situation, data and attitudes related to the girls’ education and professional choice in Georgia” within the responsibility of the education and schools component. In this line we have been conducted: a) the desk research with the purpose of description and analysis of the current situation with the opportunities of education and professional (career) choice for senior girls in Georgia; d) focus groups with the purpose of survey of the public opinion on the development and professional choice of girls (for more detailed information see Appendix 4).

- For the teachers’ professional development in the gender issues the training module on “the education and development environment free from gender stereotypes in schools” has been developed. With respect of the specifics of target regions, the module has been designed in Georgian and Russian languages. In the process of the module development we have considered the basic survey data. Based on the recommendations of the survey, in addition to the gender issues (gender equality, stereotypes, gender socialization, etc.) we have included in the module such topics as the women’s/girls’ rights, early marriage, improvement of girls’ opportunities and, also, information about what is being done in the country to ensure the gender equality (see the training module in Appendix 5).

➤ **The activities implemented for enhancement of the gender equality and development of the education environment free from the gender stereotypes in schools:**

- In April, June and July 2015, the teachers selected as the contact persons for our project, were trained on the education and development environment free from gender stereotypes in schools”. The trainings were conducted in both Georgian and Russian according to the module developed by us at the preparatory stage. The goal of the training was to develop the teachers’ necessary skills for the implementation of gender equality principles in the education process and extra-curricular activities. The training was conducted by Doctor of Psychology Nana Berekashvili. The last training session was devoted to the planning of school activities. Given the fact that one

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of the main goals of our component was to overcome the limited career choice for girls, it was decided to give thematic lessons devoted to this subject in schools. The teachers, with the help of a trainer, outlined the structure of the lesson titled as “The professional choice free of gender stereotypes”. On completing the training, the teachers were awarded certificates.

- During the same period (May-July 2015), the civic education teachers gave thematic lessons “The professional choice free of gender stereotypes” to the senior students in project partner schools. The goal of this school activity was to promote awareness of senior students about the gender issues and to help them to get rid of gender stereotypes when they are choosing a profession. The module of thematic lessons was developed by the teachers on the basis of the knowledge received during the trainings and theoretical materials (handouts) they had been handed during the training. The thematic lessons were interactive. The teachers tried by a variety of activities: the role-playing and simulation games, videos, etc., to show to the students that the widely accepted narratives regarding the men’s and women’s skills, the professions that are suitable for men and women, were restricting their prospects of free choice, individual development and professional advancement.
- Our project, as the project related to the gender issues, joined the 16 Days of Activism Against Gender-Based Violence. In November 2014, we planned to conduct a variety of events in connection with the activism against gender-based violence. For this purpose, we made pre-visits to partner schools, where we met with civic education teachers (contact persons) and senior students. We provided information about the 16 days of activism and agreed on the school activities thereof. Also, we handed the stationery sets which should help them to prepare the posters and other visual material required for these activities. After that, based on our recommendations, each school prepared and successfully carried out a variety of events dedicated to the international campaign, such as role-playing games and the posters in connection with the domestic violence (village Damala, teacher- Marina Broyan); the workshop on the early marriage (village Rustavi, teacher Shorena Khizadze); the roundtable and posters on violence (village Atsqvita,

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teacher Zeinab Ivanidze); the street flashmob, where the signatures were collected (Aspindza, teacher Tina Tsitlanadze), etc. The students, who participated in the events dedicated to the 16 days activism, were given certificates. Also, meetings and workshops were held for the school representatives. The presentation related to the gender discrimination and violence had been prepared for the workshop.

In December 2015, in the frames of the 16 Days of Activism Against Gender-Based Violence, we carried out the activities regarding the issue of early marriage. This topic was selected according to the statistics, which showed that the highest percentage of early marriages was recorded in Kvemo Kartli, Kakheti and Samtskhe-Javakheti, out of which two were our target regions. In addition, the baseline survey carried out by us had also revealed the necessity of raising public awareness of the early marriage issue. For prevention of the mentioned problem, the regional information meetings were held for the senior students, teachers and parents of our partner schools. The meetings were held by Ms. Sopho Rusetski, the Public Defender's Office representative in the gender equality issues. At the meeting, Ms. Rusetski spoke about the threats and risks of the early marriage, and answered questions of the audience. At the end of the meeting the participants were handed the information leaflets on the prevention of early marriage published by the Department of Gender Equality of the Public Defender's Office (see the information meetings' agenda and report in Appendix 6).

The meeting-workshop devoted to the 16 Days of Activism Against Gender-Based Violence Also was held also in Bolnisi. The subject of the workshop was the problems related to the early marriage, which were reported (in kind of the essays) by the senior girl-students of Kazreti and Bolnisi public schools.

➤ **The activities implemented for providing the information about the education and professional development opportunities to the students:**

- In order to provide the information about the education and professional development opportunities to the senior students we have compiled an information packet – “The Guidelines for

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the Educational and Professional Opportunities”. The Guidelines include: a) the list of the vocational/public colleges in Georgia, their web addresses and brief information about them to enable the students concerned to get to know more about the curricula and conditions offered by the colleges; b) addresses of websites in foreign languages where the detailed information about the international exchange and scholarship programs is available; c) the web addresses of different online courses (see the Guidelines in Appendix 7).

- In spring 2014-2015, the information meetings were held in our partner schools. During the meetings, the representatives of our project and the civic education teachers told to the students about the necessity of further learning and about the education and profession mastering opportunities available in Georgia. At the end of the meetings the students were handed the Guidelines for the Educational and Professional Opportunities, compiled by us (in overall, the Guidelines were handed to more than 3,000 students).
 - On October 25, 2015 the senior students and teachers of our partner schools of Samtskhe-Javakheti and Kvemo Kartli visited Tbilisi, where they attended the event “The International Education Exhibition - Tbilisi 2015” held at the Radisson Blue Iveria Hotel. Higher education institutions and international organizations from the different countries participated in the exhibition. Students and teachers had the opportunity to talk with their representatives and to receive the full information about foreign education, scholarships and grants, training and various educational programs.
- **The activities implemented with a view to arouse the students’ interest in further learning and profession mastering:**
- On February 20, 2016, we arranged a visit for the senior students and teachers of our partner schools to Kachreti public vocational college “Aisi”, Kvemo Kartli, which is equipped with new technologies. They met and talked with the principal, the manager and the teachers of the college, who provided the information about the conditions, curricula and admission rules in the college. After the meeting the visitors surveyed the territory of the college and facilities



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thereon: the campus, library, fruit and vegetable processing plant, wine laboratory and cellar, beekeeping farm, art house, etc. The visitors were tasted the meals cooked by the students who are mastering the cook's profession. Also, the students and teachers were given the information booklets prepared by the college.

- On February 24-26, 2016 the reference visits were arranged to the Samtskhe-Javakheti State University on Akhaltsikhe and Akhalkalaki. Senior students, teachers and parents of our partner schools participated in these events. They met the Akhaltsikhe University Rector, Professor Merab Beridze and the faculty of the mentioned university, who spoke about the curricula, the admission terms and conditions. They also answered questions of the audience. During the visit to Akhalkalaki a special interest was expressed by the parents of students who are not the native Georgian speakers. They pointed out that they would like not to send their children abroad to get education. The visitors also viewed the newly built, well furnished campus in Akhalkalaki.

➤ **The activities implemented to increase the youth participation in public life:**

- In October and November, 2015, the trainings on “Volunteering - the road to success” were conducted for the senior students of our partner schools. The trainings were conducted by the trainers elected on the competitive basis: in Samtskhe-Javakheti municipalities – by Tinatin Meskhi (NGO “Helping Hand”), in Kvemo Kartli municipalities – by Lela Merabishvili (organization “ACF Spain”). The purpose of the trainings was to involve actively the young people in the social life of their region, village or city and to promote/encourage in them the culture of volunteering and civic responsibility. The last training session was devoted to the development and presentation of volunteer projects. The events dedicated to the Volunteer Day were planned. After the training, the students were given certificates (see the training module, the agenda and report in Appendix 8).

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- At the end of November, 2015, the volunteers presented the group projects dedicated to the International Volunteer Day. On December 5, with our support and assistance these projects were successfully implemented in the Samtskhe-Javakheti and Kvemo Kartli municipalities. The activities dedicated to the International Volunteer Day were widely covered in the Facebook group “Volunteers” created by us. The activities carried out under the projects submitted by the young people were distinguished by diversity and creativity. For example, the event “Volunteering is transmissible” was held in Borjomi, the event “This is a Stop But Not A Dump was held in the village Rustavi of Aspindza region, the event “Join Us” was held in the village Ratevani of Bolnisi region, the event “Family without violence” was held in Ninotsminda, etc. (see the projects presented by the volunteers in Appendix 9).

To promote the active involvement of the young people in the volunteer activities it was decided to encourage the teams participating in the events with the awards. Together with the career and opportunities development fund, we have selected the best projects from each municipality, the authors of which were awarded with the tablets. The rest of the teams received the stationery sets for planning and implementation of the future activities.

- To help the senior students of our partner schools (about 80 young people) to gain the work/professional experience, we have involved them in the survey conducted in the women’s rooms component “The survey of women’s and girls’ attitudes towards the gender equality in Samtskhe-Javakheti and Kvemo Kartli regions”. After passing the proper training, in March and April 2016, they conducted the interviews in towns and villages of the target municipalities and despite the complexity of the questionnaire, they did the job successfully. As a result of participation in the survey, young people received the interviewer’s experience, required for this demandable occupation.

➤ **The activities implemented in the final phase of the project:**

- On July 22, 2016 the meeting held in the Akhaltsikh Municipal Hall was attended by the USAID representatives, representatives of the local authorities of Samtskhe-Javakheti municipalities,



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entrepreneur women - beneficiaries of the grant competition within the framework of the project, managers of women's rooms, teachers and students of our partner schools. The audience was informed about the results and achievements of our program. We also spoke about the challenges facing the region. The meeting was covered by the local television. After the meeting the attendees visited one of the beneficiaries of the grant competition – Mtvarisa Gelashvili's hotel in Borjomi municipality.

- In August and September, 2016, the two-day work meetings were held in the hotel “Capillon” in Misaktsieli. The meetings were attended by the school's teachers of our target municipalities (contact persons of the partner schools), women entrepreneurs (the beneficiaries of the grant competition), managers of the women's rooms and leader women. The participants of the meeting sessions worked in groups divided by the municipalities. They evaluated the activities implemented during the project and developed and presented the joint action plans (see the meeting agenda and presentations in Appendix 10).
- In October, 2016. . . .

➤ The stories of success:

- By the initiative and participation of the schools and education component the project has established the cooperation with the non-profit organization “GEIA” (Georgian Educational Initiatives Association), which has announced a 2-month training course for enhancement of the opportunities of women's self-realization and professional employment. As a result of negotiations the managers of women's rooms in Dmanisi, Tetrtskaro, Tsalka municipalities, with financial support of our project were able to pass the two-month training course that will help them to develop their own professional skills. The training was conducted by local and international trainers.
- At the request of Adigeni public schools, we have arranged the meeting of the students with the writer Davit Turashvili. Mr. Turashvili spoke about the necessity for young people and especially for girls to continue study after school, to get education and master the profession. He also answered questions asked by the young people. At the end of the meeting, participants were



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handed the books by Davit Turashvili, purchased by us.

- **Thea Gachechiladze, a tenth grader at Rustavi 15th public school (our partner school) conducted the workshop on “The Gender-Based Family Violence” at the Rustavi women’s room. Thea is the winner of the Law Section of the 69th Conference of Students. She invited her peers, parents and teachers. After the workshop the discussion on the issues related to the gender-based violence in the family was held. The event was spearheaded by the civic education teacher of the same school Ms. Lia Ghughunishvili.**
- **The teachers and students of our partner schools participated in the Bakuriani summer school arranged by the Career and Opportunities Development Fund, where they, along with the recreation passed various training courses and workshops. It is noteworthy that the representatives of both Georgian and non-Georgian schools were invited to participate in the summer school where they acquainted and communicated with each other.**
- **By the initiative of the civic education teachers, the senior students passed one-day training sessions on various topics, namely: the “Gender Equality” training in Kazreti Public School (teacher Nino Tsimakuridze) the ”Skills Necessary for Job Search” training in the village Karajala (teacher Natalia Bekauri); the “Civic Education in Our Lives” in the village Satkhe public school (teacher Shushanik Anikian).**
- **A group “Volunteer” was created on Facebook. The goal for the creation of this group was to introduce/ get closer the volunteers trained by us in various municipalities, to cover their activities and to share the information of future plans. According to the latest data, the “Volunteers” group joins up to 200 members. It should be also noted that the volunteers from Borjomi, has filmed a volunteering promotional clip for the public and especially for the youth (see the clip in Appendix 11).**

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(Lika Margania, Business Opportunities Coordinator)

The program's main goal:

To have increased the involvement in and benefit from educational, professional and economic opportunities for women and girls.

The main objectives:

To involve 2000 women and 1000 girls in the decision-making in targeted municipalities at the community and municipality levels, and to enable 3000 women and girls in 13 municipalities to make more informed choice based on increased access to the information and services in the areas of education, training, employment and professional development.

Business opportunities component

Resume

The purpose of this component is to assist the motivated women and girls in the Kvemo Kartli and Samtskhe-Javakheti regions in their improvement of future employment and economic opportunities. In the frames of the program the Education, Career and Opportunities Fund has provided the grants to the women residing in the target municipalities for financing and promotion of their businesses. In the frames of the program the businesses of 13 women in 13 municipalities have been funded in kind of grant: 6 in Kvemo Kartli and 7 in Samtskhe-Javakheti. The grant amounted to about 4000 GEL. The grant funds have been used for the purchases were required for implementation of the projects and business plans presented by the grantees. The business ideas were selected in the initial stage of the program, and in addition to other criteria, a necessary requirement was that the grantee should be a leader woman. The program has encouraged women and helped to establish two cooperative (“Imedi” (Tetrtskaro) and “Kvemo Kartli Women’s Initiative for Agricultural Development” (Bolnisi).

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Table 1. The grants were awarded to the following businesses in the frames of the project:

N	Grantee	Municipality, region	Business Type	Grant amount (GEL)	The purpose of the grant	Current status of the grant
1	Lela Beridze, Cooperative "Khareba"	village Ude, Adigemi, Samtskhe-Javakheti	Milk collecting center	3999.53	Purchase of building materials to build a new center in order to expand the milk collector.	შესრულებული
2	Lia Demetrasvili, Cooperative "Imedi"	Tetrtskaro, Kvemo Kartli	Goat farm	3990.00	Purchase of 6 goats of special Swiss /Zanier dairy breed for the existing goat farm (25 goats)	შესრულებული
3	Gvantsa Jokhadze	Gardabani, Kvemo Kartli	Education center	3993.22	Purchase of computers, a printer, and a variety of equipment, a heater, and furniture and stationery items for less comfortable training center.	შესრულებული
4	Pepo Ritzhamadze	Aspindza, Samthkhe-Javakheti	Beauty shop	3998.67	Purchase of construction materials for expansion and improvement of the existing small parlor.	შესრულებული
5	Tina Gelashvili, Cooperative „Mrs Surneli“	Village Dzveli, Akhaltsikhe, Samtskhe-Javakheti	Beekeeping farm	3974.72	Expansion of the existing honey production through addition of 34 hives through the purchase of paraffin and other required materials.	შესრულებული
6	Liana Chelidze	Dmanisi, Kvemo Kartli	Raspberry garden	4000.00	Purchase of nurslings of specially selected raspberry varieties, drip irrigation system and fencing materials for the raspberry garden arrangement.	შესრულებული
7	Amalia Urumova	Marneuli, Kvemo Kartli	Tearoom	3999.57	Purchase of refrigerator, kitchen equipment - kettles, coffee maker, dishes, gas oven, glasses, forks and knives, spoons, etc. for arrangement of a small tearoom.	Performed

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8	Armenuhi Iritsian	Ninotsminda, Samtskhe-Javakheti	Beauty Salon	3221.37	Purchase of 2 depilators with cartridges for improvement of the existing beauty parlor services and introduction of a new service.	Performed
9	Mtvarisa Gelashvili	Village Kvabiskhevi, Borjomi, Samtskhe-Javakheti	Family hotel	3990.28	Purchase of construction materials for expansion of the existing hotel and introduction of a new agro-tourism service	Performed
10	Khatuna Samkharadze	Rustavi, Kvemo Kartli	Tailor's shop	3952.54	Purchase of modern sewing machines	Performed
11	Manana Bolkvadze, Cooperative „Bee Georgia“	village Gumbati, Tsalka, Kvemo Kartli	Beekeeping farm	3990.00		Performed
12	Lali Kheturiani	Bolnisi, Kvemo Kartli	Strawberry greenhouse	4000.00		Performed
13	Dali Aghdgomeladze	Akhalkalaki, Samtskhe-Javakheti	Floral shop	3977.65		Performed

Business leader women have passed a series of trainings, which have contributed to a better understanding of business planning and management. In order to increase the access of women and girls involved in the business to the information and municipal agencies, the program has connected the women businesses to the women's rooms established in the respective municipalities. Also, in order to increase awareness of the program, the various businesses in two targeted regions have been contacted and connected. Women's businesses, for the marketing development, have constantly participated in fairs and exhibitions, conducted under the aegis of various organizations and programs.

To ensure the sustainability of businesses they were connected to other programs, projects, potential donors (Table 2), resulting in the additional funding through the program for 5 businesses (Manana Bolkvadze -Tsalka, Lia Demetrasvili - Tetritskaro, Tina Gelashvili-Akhaltsikhe, Mtvarisa Gelashvili - Borjomi, Lela Beridze - Adigeni).

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Table 2. Training passed by the businesses under the project and potential opportunities of new financing

#	Business	Training participant	Training date, name and provider	Potential opportunities of new financing (additional activities)
1.	Training Center in Gard-abani	N/A	N/A	Startup "Marani" - a kindergarten design is underway
2.	Tailor's shop, Rustavi	N/A	N/A	N/A
3.	Beekeeping cooperative "Bee Georgia" in village Gumbati, Tsalka.	Manana Bolkvadze Director, P/N 52001014517, Tel: 551 09 57 55	In frames of the "Produce in Georgia" program - training -drawing up business plan.	1. ENPARD Georgia - the project has been presented for purchase of a vehicle for bees transportation, the total cost: 30,000 euro 2. Farmers' Association - the same project for purchase of a vehicle for bees transportation, the total cost: 25,000 euro
4.	Beekeeping cooperative "Mtsi Surneli" in village Gumbati, Aspindza municipality, Samtskhe-Javakheti,	1. Ima Gelashvili Director, P/N 47001001160; Tel: 591411298 2. Shalva Zedgimidze 3. George Zedgimidze 4. Darejan Diasamidze 5. Manana Zedgimidze	<p>1. 1. April 4-7, April 11-14, 2016 - Trainings on financial planning, business plan drawing, management, marketing, taxes and taxation. Training providers: ENPARD; Mercy Corps; ICCN; GIPA; ABCD Georgia, Agroservice;</p> <p>2. March 17-18, March 29-30, April 7-8, April 17-18, April 21-22, 2016 - agricultural marketing; value chain, agricultural products prices and pricing; research methodology and qualitative methods of agriculture;</p> <p>3. April 18, 2016 - in frames of "Produce in Georgia" program - business plan drawing; marketing plan drawing;</p> <p>4. April 21, 2016 - food safety and bio-certification -Elkana;</p> <p>5. September 24-25, 2016-Batumi-Modern methods of bee treatment and the impact of pesticides on bees; USAID/REAP project; promotion of women and youth-owned agrarian enterprises.</p>	<p>Participation of agrarian cooperative "Mtsi Surneli" in grant competition/ projects:</p> <ol style="list-style-type: none"> 1. Small business development grant project: USAID; ICCN; Mercy Corps- 3973 GEL financed; 2. European Neighborhood Programme for Agriculture and Rural Development in Georgia (ENPARD Georgia) has moved to the 2nd stage, waiting for a business plan competition (April 2016) -18500 USD 3. Project "Produce in Georgia" - the beekeeping enhancement program has moved to the 2nd stage (April, 2016) -14655 GEL 4. Promotion of development of cooperatives - the projected supported by the Cooperative Development Fund (Austria) and Georgian Farmers Association - 27200 Euros +6000 Euros co-financing, a total of 33200 EUR; 5. Have been involved in the state beekeeping programs of the Ministry of Agriculture of the beekeeping program; have purchased hives (83 units) by co-financing. 6. Cooperative Development Fund (Austria), the Georgian Farmers Association - has filed a grant application (for the development of the high-tech beekeeping). <p>Additional activities:</p> <ol style="list-style-type: none"> 1. The director of the cooperative was invited to participate in the program "Farmer's Hour" - the regional TV- Tina Gelashvili's interview on the problems of cooperatives and their solutions, promotion of beekeeping cooperatives https://9arkhi.wordpress.com/%E1%83%93%E1%83%98%E1%83%90%E1%83%9A%E1%83%9D%E1%83%92%E1%83%98/ 2. The cooperative has participated in the conference "The Woman's Role in Business" G4G on the 2-day seminar- exhibit EXPO-GEORGIA, where it has presented the beekeeping products (honey) 3. The cooperative has become a member of the Georgian Farmers Association (GFA). 4. NEA has sent the honey sample to the diagnostic center BIOR (Riga, Latvia) and all components (24 items) have been assessed positively and received the food safety certificate. 5. The Cooperative Development Agency has sent the honey sample for testing to the laboratory of the Ministry of Agriculture (waiting for an answer).

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5	Livestock Cooperative "Imedi" and Partnership "Amalthea", Tetrtskaro	Liana Demetrashvili, P/N 01001021622 Tel: 593 16 40 69, Director of the cooperative	1. Business Management - Project 2. "A Farmer to a Farmer" - livestock feeding and management certificates 3. Human rights and freedoms, women's rights protection mechanisms 4. CEC - "Your choice is a prerequisite of democracy in Georgia" certificate 5. Small enterprise management- Ministry of Economy, Certificate 6. "Gender starts from me" - Embassy of Germany - March 29 - December 10, certificates, human rights defender 7. "Business Plan Drawing", ALCP 8. Financial Management, ALCP 9. English language course within the project -in the women's room 10. Election observer training	1. "Produce in Georgia" grant - milk bottling line -ultrapasterizer and refrigerator - 10,000 GEL 2. Mercy Corps ALCP-a mini-enterprise with sandwich panels, for milk and cheese production, a packaging line - 70,000 US dollars 3. Startup "Marani" cellar - expansion of the farm (purchase of 100 goats, the feeding base and a mini-enterprise) - 150,000 USD 4. Embassy of Germany -purchase of goats, land, feeding base and mini-enterprise - 25 000 Euros 5. Embassy of Germany -purchase of goats+ cheese packaging line - 16,000 GEL
6	"Khareba" milk collecting cooperative, village Ude, Adigeni	1. Lela Beridze Director, P/N 47001001886, Tel: 591 95 35 46 2. Tsinari Tsvadze, Director, P/N 47001032184, Tel: 591 95 35 66 3. Pavle Merabishvili Member, P/N 03001002431, Tel: 598 157 888	1. HACCP - February 2016, REAP 2. Adigeni - RED, Mercy Corps Gender 3. Organizational management and communication - ICCN/Mercy Corps 4. Development of small businesses - ICCN/Mercy Corps, May 2014	N/A
7	Dmanisi Farmer Women Group, raspberry garden	1. Liana Chelidze, P/N15001017728; Tel: 551 08 27 95 2. Bela Sharabidze, Tel: 551 11 57 94 3. Rusden Sharabidze	N/A	N/A
8	Women's Cooperative, "Kvemo Kartli Women's Initiatives for Agricultural Development" Bolnisi Strawberry Greenhouse	Lali Khetsuriani, P/ N10001042678; Tel: 551 06 69	N/A	1. ENPARD - Project application filed, status granted, competition is underway 2. "Produce in Georgia" - rose nursery/breeding farm project, the first phase has been passed, the required budget is in process of preparation 3. "Plant the Future" - the project is in process of preparation 4. Startup "Marani" - the project is prepared for submission 5. The startup funding state program - the project is prepared for submission
9	Aspindza beauty parlor	Pepo Rizhamadze P/N 05001006771 Tel: 599 23 57 35	1. In the frames of the "Produce in Georgia" program - training - business plan drawing; registered for startups, I/E or a micro-entrepreneur. 2. Training in hairstyling in Tbilisi, at a Tbilisi beauty parlor is planned	"Produce in Georgia" - a small grant project, moved to the second phase; the required business plan is being prepared.

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10	Akhalkalaki floral shop	Pepo Rizhamadze P/N 05001006771 Tel: 599 23 57 35	N/A	N/A
11	Ninotsminda beauty parlor, I/E	Armenuhi Iritsyan, Tel: 568 98 38 85	N/A	
12	Family hotel, I/E Kva-biskhevi, Borjomi	Mtvarisa Gelashvili, P/N 11001006828, Tel: 599 91 16 09	ENPARD- within the current training took part in the (project writing, business plan, etc.)	1. LAG (Local Action Group) beneficiary - a member of the local working group within ENPARD. 2. For submission to ENPARD a project proposal in the field of agro-tourism is being prepared
13	Teahouse, I/E Marneuli	Amalia Urumova, P/N 62001005748, Tel: 593 71 51 80	Training on financial planning, business plans, management, marketing, taxes and taxation; training providers: ICCN	N/A

In addition to the grant recipients, 22 people have been employed in the women businesses, while the number of interns and volunteers in the businesses has reached 18 (Table 2). For the awareness-raising together with the women rooms the business representatives attended the trainings on disaster risk reduction and agriculture development prospects, which have expanded their vision and vested in them a practical knowledge and experience.

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Table 3. Employment and volunteers in businesses

#	Business	Basic staff (beneficiary)	Employee (name, address, contact details)	Intern/Volunteer (name, address, contact details)	Note
1	Training Center in Gardabani	1. Individual entrepreneur Gvantsa Jokhadze, P/N 12001098403, Tel: 551 09 09 25, grantee, math teacher 2. Sophie Macharashvili, Georgian teacher, P/N 12001098401, Maya Mchedlishvili, computer teacher 3. Lela Gorgodze, English teacher	1. Lela Gorgodze, English teacher, P/N 12001053821 2. Emma Nemsadze, Russian teacher (since September 2016) Salary: 40 GEL	Maya Jokhadze, P/N 1201012055, Tel.: 577 99 85 03	Negotiations with Emma Nemsadze have been completed. She will start the Russian language course from September.
2	Tailor's shop, Rustavi	Khatuna Samkharadze, Director	Maria Kobaladze, P/N 35001079986 120 GEL	N/A	
3	"Bee Georgia", beekeeping cooperative, village Gumbati, Tsalka	Manana Bolkvadze, Director, P/N 52001014517 Tel.: 551 09 57 55 Total - 16 members	Yuri Khmaladze, Driver, Tel. 591 96 08 60, P/N 12001084351. Salary of 100 GEL.	1. Zviad Khmaladze, Tel. 591 96 08 80; P/N 61009007597 2. Goga Khmaladze, Tel. 591 96 08 90	
4	"Mtis Surneli", beekeeping cooperative, village Dzveli, Aspindza municipality, Samtskhe-Javakheti, ,	5 members: 1. Tina Gelashvili, Director, P/N: 47001001160; Tel: 591411298 2. Shalva Zedgimidze 3. George Zedgenidze 4. Darejan Diasamidze 5. Manana Zedgimidze	George Ivanidze driver, P/N 05001008751; Tel: 598097961 Salary: 100 GEL during a movement, 400 GEL annually 4.5 kg of honey	Seasonally, during honey pumping, service hands (volunteers) 1. Nunu Diasamidze, P/N05001005587; Tel: 595902650 Honey -4.5 kg 2. Vazha Kachkachishvili; P/N47001039816; Tel: 595917123 Honey -4.5 kg 3. Zhuzhuna Diasamidze P/N: 05001007051; Tel: 577647502 Honey -4.5 kg	Seasonally, during bee movement and honey pumping
5	Livestock Cooperative "Imedi" and partnership "Amalthea", Teritskaro	Liana Demetrashvili, the director of the cooperative, P/N 01001021622 Tel. 593 16 40 69, 7 members - "Imedi" 2 members - "Amalthea"	Guliko Elisashvili, P/N Tel. 595 22 17 57 Salary - 150 GEL + natural products	George Baghmashvili, P/N Tel: 591 60 40 58	The cooperative has been established under the project recommendation

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6	“Khareba” milk collecting cooperative, village Ude, Adigeni	<p>1. Lela Beridze, Director, P/N 47001001886, Tel: 591 95 35 46</p> <p>2. Tsinari Tsivadze, Director, P/N 47001032184 Tel: 591 95 35 66</p> <p>3. Pavle Merabishvili, member, P/N 03001002431, Tel: 598 157 888</p>	<p>1. Badri Chilingrashvili, seasonal driver/milk collector, Tel: 591 95 36 85</p> <p>Salary—350 GEL minimum/output-based</p> <p>2. Otar Nadiradze, seasonal service hands in activity/construction, Tel: 598 82 83 08</p> <p>Salary - 350 GEL minimum/output-based</p> <p>3. Pavle Peikrishvili, seasonal service hands in construction, address</p>	<p>1. Otar Beridze, P/N 47001002361 Tel: 599 765 048</p> <p>2. Ilo Sauridi, P/N 47001001339; Tel: 571 72 72 70.</p>	
7	Dmanisi farmer women group, raspberry garden	<p>1. Liana Chelidze, P/N 15001017728; Tel: 551 08 27 95</p> <p>2. Bela Sharabidze, Tel: 551 11 57 94</p> <p>3. Rusudan Sharabidze</p>	<p>Seasonally employed two raspberry pickers with salary 20 GEL per day</p>	<p>1. Roman Devnozashvili</p> <p>2. Vazha Noniashvili</p> <p>3. Ilia Noniashvili</p>	<p>We have contacted them with Tsaghveri berry nursery cooperative: Tsira Grigalashvili; Tel: 568 52 51 70</p>
8	Women’s Cooperative, “Kvemo Kartli women’s initiatives for agricultural development”, Bolnisi Strawberry Greenhouse	<p>1. Lali Khetsuriani, P/N 10001042678; Tel: 551 79 06 69</p> <p>2. Besiki Ninoshvili, P/N</p> <p>3. Karina Bejanishvili</p> <p>4. Grigoł Mgvdeladze, P/N 10001042822</p> <p>5. Nino Gaprindashvili, P/N</p>	<p>1. Tamaz Tsimakuridze Tel: 599 71 79 23</p> <p>Salary - 150 GEL</p>	<p>1. Ekaterine Mgydeladze</p> <p>2. Nino Tsimakuridze</p>	<p>The cooperative has been established under the project recommendation. We have contacted them with Tsaghveri berry nursery cooperative: Tsira Grigalashvili; Tel: 568 52 51 70</p>
9	Aspindza beauty parlor, I/E	<p>Pepo Rijamadze P/N 05001006771 Tel: 599 23 57 35</p>	<p>1. Teona Chiladze, P/N 05001011266; Tel: 598 18 67 90</p> <p>2. Marika Londaridze, P/N 05001010886; Tel: 598 00 46 953.</p> <p>3. Mari Beridze, P/N 05001011759; Tel: 598 59 73 32</p> <p>Salary 120-150 GEL</p>	<p>Natia Rizhamadze, P/N 05001002588;</p>	
10	Akhalkalaki floral shop, I/E	<p>1. Dali Aghdgomeladze Director, P/N 0700103913, Tel: 593 90 17 16</p> <p>2. Nana Broyan, P/N Tel: 595 33 76 77</p>	<p>1. Shop assistant Ovsama Kostiani, P/N, Tel: 574 03 51 27</p> <p>Salary 70 GEL</p>	<p>1. Vera Rasyan, consultant</p> <p>2. Mikhail Kolkidi, consultant</p>	
11	Ninotsminda beauty parlor, I/E	<p>Armenuhi Iritsyan, P/N Tel: 568 98 38 85</p>	<p>Armenuhi Tangamian, Laser depilator specialist, P/N 32001100920, Tel: 597 01 27, salary 100-150 GEL</p>	<p>1. Shushamik Kaloayn</p> <p>2. Aide Pogosyan</p>	

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12	Kvabiskhevi Family hotel, Borjomi, I/E	Mtvarisa Gelashvili, P/N 11001006828, Tel: 599 91 16 09	1. Liova Khachaturian, Tel. 555 253146 2. Gia Abshilava, Tel. 555 299130 3. Pridon Svani, Tel: 551 16 07 26 Daily salary 20 GEL for one-time construction and repair works	Malkhaz Maistradze, P/N 11001006822 Tel: 555 312 885	
13	Marnetuli teahouse, I/E	Amalia Urumova, P/N 62001005748, Tel: 593 71 51 80	1. Bartender 2. Plongeur Total: 22 employees Where: 8 seasonal (permanently) 3 one-time	N/A	Total: 18 interns

BUSINESS OPPORTUNITIES COMPONENT

In the future the thirteen businesses are planning expansion, reinvestment, and some of them – export of products (honey from Akhaltsikhe, goat cheese and milk –from Tetrtskaro, raspberries and strawberries –from Dmanisi and Bolnisi, honey –from Tsalka). According to the data provided, none of the businesses is unprofitable. They have provided the breakeven information. The program has taken care of the future prospects of business leader women: they have been given coordination meetings, where the planned development of their businesses. The knowledge, skills, contacts, the women’s room services, practical experience and professional approach they have acquired in the frames of the program are the mechanisms that would ensure the sustainability of these projects.

Important additional activity

In order to ensure that the program would have provide the necessary assistance to women’ and girl’ businesses in the target municipalities which have been identified in the program implementation process, it was decided to cooperate with foreign consultant - Ms. Sandra Villets with whom Mercy Corps signed the contract in August 2015. However, upon expiration of the consultation term, the program has continued the work in this direction in 2016 and has achieved successful results.

During the scheduled information meetings, the women’s business opportunities and prospects for their professional development were considered, and the idea was generated of the development of such opportunity in agro-tourism. This issue was named as a popular and growing business opportunities for women, who will be able to receive additional income through offering the service inside the family for this specific type of tourists, the number of which has significantly grown in Georgia.

To this end, Ms. Sandra Villets has been assigned to develop the agro-tourism development strategy for the program targeted municipalities. The strategy has been written, translated into English and published. The publications have been distributed to program beneficiaries and other interested parties. Based on the strategy document the presentation has been prepared and submitted to the local government, the governor’s offices, the program beneficiaries and other stakeholders in the target municipalities. As a result, one of the women’s business –the family hotel in the village of Kvabiskhevi, Borjomi municipality, has been provided additional services for agro-tourists, the demonstration of which took place after the conference held in Akhaltsikhe on July 22, where, almost all conference participants together with representatives of the donor were invited to this interesting and, at the same time, pleasant event.

The permanent monitoring of the implementation of the business grants provided in the frames of the program was rendered by the business opportunities coordinator and the monitoring and evaluation officer. The detailed information about these activities is available in the form of reports at the address: www.iccn.ge and www.mercycorps.org.

At the initial stage of the program the information meetings were held in each target municipalities where the information required for a grant was provided and thereafter, the consultations grant applicant-women about what documents were required to participate in the grant competition. Out of the grant applications filed within the program and submitted projects one project from each municipality was selected, or a total of 13 projects. The training “Small business development” was provided for the potential business grantee- women as well as for other interested persons, which significantly expanded the vision of the attended women and vested many business skills in them.

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1. Mrs. Lela Beridze's cooperative "Khareba" in the high-mountainous village Ude, Adigeni Municipality, through the grant issued under the program, has expanded its existing small business (milk collector car, which did not meet food safety basic requirements) and built for the milk collection center a new building, which is in the final phase and will soon be commissioned. The construction of the enterprise began only after Mrs. Lela Beridze and her cooperative members had got the information on the food safety requirements and passed the HACCP training, where the experts sent under the REAP program had transferred to them, together with the necessary knowledge and recommendations, the complete enterprise plan according to which the construction began.

Lela Beridze has actively involved in the activities planned in the frames of the program; she and her husband attended the master-class in Bolnisi provided by a foreign specialist of strawberry greenhouse under the program "A Farmer to a Farmer". Mrs. Beridze still intends to expand the business. Along with the support of the program and provided information the grantee-woman plans to obtain the additional funding in order to increase production, create new products for consumer's satisfaction and brand her product to seek marketing opportunities and provide business sustainability. The knowledge and experience acquired by the cooperative members through the trainings, information and working meetings, conferences, coordination meetings really promote broadening of the horizons of rural women and their professional growth.

2. Lia Demetrashvili's goat farm (cooperative "Imedi") in Tetrtskaro is a clear example of the success achieved by a motivated rural woman equipped with adequate knowledge and experience. Everything started as follows: Mrs. Demetrashvili and his husband decided to move from the city to the village and to go into the farming. They have built a goat farm and began to produce goat milk and cheese.



Mrs. Demetrashvili with the grant received from our program has purchased 6 Zanier Swiss dairy goats, gained the surplus and increased income. The ambitious woman has decided to achieve more, with the support of our program she has used additional funding opportunities and won a grant for a milk bottling and cheese packaging mini-enterprise (ALCP, Mercy Corps). This active woman attends all trainings, conferences, exhibitions and sales, agricultural festivals and events in all regions. She has used successfully the opportunity provided by the program – the English language courses opened in the women's rooms, and has acquired basic English language skills.

Mrs. Demetrashvili is a frequent guest of the popular TV program – "The Farmer's Hour". She is eager to tell the reporters about her successful business history. With the help of the program Mrs. Demetrashvili has established a cooperative and joined the Georgian Farmers Association that gives more

BUSINESS OPPORTUNITIES COMPONENT

opportunities to expand her business.

The history of this woman reflects well the objectives of our program - to enhance rural women and girls, to give them the desired small business opportunities, to help in business implementation, to open new marketing opportunities, to respond to modern farming needs, food safety requirements, to update the material technical base by eco-friendly technologies and to take care of business sustainability, its vitality, to use export opportunities and produce healthy, competitive products.

3. The Gardabani training center is managed by the motivated girl Gvantsa Jokhadze who with the help of the program has expanded, equipped and improved the center and turned it into a successful business. Gvantsa who has gained a significant contribution through out program grant, plans to continue to expand her business with a new service - a kindergarten. The program provides assistance to the young woman in the search for additional sources of funding. With the help of our program, Gvantsa Jokhadze's business holds the priority for new grants, because she has acquired the necessary experience, knowledge and skills.



4. Before joining our program, Mrs. Pepo Rizhamadze's beauty parlor in Aspindza was served by one person only because of lack of the space and environment. With the help of our program she has expanded her business. Today, her parlor is available to everyone, and offers high-quality services to customers in a clean and pleasant environment.

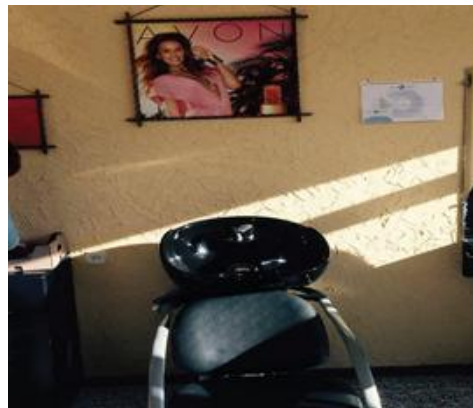
The expanded and renovated space will attract more customers and hence, the parlor owner's income will increase. The grantee woman successfully manages her small businesses. With the help of the program she started to search the funding for a new project. She wants to add new services and improve the



BUSINESS OPPORTUNITIES COMPONENT

quality of services at her beauty parlor. Mrs. Pepo Rizhamadze and her daughter are actively involved in the different activities available within the program where they acquire additional knowledge, information and experience.

5. Mrs. Tina Gelashvili (beekeeping cooperative “Mtis Surneli” in the village Dzveli) is an experienced manager and she successfully manages the farm in the picturesque mountain village of Samthkhe-Javakheti. The program has purchased for her cooperative, where mostly women are joined (including one disabled person) 34 modern beehives and other necessary materials, which has significantly increased the income. Mrs. Gelashvili’s cooperative seeks additional funding sources, and has achieved some progress in this area. Her activity in the events, trainings and conferences planned by our program is obvious, as evidenced by her participation in the summary conference of our program



in October 2016, where she delivered a presentation. Mrs. Gelashvili’s business is developing and along with the income growth her plans are growing too. For better marketing Mrs. Gelashvili has created the brand of her product and its packaging. She presented her products at the G4G-organized event where the agricultural and handicraft exhibition and sale took place. Alpine honey has earned approval and its popularity has increased.

6. Mrs. Liana Chelidze and her group of women farmers from Dmanisi successfully manage the raspberry garden, which was organized due to the program grant. Nurslings and irrigation system purchased by our program have made their business profitable. Mrs. Chelidze and the other members of the group are school teachers. They have combined the business with their main job and jointly tend the raspberry garden. They actively participate in the events, coordination meetings, conferences and



BUSINESS OPPORTUNITIES COMPONENT

training sessions arranged by the program. They keep eyes on the events held in the Dmanisi women's room and take part in in them. The information, knowledge and experience acquired by them in the frames of the program is the guarantee of their business success. The women are going to expand their business through layering raspberries. This year they reaped the first harvest of raspberries, and the next year they will seek new marketing opportunities.

7. The young woman, Amalia Urumova from Marneuli is an experienced manager. However, her project, which provided the arrangement of a teahouse, was implemented with minor changes. Mrs.



Amalia in order to increase the income moved temporarily her teahouse to Kobuleti in the summer season. The program has turned her business idea into a perspective business having purchased the equipment for the teahouse. However, at the first stage the new business faced many problems but it has not leaked her enthusiasm and she still is seeking new marketing opportunities. Her active participation in the meetings and activities of the program has proved that. Ms. Urumova is a refugee from Abkhazia and support for her the project is very important in other terms as well.

8. A young woman Armenuhi Iritsyan has managed a beauty parlor, but her parlor in Ninotsminda lacked some kind of in-demand services. Our program has assisted her to introduce these services. Two depilators serve the parlor customers and have created new jobs. Armenuhi Iritsyan attended the coordination meeting of the program in Misaktsieli in August 2016, together with Ninotsminda women's room managers and other leader-women.

In 2016, Armenuhi's business was named the winner of bronze medal in the financial and economic activities according to the "profit-loss" parameter.


9. The family agro-tourism hotel in Kvabiskhevi near the town of Borjomi, hosts the new tourist season in 2016. Before joining the program an energetic woman Mtvarisa Gelashvili has a small family hotel. The new direction of her hotel supported under the program is agro-tourism and related services. With the gained grant, Mtvarisa Gelashvili has renovated the old hotel. In July 2016, the hotel hosted the event in the frames of the program, where the agro-tourism services were demonstrated: bread baking in "ton'e", cooking the fish caught in the river, churchxela making, honey extraction, picking organic vegetables and fruits in the kitchen garden, grape picking, family wine tasting, etc. With the support and recommendation of the program Mtvarisa Gelashvili became a member of the working group estab-

BUSINESS OPPORTUNITIES COMPONENT

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26.04.2016

არშენუპი ირიფიანის
დირექტორის
ა.ირიფიანს

შეჯიბრების
საწარმოს ეკონომიკური
რეიტინგის შედეგად



ქალბატონო არშენუპი!

ოფიციალურად გატყობინებთ საქართველოს საწარმოების საყოველთაო სახელმწიფო რეიტინგების შემუშავების დასრულების შესახებ 2014-2015 წლების შედეგების მიხედვით.


სტატისტიკური რანჟირების შედეგებით თქვენი საწარმო ჩამოყვება:
რეიტინგი ზრინჯაო საქართველოს საწარმოებს შორის ფინანსურ-სამეურნეო საქმიანობის მიხედვით "შოგებაზარალი";
რეიტინგი ზრინჯაო სამცხე-ჯავახეთის საწარმოებს შორის ფინანსურ-სამეურნეო საქმიანობის მიხედვით "შოგებაზარალი".

მოცემული მამკენებელი ერთ-ერთი საუკეთესოა თქვენი საქმიანობის სფეროში და უნდა იქნას დადასტურებული შესაბამისი ღირსების ნიშნებით, რომლებსაც მიიღებთ დაჯილდოების ოფიციალურ პროგრამებში მონაწილეობის შემთხვევაში ("ოფიციალური პროგრამული ღონისძიებები საუკეთესო საწარმოების დაჯილდოებისთვის", პროგრამები 1-3).

წერილის მიღებიდან 7 დღის განმავლობაში, გთხოვთ, მიმართოთ ნაციონალური ბიზნეს-რეიტინგების საორგანიზაციო კომიტეტს და მიიღოთ სათანადო ჯილდოები თქვენთვის და თქვენი საუკეთესო თანამშრომლებისთვის, აგრეთვე თქვენი საწარმოს მარკეტინგულ-ეკონომიკური სტრატეგიის ლიდერის სიმბოლიკისა და სტატუსის გამოყენების უფლება.

დეტალური ინფორმაციისთვის თქვენი საწარმოს დაჯილდოების თავისებურებების შესახებ მიმართეთ - ნაციონალური ბიზნეს-რეიტინგების საორგანიზაციო კომიტეტს თბილისში: (+99532) 205 42 70, (+99532) 205 42 77, (+995) 551 69 10 00 (ორშაბათიდან პარასკევის ჩათვლით 10:00 – 18:00 სთ.).

სტკივისცებით,



მაკა კუტუბიძე
საორგანიზაციო კომიტეტის თავმჯდომარე

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საქართველო, თბილისი, 0168, ზ.გორგაძის 12 (მამურიალის 32), მე-5 სართ. ოფისი 10. აქციის ბიზნეს ცენტრი
ტელ: (+99532) 205-42-70; (+99532) 205-42-77; (+995) 551-69-1000
www.nbr.com.ge office@unbr.com

lished in the frames of a new project of Mercy Corps the in the Borjomi municipality and participated in new grant competitions to improve and expand her business.

BUSINESS OPPORTUNITIES COMPONENT

10. Ms. Khatuna Samkharadze has operated a small tailor's shop in Rustavi, but the outdated and faulty sewing and embroidery machines prevented her to make quality products. With the help of the program the tailor's shop was equipped with modern sewing machines and a number of customers and revenue has increased.



11. An energetic young woman, Manana Bolkvadze carried out a pretty active life in the village Gumbati of Tsalka Municipality. She worked as a teacher in the village school. She joined beekeeper-women around her and expanded her cooperative (“Bee Georgia”). With the help of the program she purchased hives and other required materials, thus increasing the income.

Manana Bolkvadze is an eco-migrant from Adjara. Although she had a successful business in Tsalka, she still wanted to go to her motherhood Adjara, join the local beekeeper-women and expand her business. She has sought for additional funding in the programs “Produce in Georgia”, “ENPARD” and other donor organizations, thus providing the sustainability and viability of her business. The knowledge, information and experience, which she has acquired through participation in a number of training and conferences, in the frames of our program and the state programs, has made her more confident. The goal of the program is to support and enhance such determined, hard-working and motivated women and girls, who always have an interest and willingness to participate in grant competitions and to present their projects.

Manana Bolkvadze's presentation, which was delivered by her in the frames of one event fundamentally, responds to our program goals and objectives.

Manana presents the following: “I got higher education with my children to be maintained. I started working at the school. Then I established a small farm. I passed beekeeping theoretical and practical courses and I started to gather talented women around me. I began to break the public stereotypes that a woman shall deal with family affairs only and keep customs and traditions. I have established a female cooperative composed of 3 women. I have found the governmental and nongovernmental organizations, which finance startups. We have received the funding. Now our cooperative includes 16 women and is one of the most active, successful organizations. We have proved to everyone that we women can do the public job and be successful. “

12. Mrs. Lali Khetsuriani is an experienced gardener. In Bolnisi, in her yard, she has grown up many

BUSINESS OPPORTUNITIES COMPONENT



foreign fruits and plants. With the help of the program she has built a strawberry greenhouse and purchased strawberry seedlings. The program within the frames of the “Farmer to Farmer” project has sent to her a greenhouse strawberry cultivation foreign expert free of charge. The master class was attended by representatives of the other businesses of the program. Under the program’s recommendations Lali Khetsuriani has established a female cooperative. Her strawberries are very popular, because of their taste and 9-month harvesting annually.

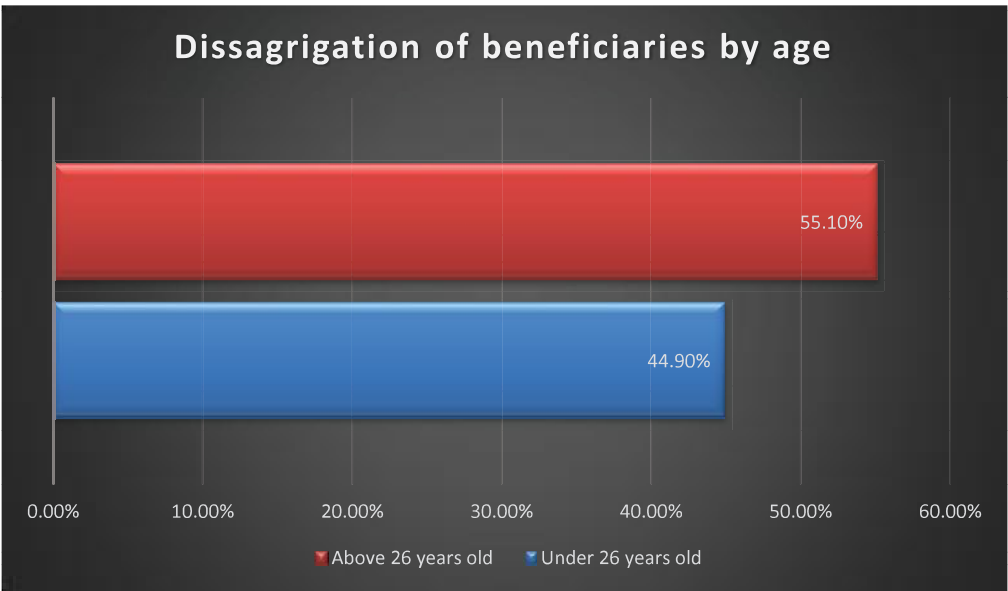
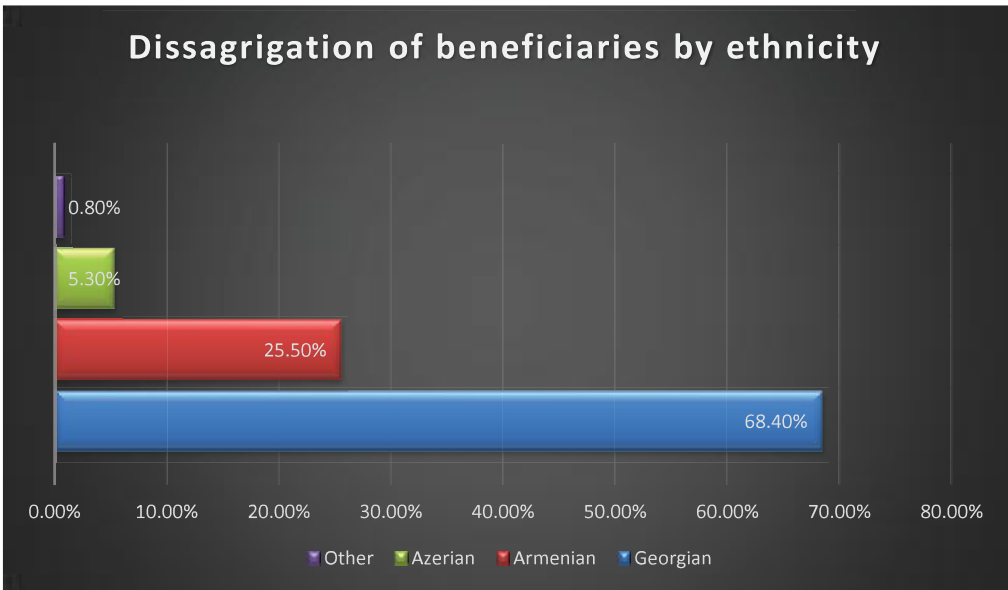
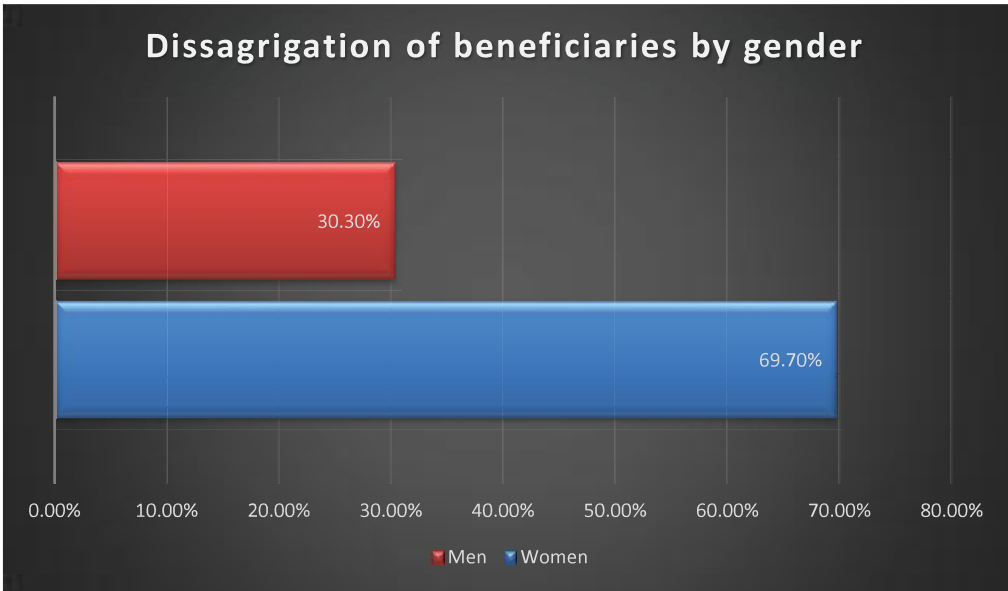


BUSINESS OPPORTUNITIES COMPONENT

13. Dali Aghdgomeladze's business idea has turned to be really successful, because it is the only floral shop in Akhalkalaki, where one can buy the best fresh flowers, and order a bunch of flowers and floral basket. Our program has helped her in this business.



The goal of the program in terms of business opportunities and professional development has been achieved. The women's businesses funded in the program's target municipalities operate successfully. The women have gained more self-confidence, more knowledge, more information and experience. The trainings passed by them in the frames of the program help them in the proper management of the business. The contacts established through the program have provided them with the additional funding, helped to find new grants. They have concern of expansion and improvement of their businesses, the use of new marketing and export opportunities. The program has provided synergy and cooperation of those women with the women's rooms. Along with the success of their businesses the awareness of the program has increased. The sustainability and viability of the projects funded by small grants have been secured. In overall, this provides a solid basis to confirm that the involvement of women and girls in our program has fructified.



რუსთაველის გამზირი

პუშკინის ქუჩა

თავისუფლების
მოედანი

ლავროვის ქუჩა

გაყარული ქუჩა

მარტოვის ქუჩა



№5

ლავროვის ქუჩა

ICCN-ს საკონტაქტო ინფორმაცია:

მაჩაბლის ქ#5, თბილისი, 0105

ტელ: (995 032) 2923 920

ფაქსი: (995 032) 2939 178

ელ ფოსტა: info@iccn.ge

www.iccn.ge

ICCN contact information:

5 Machabeli Str; Tbilisi 0105, Georgia

Tel: (995 032) 2923 920

Fax: (995 032) 2939 178

E-mail: info@iccn.ge

www.iccn.ge

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2015-2016