



პროფესიული განათლება
ეკონომიკის განვითარებისთვის
INDUSTRY-LED SKILLS AND
WORKFORCE DEVELOPMENT



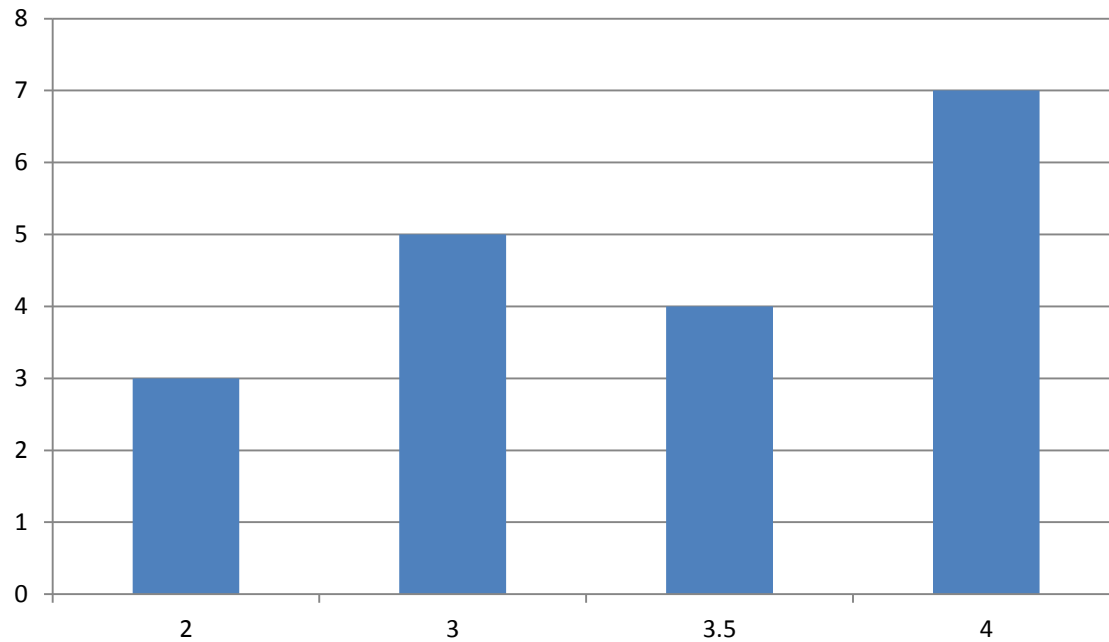
Due Diligence Findings on Social and Gender Issues for ISWD PICG Grant Scheme

April 25, 2016

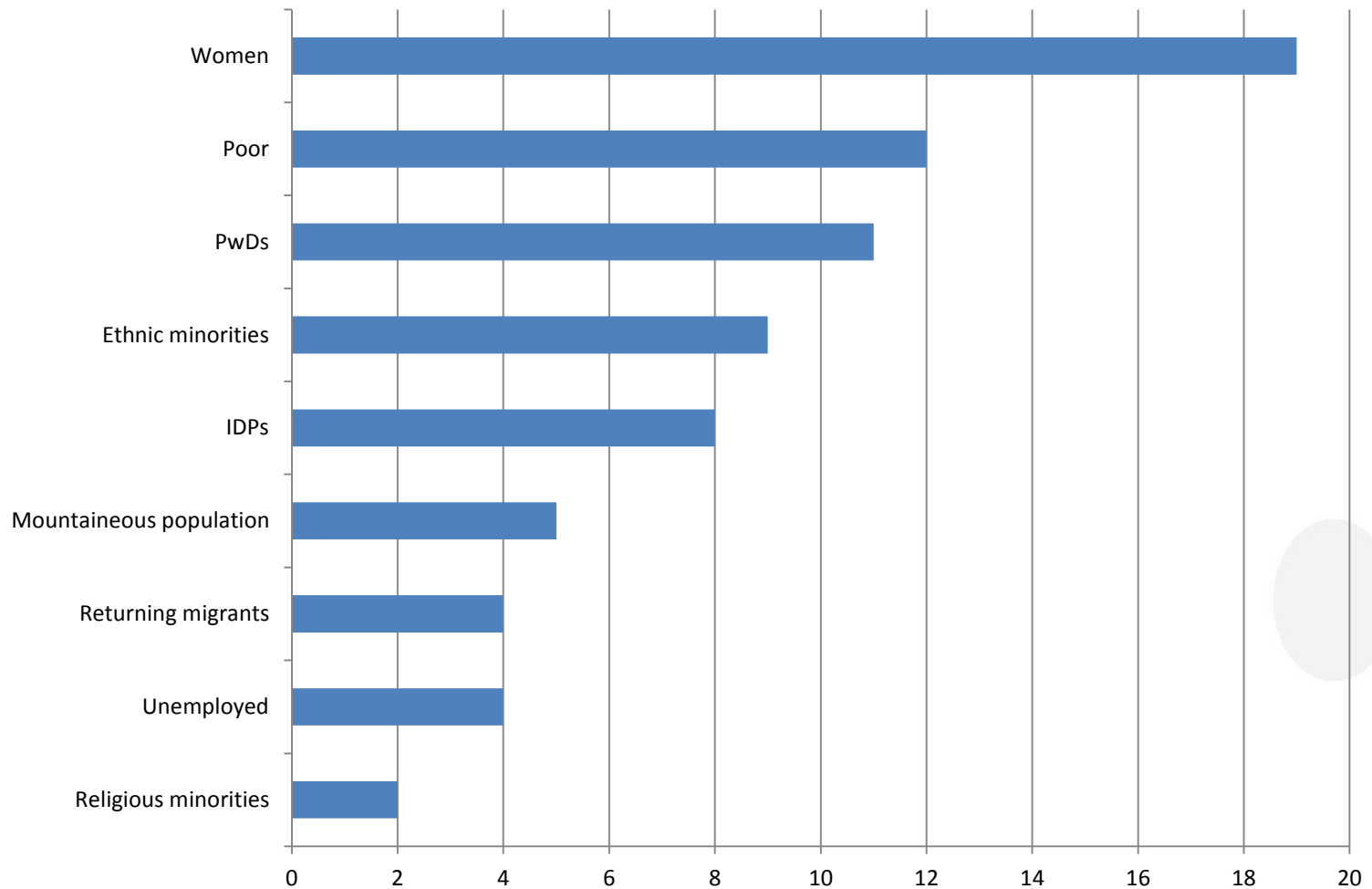
General Information

- 21 Full Applications were submitted by January 15, 2016, for ISWD PICG Project
- 19 passed the administrative and TEP compliance check and underwent Due Diligence (DD)
- Documentation review process finished end of February; applicants received feedback on main findings
- Gender and social issues were integrated into the DD process, so no separate site visits were made

Overall evaluation of GSI (document review)



Target Groups



SGI objectives and ways to meet them

Inclusion of vulnerable population

Policy

- Needs assessment
- Hiring Social Inclusion expert

Recruitment

- Special recruitment campaign (including: events, targeted messages for different groups of girls, socially disadvantaged students)
- Visiting schools in remote places

SGI objectives and ways to meet them

Economic aid

- Offer scholarships and free of charge programmes; covering special fees
- Offer dormitories (at low cost)

Teaching

- Evening courses, part-time learning, e-learning

SGI objectives and ways of meeting them

Gender equality

Policy

Design of gender equality policy

Gender and social analysis

Review data on gender segregation in professional activities and gender needs

Hiring gender specialist

Recruitment

Public awareness campaigns

Recruitment strategies Gender sensitized outreach materials / use of female role models

Study materials and training

Gender equality training

Study tours to organizations with best gender equality practices

Gender balanced study materials (balanced illustrations)

Gender balance

Improving traditional gender balance among students (idea is to reach out to more women by disproportionately hiring women)

Improving traditional gender balance among teachers (for some professions it may be hard to find female teachers and reach 50% balance)

SGI objectives and ways of meeting them

Visibility

- Promotion of successful cases of female and professionals
- Portray women in learning and promotional materials (balanced illustrations), especially for non-traditional professions; portray men in non-traditional (for men) professions

Recruitment

- Recruitment strategy
- Setting targets – establishing quotas for women as an incentive for reaching it

Environment

- Providing women with suitable facilities (suitable places of sanitation)

Industry Engagement

- Working with the industries to take on women as interns/employees, and to monitor their own working conditions to provide better environment for women

SGL objectives and ways of meeting them

Inclusion of Persons with Disabilities

Environment

- Adapting facilities

Teaching methods

- Integrated learning
- Special programs (for people with problems of moving, visually or hearing impaired)
- Evening courses, e-learning, part-time learning

Financial aid

- Scholarships

SGI objectives and ways of meeting them

Inclusion of ethnic minorities

Special recruitment events

Teaching in native languages

Development of tri-lingual glossary of terminology

Georgian language courses (bridging course to master Georgian language)

Sustainability

GSI inclusion into the programs

- GSI initiatives should be integrated in college policies and continue after project ends
- Internal gender policy document to be developed
- Gender training module to be included in curricula

Gender balance maintained

- Sustained gender balance of employees
- Sustained gender focus on increasing female student intake
- Gender sensitive and socially inclusive modules, programs, policies and plans elaborated during the project will serve as a foundation for gender and socially sensitive TVET programming
- Gender sensitive personnel

Sustainability

Cooperation continued

- Cooperation with business and other partners will be continued
- Communication with companies in the regions populated by ethnic minorities to identify students for internships will be continued

Financial aid

- Provision of vulnerable groups with stipends/scholarships will be continued

Readjustment

Inconsistent

- Application consisted of: objectives, implementation, results, sustainability.
- Most proposals identified different target groups for different phases of proposal.

Sustainability

- Elaborated only in 9 proposals. Many proposals did not understand concept, and confused it with project results

Implementation

- Implementation methods were vague and not clearly detailed

GSI budgeting

- Many activities are not reflected in budget

Covert / implicit bias

- In some proposals, proposals for inclusion of vulnerable groups/women reflected stereotypes about their interests and capabilities

Readjustments

More consistent

- Selected target groups should not change in different sections: objectives, implementation, activities and budget
- Objectives must match activities and expected results

Implementation

- Project implementation objectives should be detailed
- Description of special learning aids for PwDs (where applicable)

Questions for Further Clarification

- Are religious minorities discriminated against their beliefs and thus vulnerable?
- Some proposals suggest supporting establishment of **“women’s businesses”**, while **MCA is focused on elimination of such division?**
- Some proposals suggest translating learning materials for ethnic minorities into Russian, as opposed to translating them into minority languages, why do you think so?
- What does **“gender-neutral”** really mean?

