



ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

# Training Workshop on Gender Sensitization in Greening the National Industry

**Georgia, 3-4 December 2020**



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Context

- The workshop training is delivered within the framework of European Union for Environment programme (EU4Environment)
- Програма EU4Environment is Action is funded by the European Union and implemented by five Partner organisations: OECD, UNECE, UNEP, UNIDO and the World Bank
- The workshop is organized by United Nations Industrial Development Organization
- The Project is a part of its work on Resource Efficient and Cleaner Production (RECP) and Circular Economy in the six countries of the Eastern Partnership region

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Your homework

- Make a list of 3-5 gender aspects that are directly relevant to your job
- Add your own considerations to the list of arguments about gender equality being useful for RECP and CE

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Topics for Day 2

- What is gender analysis and how to conduct it?
- What we can practically do in our companies/organizations for gender equality?
- What is gender mainstreaming and how to integrate gender implications in the project strategy and activities?
- How to integrate gender into regular monitoring and evaluation activities?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## “24 hours in a day” exercise



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## What do you and your wife/husband do during the day?

Time in the day	What I do	What my partner does
06:00-06:30	Cook breakfast	
06:30-07:00	Get child ready for school	Get ready for work
07:00-07:30	Commuting to work	Commuting to work
...		
09:00-17:00	Work	Work
...		
18:00-18:30	Cook dinner	Watch TV
18:30-19:00	Clean up and wash dishes	Do homework with children
19:00-19:30	Watch TV	Self-education

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## How many hours we allocate for that?

Type of activity	Me	Wife/husband
Work (professional activity)	6 hours	8 hours
House chores (cooking, cleaning up, washing the clothes, doing dishes, food shopping, etc....)	4 hours	1.5 hours
Child care, doing homework with children	2 hours	1 hours
Sports, leisure	3 hours	4 hours
Self-education		0.5 hours
Self-care (hygiene, beauty procedures)	1 hours	0.5 hours
Care for other family members	0.5 hours	
Sleep	6 hours	7 hours
...		

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Your impressions?

- To what extent such a breakdown of time is balanced and convenient to your family?
- And to what extent it is just?
- Will you repeat this exercise with your partner?

Action implemented by:







ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

Why the focus on equal distribution of house chores is so important?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

# Which countries have got good progress in gender equality over the past 10-20 years?

Sweden:

- Providing washing machines to the households in 1960s – “engine of liberation”
- Always in top 5 countries of Global Gender Gap Report
- Gender pay gap is about 5%
- Women in Parliament – not lower than 40%

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Which countries have got good progress in gender equality over the past 10-20 years?

Government's intervention vs. (or plus) women's movement

- Finland – engaging men in education
- Austria – numerous gender quotas in the government at all levels
- France, Norway, Finland – gender quotas in the boards of private companies
- U.S. – no specific government intervention until recently, but numerous women's associations, peer support
- Ukraine – good success in eradicating sexism from media, but worse progress on quotas

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Which countries have got good progress in gender equality over the past 10-20 years?

- No universal recipes, unfortunately
- Ongoing analysis of the national context and using lessons learnt from other countries
- Guidelines and gender expertise

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## UNIDO Governing Documents on Gender

- UNIDO [Policy](#) on Gender Equality and the Empowerment of Women, 2019
- UNIDO Guide on Gender Mainstreaming in Environmental Projects, 2015
- UNIDO Gender Equality and Empowerment of Women [Strategy](#) 2020-2023 *inter alia* calls for:
  - systematic inclusion of a gender analysis to address the different needs and priorities of women and men in all new programs and projects, and
  - assigning a gender marker to all programs and projects (in line with UN-SWAP requirements)

Action implemented by:





## Gender marker

### 0 – No expected contribution to gender equality

Example: A project designed to only collect data on the number of small businesses in a given sector which also adopts a “do no harm ” approach.

### 1 – Limited expected contribution to gender equality

Example: A project designed to support the development of small businesses in a given sector whose outputs do not explicitly target women.

### Desired best practice

### 2A – Significant expected contribution to gender equality

Example: A project designed to support the development of small businesses in a given sector that include specific attention to the challenges faced by women business owners.

### 2B – Gender equality/women’s empowerment is main focus

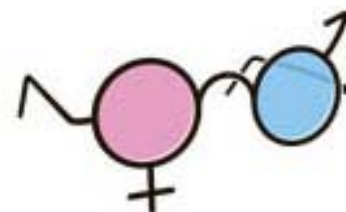
Example: A project designed to develop an association of women business owners in a given sector.



ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

- Despite the progress made, there are still many inequality factors that are often invisible at first glance. A good way to see these factors is the so-called 'gender lens.'
- We take a usual situation and we look at:
  - What are the needs of men and women in this situation?
  - To what extent these needs are addresses?
  - To what extent the men and women impact on the situation and make decisions?



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Gender mainstreaming

- If we see significant gaps, imbalances, we should think together about how to eliminate them so that both men and women are equally involved in the situation and equally benefit from it.
- This process is called gender mainstreaming (gender integration/introducing gender approaches).

Action implemented by:







ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Gender mainstreaming

**Gender Mainstreaming** is the process of assessing the implications of any planned action (policies, legislations, programs) in regard to gender groups.

It is a strategy for reflecting the experiences of all genders in the design, formulation, implementation, and monitoring & evaluation of policies, programs, and organizational practices.

*Objective: Women and men benefit equally and inequality is not perpetuated*

- Is **NOT** simply adding women
- Is **NOT** only for the benefit of women
- Is **NOT** only about gender balance
- Is **NOT** about blaming anyone for inequalities
- Is **NOT** only about balancing statistics

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

# Gender mainstreaming



Action implemented by:

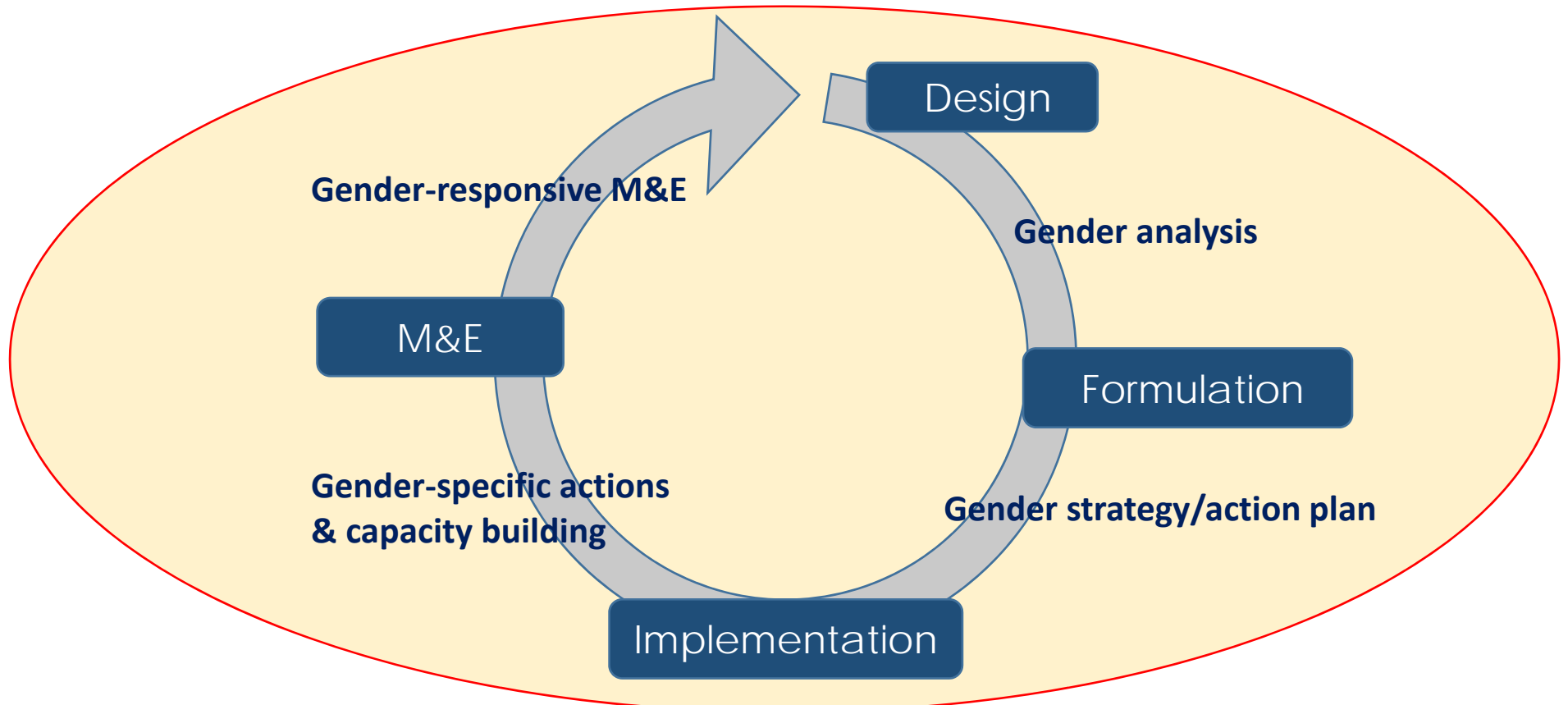




ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

# Gender mainstreaming in project cycle



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Gender mainstreaming. What do we need for it?

- Knowledge (expertise)
- Sex-disaggregated data, findings from gender gender analysis
- Participation of women and men in the entire process, including in decision making
- Resources (financial, human, time)
- Political will

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Gender mainstreaming

- Is a cyclical process, and while we start with an assessment (Step 1, gender analysis), we do not end with Step 4, M&E
- Once we have completed the full cycle, we re-evaluate, prioritize further activities, plan and implement it, and then again and again.
- Usually such cycles last 2-3 years, during which an organization/company works with 2-3 issues that are of the highest priority during this period.

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## One more definition

- Gender mainstreaming is the process of assessing the impact of any planned activities, including legislation, policies or programs, on the lives of women and men in all areas and at all levels.
- It is a strategy that takes into account the needs, interests and experiences of men and women in the development, implementation, monitoring and evaluation of policies and programs in all spheres of political, economic and social life.

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 1. Gender analysis

- **What is a Gender Analysis?** Assessment of the differences in women's and men's conditions, roles, behaviours and values that shape their participation in society, decision-making as well as their access to economic assets and productive resources.
- Ideally conducted at the identification or design stage of the program or project – **before the finalization of the project document** so that findings can be integrated into the project formulation.

Action implemented by:





## Issues to be analyzed

Context	Economy and Roles	Resources	Power	Beneficiaries
<ul style="list-style-type: none"> <li>• Gender Norms and Values</li> <li>• Training and education level across gender groups</li> <li>• Beliefs, perceptions and stereotypes with regards to gender</li> </ul>	<ul style="list-style-type: none"> <li>• Who controls what?</li> <li>• Who has access to what?</li> <li>• Potential economic differences between the genders</li> </ul>	<ul style="list-style-type: none"> <li>• Access to resources (finance, technologies, information, services etc)</li> <li>• Benefits from resources</li> <li>• Access to education, technical knowledge, and/or skill upgrading</li> </ul> <p><i>Action implemented by:</i></p>	<ul style="list-style-type: none"> <li>• Decision-making processes in households, public sector, corporate level</li> <li>• Bargaining positions with relation to gender</li> <li>• Women's role in economic decision-making</li> <li>• Women's political participation</li> </ul>	<ul style="list-style-type: none"> <li>• Degree to which projects or policies do address the practical and strategic needs of women and men</li> <li>• Impact of gender considerations in the formulation of development policies/interventions or the implementation of projects/programs</li> </ul>





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## 3 important considerations

- Does the project have the same positive and negative consequences for women and men?
- What are the economic, education, legal, social and cultural constraints on the potential participation of women and men in the project?
- Will women and men participate equally in the project, incl. in making decisions about it?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Example. Renovation of a bus station

Large bus station in Tbilisi, many routes all over Georgia, high passenger traffic

**What questions should be asked in the framework of gender analysis when planning the renovation of a bus station?**

- Does the project have the same positive and negative consequences for women and men?
- What are the economic, education, legal, social and cultural constraints on the potential participation of women and men in the project?
- Will women and men participate equally in the project, incl. in making decisions about it?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Renovation of a bus station. Gender analysis (1)

- What are the needs of women and men at the bus station?
- The common need is convenience, but do women and men understand it in the same way?
- Are women and men consulted as users?

Action implemented by:





## Renovation of a bus station. Gender analysis (2)

- Is it convenient to carry the luggage up the stairs?
- Is it convenient to walk with the stroller?
- Is it convenient to move in a wheelchair?



Action implemented



ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Renovation of a bus station. Gender analysis (3)

- Is the navigation organized simply and clearly?
- Are there enough seats?
- How comfortable and clean is the toilet?
- Do women's and men's toilets have a changing table for babies?



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Renovation of a bus station. Gender analysis (4)

For women, the issues of safety is not less important issue is security:

- Do they feel safe in all rooms and areas of the bus station?
- Is there lighting everywhere?

What else:

- How to get to the bus station?
- Is there a public transportation stop nearby?
- Is there a car parking nearby?



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Methods for gender analysis

- Qualitative research methods (focus groups, interviews with women and men)
- Surveys, including online survey
- Collection and analysis of sex-disaggregated data
- Analysis of documents and previous research (desk study)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Now, to group work

Let's pick up a specific problem related to your work / to greener economic growth.

Please, make a list of questions that need to be answered in a gender analysis to plan a project to address this issue.

Action implemented by:







ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## An example from previous training

**Topic: How to persuade decision makers to support landscaping activities in areas contaminated by industrial waste?**

What questions need to be answered in the framework of gender analysis to plan such a project?

- To what extent are the needs of women and men taken into account?
- To what extent are women and men involved in the project?
- How will the project affect women and men?



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Their questions for gender analysis

- How interesting will the topic of greening the territories be for women and men city residents in general?
- How interesting will this topic be for employees (men, women in the company)?
- Who makes decisions on landscaping (women and men among members of councils, shareholders of companies)?
- How does this affect the health of men and women (including pregnancy)?
- Why are men less likely to join such initiatives on landscaping? Why is it less interesting for men?
- Who will use these green areas, who will take care of them (women, men)?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group work. Exercise 1. Gender analysis

Let's pick up a specific problem related to your work / to greener economic growth.

1. Please, make a list of questions that need to be answered in a gender analysis to plan a project to address this issue.
2. What methods will you use to collect information?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group 1. Questions for gender analysis

- 1)
- 2)
- 3)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group 2. Questions for gender analysis

- 1)
- 2)
- 3)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 2. Gender strategy/action plan

- What do you need to change to address these issues?
- What action should be taken to make these changes?
- Who should take them? When? What is the budget for these activities?
- How to involve women and men in the planning of activities in a balanced way?

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 2. Gender strategy/action plan Renovation of a bus station

- All the identified needs should be taken into account when designing the bus station.
- These needs should be included in the action plan and renovation estimates.
- If an organization lacks its own expertise to do so, it should engage external gender experts and train staff on gender issues.



Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 2. Gender strategy/action plan

- Drawing up an action plan to address gender considerations.
- This may be a stand-alone action plan, but it also should be an integral part of the overall project plan (for example, the bus station renovation).
- Cost-estimate for gender mainstreaming activities are an integral part of the overall project budget.

Action implemented by:







ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Practical ideas (1)

### **Supporting women entrepreneurs in a particular industry sector (IT, RE production, agriculture):**

- 1) Identifying their needs and barriers they face (*e.g.*, poor access to resources, credit, technologies, services)
- 2) Providing training and mentoring to them
- 3) Providing grants or credit
- 4) Supporting their networking / associations
- 5) Taking action to overcome other identified barriers

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Practical ideas (2)

### **Improving the comfort of working environment/working hours:**

- 1) Occupational safety (protection means/clothes) – example from Ukraine
- 2) Working hours convenient for employees with family responsibilities – flexible, short hours, working from home, etc. – esp. with regard to COVID-19
- 3) Working environment being convenient to both men and women – example of showers in the mine

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Practical ideas (3)

### **Addressing vulnerability of men and women in the workplace to toxic substances**

- 1) Analyzing the different impact on health
- 2) Change of security provisions, internal orders
- 3) Change of job descriptions
- 4) Providing training on occupational safety
- 5) Programs to remedy the threats to health

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Practical ideas (4)

**Supporting women to establish professional associations in sectors where they are underrepresented (construction, IT, ...)**

- 1) Associations of women entrepreneurs and of women professionals
- 2) Peer support, better access to knowledge, resources, investment
- 3) Expanding networks

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Practical ideas (5)

### **Addressing the gap in environmental sensitivity of men and women**

- 1) Awareness raising programs targeted at men
- 2) Marketing / advertisement of eco-labeled and recycled products targeted at women
- 3) In the awareness raising / education campaigns in schools, don't lose boys

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Being context-specific

- To identify what your particular organization/ company can do, we need gender analysis to identify what are the particular gender imbalances or opportunities to be harnessed in your organization/company
- And it brings us back to gender mainstreaming

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group work. Exercise 2. Gender action plan

Suggest an action plan for gender mainstreaming in your greener economy project or in the activities of your company organization based on the findings of gender analysis:

- What actions should be taken?
- What results will it provide?
- *Who to partner with?*
- *Responsible persons?*
- *What resources are needed for this?*

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group 1. Gender action plan

- 1)
- 2)
- 3)

Action implemented by:







ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group 2. Gender action plan

- 1)
- 2)
- 3)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 3. Gender-specific actions

- Specific actions according to the action plan
- Involvement of gender experts
- Capacity building (advanced training)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU4Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 3. Capacity building (UNIDO tips)

- Collaborate with gender coordinators / focal points in the country who have knowledge of the project (women's groups, associations, NGOs) as project partners and/or as gender advisors.
- Involve a gender expert or make sure that at least one member of the project management team is gender knowledgeable.
- Develop gender skills of stakeholders and within the project team.

Note: "I know gender", a basic gender course developed by UN Women for UN Staff, is available here: <https://trainingcentre.unwomen.org>.

Examples of activities: organize training programs (for example, "training for trainers") for stakeholders; provide training for project staff on gender issues; share the UNIDO Gender Mainstreaming Guide

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 4. Monitoring and Evaluation

- Monitoring and evaluation of the success of action taken
- What changes have taken place at the institutional level?
- What changes have taken place at the level of beneficiaries?
- What to do next?

Women and men should be involved in monitoring, evaluating the results and identifying next steps

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 4. Monitoring

- Monitoring is about knowing what is happening in your project and in the environment
- Track progress against the planned results
- Identify trends in your project and the environment around it
- Taking into account changes
- Monitoring is the constant activity for obtaining information about the main aspects of your project and environment

Women and men should be involved in monitoring

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 4. Evaluation

- Evaluation of your results and methods of work
- A clear understanding of what your actions have achieved, what their consequences are (positive and negative)
- Determining the relevance of the project to current state of affairs
- Learning based on your own experience and the experience of the others
- Performed at certain periods in the project cycle (mid, end), not constantly
- Was the problem resolved?

Women and men should be involved in evaluation

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 4. Indicator

- Indicator is a way of measuring a change or achievement
- This is not an expected change *per se*, but a criterion that allows us to see whether this change has occurred, and if so, to what extent
- Indicators can be set at the level of results (according to goals and objectives) and activities
- This is just a way to measure the change, not the description of a change
- Indicators are quantitative and qualitative

Women and men should be involved in setting the indicators



Action implemented by:



ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Step 4. M&E

- The main objective of monitoring and evaluation is to determine whether everything is going well
- Therefore, you need to conduct them regularly and be ready to make changes if necessary
- Collect of all data that concern people with breakdown by sex

Action implemented by:







ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group work. Exercise 3. Gender in M&E

- Suggest 3 gender indicators for your project (gender mainstreaming in your greener economy project or in the activities of your company organization)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group 1. Gender indicators

- 1)
- 2)
- 3)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

## Group 2. Gender indicators

- 1)
- 2)
- 3)

Action implemented by:





ევროკავშირი  
საქართველოსთვის  
The European Union for Georgia

**EU<sup>4</sup>Environment**  
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine

# Wrap up of the workshop training

## Evaluation form

### Feedback:

- What stroke you the most? What do you remember the best?
- 2 specific actions you will take after the workshop

[mk@gender.org.ua](mailto:mk@gender.org.ua), Misha Koriukalov, gender expert

Action implemented by:

