

## GENDER ACTION PLAN

Activities	Performance Indicators / Targets	Responsibility	Subprogram 1	Subprogram 2	Subprogram 3
<b>Output 1. Improved Management of Debt, Cash and Fiscal Risk</b>					
<b>Output 2. Strengthened Revenue and Public Expenditure Management</b>					
MOF increases effectiveness and efficiency of revenue collection by increasing in-house audit capacity	By September 2014, GRS approves an action plan to phase out the Alternative Audit Program and to increase capacity of in-house audit, including in specialized sectors	MOF	GRS approved the action plan to phase out the Alternative Audit Program and to launch recruitment of in-house auditors including females		
	By September 2015, GRS increases the number of in-house tax auditors to at least 275 (from the current 230 of which 110 are women), correspondingly decreasing the number of alternative auditors	MOF		GRS recruited 286 in – house auditors, of which 147 female are women, which is more than 50% of total auditors recruited	
	By September 2016, GRS completes the phasing out of alternative auditors by increasing the number of in-house tax auditors to at least 330 of which 150 are women	MOF			X
<b>Output 3. Enhanced Generation of Domestic Savings</b>					
MOESD and MOLHSA streamline Universal Pension – Zero Pillar	By September 2015, relevant government agencies prepare the pension system revisions which ensure continuity of equitable treatment for men and women	MOF, MOESD, MOLHSA		Pension system reform options have been prepared, including the options to ensure continuity of equitable treatment	
	By September 2016, Government approves the pension system revisions which ensures continuity of equitable treatment for men and women	MOF, MOESD, MOLHSA			X
MOESD establishes a sustainable private pensions savings system with quasi-mandatory elements-Hybrid or Joint Pillar	By September 2015, the responsible government agency completes analysis of key areas of pension system design and structure for continued equitable treatment of men and women under the joint or hybrid pillar	MOESD		Pension system reform options have been prepared, including the options to provide equitable treatment of men and women	
MOESD launches a communication campaign on benefits of voluntary and mandatory occupational savings	By September 2015, approach developed for public awareness programs for zero and hybrid or joint pillars outlining specific measures for continuity of equitable treatment of men and women	MOESD		Public awareness campaign is being developed including specific measures to ensure women are properly informed and engaged in the process, and for continuity of equitable treatment of men and women	

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	By September 2016, at least 2 nationwide wide public awareness drives on benefits of hybrid pillar launched including gender aspects	MOESD			X
<b>Output 4. Increased Mobilization of Private Resources for Investment</b>					
MOESD spearheads development of capital markets for mobilizing long term finance	By September 2016, a public awareness campaigns on benefits of capital markets launched including gender aspects and close links with pension reforms	MOESD			X
EDA enhances access to finance through small business financing and development	By September 2014, at least GEL3 million provided to small and medium-sized enterprises as matching grant facility to spur investments, of which at least 20% is allocated to women entrepreneurs	EDA	20% of matching grants have been allocated to women entrepreneurs		
	By September 2015, at least GEL4 million provided to small and medium-sized enterprises as matching grant facility to spur investments, of which at least 30% is allocated to women entrepreneurs	EDA		30% of matching grants has been allocated to women entrepreneurs	
	By September 2016, at least GEL5 million provided to small and medium-sized enterprises as matching grant facility to spur investments, of which at least 40% is allocated to women entrepreneurs	EDA			X
GITA enhances access to finance through small business financing and development	By September 2014, at least GEL2 million provided to small and medium-sized enterprises as financial instruments to support private sector innovation and technology development, of which at least 20% is allocated to women entrepreneurs	GITA			X
	By September 2015, at least GEL3 million provided to small and medium-sized enterprises as financial instruments to support private sector innovation and technology development, of which at least 30% is allocated to women entrepreneurs	GITA	30% of financing provided to women entrepreneurs to support innovation		
	By September 2016, at least GEL4.5 million provided to small and medium-sized enterprises as financial instruments to support private sector innovation and technology development, of which at least 40% is allocated to women entrepreneurs	GITA		40% of financing provided to women entrepreneurs to support innovation	
Government implements the gender action plan	By September 2014, Government adopts Gender Action Plan, which ensures equal participation of men and women in economic and business activities, and equal participation in professional and business educational programs. Special attention is paid to business trainings for women that will increase access to finance for female entrepreneurs.	MOF, MOESD	Adopted with relevant goals on increasing women's participation in economic sector. The provisions include capacity building support for engaging women from various vulnerable groups as well as promotion of women in agribusiness and accessibility to finance and business training for female		

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			entrepreneurs		
	By September 2015, Government implements the gender action plan and publicly reports on results included in the program policy areas such as small business training and financing	MOF, MOESD		Government implementing the gender action plan with provision of 33.6% of matching grants to women entrepreneurs and 40% of financing provided to women entrepreneurs to support innovation. MOESD and MOA have cooperated through establishing a program "produce in Georgia" which also includes promotion of women's entrepreneurship in agriculture field.	
	By September 2016, Government implements the gender action plan and publicly reports on results included in the program policy areas such as small business training and financing	MOF, MOESD			X

ADB = Asian Development Bank, EDA = Entrepreneurship Development Agency, GAP = gender action plan under the program, GITA = Georgia Innovation and Technology Agency, GRS=Georgia Revenue Service, MOA=Ministry of Agriculture, MOESD = Ministry of Economy and Sustainable Development, MOLHSA= Ministry of Labor, Health and Social Affairs, MSME = micro, small and medium-sized enterprises.

Note: Impact: Citizens, particularly women, benefit from higher living standards and more employment opportunities; Outcome: Effective mobilization of domestic resources for more public and private investment.

<sup>a</sup> Technical assistance supports this activity.