

GENDER ACTION PLAN

Activities	Performance Indicators / Targets	Responsibility	Subprogram 1	Subprogram 2	Subprogram 3
Output 1. Improved Management of Debt, Cash and Fiscal Risk					
Output 2. Strengthened Revenue and Public Expenditure Management					
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 women		
	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 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 325 of which 173 are women	MOF			GRS increased the recruitment of in-house auditors to 330, of which 175 are women (53%). A further 85 interns, of which 45 are women (53%) are to be converted to full time auditor positions in 2016.
Output 3. Enhanced Generation of Domestic Savings					
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 under the zero pillar, including options to ensure continuity of equitable treatment for men and women	
	By September 2016, Government approves the pension system revisions, including the indexation mechanism for the universal pension, and ensures continuity of equitable treatment for men and women	MOF, MOESD, MOLHSA			Cabinet approved the pension reform document on 18 March 2016, including the indexation mechanism for the universal pension, ensuring the adjustment of the pension to the cost of living,, ensuring the continuity of equal treatment for men and women

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MOESD establishes a sustainable private pensions savings system with quasi-mandatory elements-Hybrid or Joint Pillar	By September 2015, MOESD 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 under the hybrid pillar, including options to provide equitable treatment for men and women	
MOESD launches a communication campaign on benefits of voluntary and mandatory occupational savings	By September 2015, an approach is developed for public awareness programs for the zero and hybrid or joint pillars outlining specific measures for continuity of equitable treatment of men and women	MOESD		Public awareness campaign 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	
	By September 2016, MOESD launches a communication campaign with nationwide public awareness drives on benefits of the hybrid pillar, including gender aspects, and staffs the pension reform unit to prepare a public outreach strategy	MOESD			MOESD launched a nationwide communication campaign on pension system reforms with public awareness drives through TV and radio, including breakdown of pension recipients and retirement ages by gender
Output 4. Increased Mobilization of Private Resources for Investment					
MOESD spearheads development of capital markets for mobilizing long term finance	By September 2016, a public awareness campaign on benefits of capital market reform is launched including gender aspects, investor protection, financial instruments for investment, long term savings, and close links with pension reforms	MOESD			Implementation of the public awareness campaign on benefits of capital market development, including increase in participation of female owned businesses in capital markets and access to finance, has been completed.
EDA enhances access to finance through small business financing and development with gender	By September 2014, at least GEL3 million is provided to micro, small and medium-sized enterprises as a 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		

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targeting	By September 2015, at least GEL4 million is provided to micro, small and medium-sized enterprises as a matching grant facility to spur investments, of which at least 30% is allocated to women entrepreneurs	EDA		30% of matching grants have been allocated to women entrepreneurs	
	By September 2016, at least GEL5 million is provided to micro, small and medium-sized enterprises as a matching grant facility to spur investments, of which at least 40% is allocated to women entrepreneurs	EDA			The matching grant facility for MSMEs has been expanded to GEL 8 million. At least 40% of matching grants have been allocated to women entrepreneurs
GITA enhances access to finance through small business financing and development with gender targeting	By September 2014, at least GEL2 million is 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	20% of financing provided to women entrepreneurs to support innovation		
	By September 2015, at least GEL3 million is 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 is 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, from a total of GEL 4.5 million
Government implements the gender action plan	By September 2014, the Government adopts the gender action plan, which ensures equal participation of men and women in economic and business activities, and equal participation in professional and business	MOF, MOESD	Gender action plan adopted with relevant goals on increasing women's participation in economic sectors. The provisions include capacity		

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	educational programs. Special attention is paid to business training for women that will increase access to finance for female entrepreneurs		building support for engaging women from various vulnerable groups as well as promotion of women in agribusiness, and access to finance and business training for female entrepreneurs		
	By September 2015, the 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 implemented the gender action plan with the 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	
	By September 2016, the 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 has implemented the gender action plan, achieving the performance targets, and publically reported on the results

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.

^a Technical assistance supports this activity.