

# **Assessment of needs of women's movement in Georgia**

*Briefing-paper for the international development agencies and grantmaking institutions*

Tbilisi-2007

Given assessment has been conducted within the framework of the project *Women Empowerment in Georgia through Women's NGO Structural Capacity Building*. "WE are the CHANGE (stage 2): local action – global impact" supported by **Kvinna till Kvinna Foundation** and implemented by **Women's Information Center**.



**Kvinna till Kvinna**



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*This assessment would be impossible without contribution of the all participants of the focus-groups, stake-holders meetings and representatives of the local women's NGOs that have been visited. Authors express their gratitude to these talented and energetic women and men acting to make equality real and world better place.*

## ***Introduction***

Several years ago sitting in the office near the portative gas heater in several sweaters, gloves and with the big cups of warming tea, we were reading the refusal letter received from the funding institution N. Refusal was based on the fact that several budget lines were perceived as inappropriate and not filling with priorities and requirements of the foundation. Among mentioned budget lines was exactly the same heater we gathered around (this one was regularly dying), chairs and additional patrol for generator. Actually it was not kind of tragedy. Unless for our youngest volunteer Anna. After we red the letter till the bottom, she kept silence for a while and then asked: "Don't they have winter there?"

I replied: "They have central power heating and what is more, board meetings."

Anna was restless: "Why did you mention board? How can they know that we are not cold here".

I tried to calm her down: "It is rule of the game. They have own priorities."

Anna nodded: "But we have our problems".

I could not help asking myself, whether I was right? Are there any rules of the game? And are we good enough in formulating what are the real problems we face?

Of course life is impossible without rules, work is impossible without formal procedures. Grantmaking is kind of hard job at the decision making position. If grantmaking institutions seek to help us supporting our work, we should help them – supporting their.

This anecdote gave birth to the idea to conduct assessment of needs of women's organizations and submit it for the consideration of the development agencies and grantmaking institutions, not trying to demand, but rather to share the details, which are sometimes invisible on distance.

This idea got new evidence support after the South Caucasus Global Fund for Women Grantee Forum. Then idea was pronounced as something impossible by female activists themselves, nobody believed in influencing on donors. It was another reason to do it. Finally given assessment became possible under support of the Kvinna till Kvinna Foundation, another donor known for building real partnerships and sharing concerns with its grantees.

We very much hope that given assessment will be helpful not only for the developments agencies and grantmaking institutions active in the field of gender equality establishment and women's empowerment, but for women's organizations themselves to elaborate on own strengths and overcome own weaknesses. We all have both, and it creates space for more work ahead.

*Alexandra Delemenchuk  
On behalf of the Assessment Team*

## ***Project information***

The formation of independent states in the territories of the former Soviet Union has been accompanied not only by wars and ethnic conflicts and by flows of refugees but also, by economic stagnation and widespread poverty. The transformations in society, the transition to market economies and the breakdown of usual kinds of activities in the former Soviet Union have brought about political instability and social polarization in society and have given rise to the prerequisites for alienation at the society and family level.

Crucial position of women borrowed as a result of system crisis promotes dependence of women, causes feeling of confusion and disappointment, make them despair of success and unable to struggle for their rights in case of violation. Psychology of the victim formed under influence of trying life conditions, destruction of usual environment, permanent humiliation throws women out of society, aggravating inactivity, level of which is already high in societies experienced system crisis.

Caucasian societies being traditional ones serve as an example of complicated and sometimes even painful process of women's social and political involvement at the all levels of decision-making process. In the meantime namely crucial condition of the society demands mobilization of resources for resolution of contradictions and choice of the most efficient ways of society development.

These ills can be addressed first of all by means of civil initiatives development and wide involvement of women to the civil society based advocacy campaign for women empowerment.

Nevertheless third sector in Georgia developed strongly and expanded geographically, with NGOs now active in almost all regions of Georgia still most NGOs are facing serious obstacles. As the number of NGOs in-creases, however, so do many of the sectoral challenges. Most NGOs still face problems related to programmatic and financial sustainability, as well as public image. In addition, partnerships between different sectors are rare and sporadic.

The civil sector still comes across the problem of availability of public information. The problem of keeping and attracting highly skilled staff is also very topical. In many cases, highly skilled, qualified staff moves to international or governmental organizations. Noteworthy, that the tendency of moving to the governmental organizations has become frequent in the post-revolutionary period.

The media does not pay appropriate attention to NGO activities or the role that NGOs play in civil society. Some of the publicity that the sector did receive was negative. In addition to the media's inability to contribute positively to public opinion building, NGOs themselves generally lack contacts with their constituencies, with the exception of some of the leading NGOs. Consequently, a positive public opinion of NGOs has not yet been established. In several regions throughout Georgia, the mere existence of NGOs remains unknown. Acknowledgement of NGOs by the business and government sectors remains insufficient.

## **Overall objective of the project**

Women empowerment through structural capacity building for women's NGOs, support of female civil initiatives and informational promotion of women's movement in Georgia through development of proper information policies and comprehensive research of existing needs in female NGO community.

## **Project objectives**

- Strengthening of women's NGOs as well as their unity for positive change
- Creation of Consultation, Informational, Training and Methodological facility for women's NGOs

### Results of the project

Strengthening of women's NGOs as well as their unity for positive change and with this end to:

- development of common information space – strengthened Gender Information Portal;
- promotion of nonprofit culture development within the women's movement of Georgia – inculcation of the systematic approach to the organizational development;
- promotion of the women's movement image – better reflection of its activities in mass-media and advanced linkage with constituencies and community;

Creation of Consultation, Informational, Training and Methodological facility for women's NGOs and with this end to:

- permanent "Service Center" for the representatives of the women's NGO community;
- advancement of ICT usage by women's NGO community – through creation of the web-sites for them and delivering advanced skills in ICT usage in everyday work;
- activation and strengthening of the local grassroots women's groups, in particular in conflict zones and adjoining areas – through organizational development

## ***Methodology***

Qualitative research including expert focus-groups, interviews in-depth, field visits and evaluation of the project documentation of the NGOs and policy statements of the development agencies and grantmaking institutions have been conducted. Research was focused on outline of the needs and restrictions of the women's NGOs in Georgia.

### **Focus-groups**

1. Grass-root women's movement: perspectives and constraints on 15th of February 2007 (new and regional organizations have been invited)
2. Project cycle, grant administration and interaction with donor on 11th of April 2007
3. Resource base of the organization: approaches to the mobilization of the resources on 12th of April 2007.
4. Interaction with target groups and beneficiaries on 24th of April 2007 (organizations working with specific target groups and beneficiaries have been invited: drug users, prisoners, IDP, youth, ethnic minorities, journalists, trafficking victims, LEA etcetera).
5. Networking on 25th of April 2007 (organizations operating and taking part in the networks and coalitions have been invited)
6. Women's NGOs and state structures: extent of cooperation on 1st of May 2007 (representatives of the state structures and women's organizations working in the field of political participation and women's empowerment).
7. International cooperation and Networking (focus-group with representatives of the development agencies);
8. NGOs and journalists (ways of approaching media, non-profit PR and ways of creation of social-responsible journalism have been discussed).

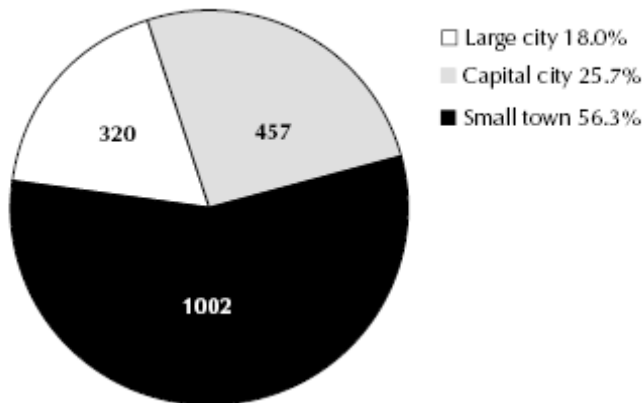
During the focus-groups balance of participants has been ensured, including organizations working in the capital and in the regions, women's organizations of different level of development, women's organizations working on the different aspects of the women's problems, women's organizations and other human rights protection organizations and institutions. Participants for each focus group have been selected with regard to the specific of the topic, e.g. focus group dedicated to the resources of the organization hosted representatives of the organizations possessing offices, training halls, equipment, libraries or successful in the field of resources mobilization.

Results of the focus groups will be further processed and analyzed for the purposes of the study to be released at the end of the project. However the main trends identified and main conclusions of the carried out focus-groups are as follows:

- The main problem of the women's organizations is methodological, resting with lack of knowledge, skills and capacities, first of all in the field of advocacy, networking, fundraising, management, public relations and public policy;
- There is certain lack of solidarity, coordination and absence of formal channels for the information exchange;
- There is need in development of new techniques and forms of cooperation between women's NGOs and state structures, women's organizations and international organizations, women's organizations and other human rights protection organization (i.e. consultations, information meetings, advisory councils, memorandums on cooperation, joint projects etc);
- There is certain lack of understanding and awareness of nature of women's organizations and their activities by target groups and beneficiaries.

Group interviewing has been conducted on the basis of progress from general concepts to concrete ones. Full list of the focus-groups participants can be found in Annex I

### Field visits



- 2 visits to Samtskhe-Javakheti region,
- 2 visits to Kakheti region,
- 1 visit to Kvemo-Kartli,
- 1 visit to Shida-Kartli,
- 1 visit to Imereti region,
- 1 visit to Guria region,
- 1 visit to Adjara region

During the field visits monitoring of the organizational activities and interviewing in-depth have been conducted.

Evaluation of the project documentation has been conducted with regard to the set of the following indicators:

- Focus of the financed projects;
- Focus of the refused projects;
- Proportion of financed and refused projects;
- Reasons for refusals (whether technical or content related, caused by the gap between project focus and donor's priorities or by low level of project writing skills);
- Scope of financed and refused projects;
- Costs of the financed and refused projects.

Evaluation of the donor's policies included also the following patterns:

- Amount of the funds allocated for the projects related to women's rights and gender equality;
- Proportion of such kind of funding in overall funding;
- Linkage with the women's NGOs, including involvement of the NGOs in the planning and programming;
- Whether adjustment to the local peculiarities is present in programming and planning.

### **Main findings**

#### ***Policy of development agencies and grantmaking institutions***

#### **European Initiative for Democracy and Human Rights (EIDHR)**

There are two development Programs under the framework of which several women focused projects are being implemented in 2006:

- European Initiative for Democracy and Human Rights (EIDHR) with the total budget of 4,487,026 that makes 4.46% of total aid; and
- Decentralised Cooperation (all projects are focused on Abkhazia) that has EUR 824,384 for all projects. This Programme gets 0.82% of total EU development aid.

Total number of projects oriented directly on women is 7, while total number of projects implemented in Georgia is 121. As for the amount of funding allocated to women directly focused projects, it values EUR 368, 238 making 2, 6% of the total funding within the 6 programs.

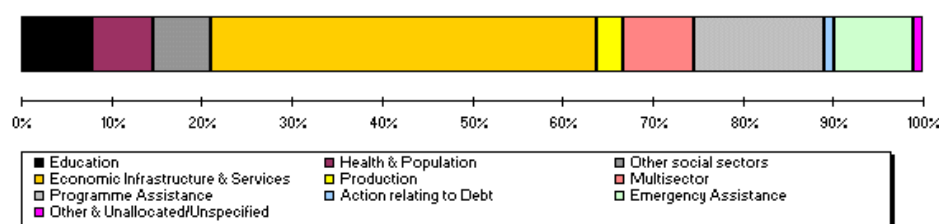
## Georgia

Receipts	2003	2004	2005
Net ODA (USD million)	226	314	310
Bilateral share (gross ODA)	67%	62%	58%
Net ODA / GNI	5.6%	6.0%	4.7%
Net Private flows (USD million)	661	32	- 43

For reference	2003	2004	2005
Population (million)	4.6	4.5	4.5
GNI per capita (Atlas USD)	860	1 060	1 350

Top Ten Donors of gross ODA (2004-05 average) (USD m)	
1	United States 83
2	IDA 63
3	Germany 56
4	EC 36
5	SAF & ESAF (IMF) 31
6	France 11
7	Netherlands 10
8	Japan 9
9	Switzerland 7
10	Norway 7

Bilateral ODA by Sector (2004-05)



Sources: OECD, World Bank.

## EU members and development aid

Programs financed by the EU members in Georgia cover variety of areas but again lack gender mainstreaming and perspective both with regard to the topic areas and implementation mechanisms and procedures below you can find selected statistics on the issue.

## Norway

Norway provides \$10 million for UNDP projects in Armenia, Azerbaijan and Georgia over the next three years.

## Great Britain

DFID will commit a total of £11 million to Georgia during 2004-08.

Key areas of work are as follows:

- Support for the Ministry of Finance's work on activity-based budgeting (as part of the World Bank Structural Adjustment Credit);
- Support for work with a range of other partners on health, statistics, sustainable livelihoods, strengthening civil society and competitive grant schemes (focusing on support for small and micro credit enterprises and livelihoods support)

## Other development programs and sources of development aid

### UNIFEM

UNIFEM ceased its activities in the South Caucasus in 2006. During the recent years, Fund appeared to be one of the most powerful donors of the women's organizations in the country and region. Total amount of funds allocated during the year 2004 constituted USD 38 521, during the year 2005 – USD 184 476, during the year 2006 – USD 68 833. Most of the programs financed were focused on peacemaking initiatives and support of the Network "Women's Unity for Peace".

### UNDP

Gender and Politics Program in Southern Caucasus

Budget: USD 900,000

Duration: 3 years

All three countries of South Caucasus show similar societal and institutional characteristics such as high level of poverty, low representation of women in the decision-making process, limited access to information, and limited possibilities for economic opportunities. A traditional gender structure is prevalent in all three countries, even though political and economic transition and



post-conflict implications have affected the roles and possibilities for men and women differently. Traditional gender roles are even more evident and entrenched in the rural areas than in the urban areas. UNDP has on a national basis facilitated several gender projects including capacity building, awareness raising and gender mainstreaming in government policies. An outcome of the different project activities is that national action plans have been approved both in Georgia and Armenia. A broad network of contacts has been established between UNDP and different governmental and non-governmental organizations active in the field of gender and women's issues.

Nevertheless according to the estimations of the civil society organizations project did not bring expected results as far as institutional machinery system is rather weak in Georgia, while civil society actors are more active and more in need for support.

## **USAID**

The USAID funded Future Women Leaders program began in 2003. The program aims to increase the political activeness of women and support their career development by providing them with necessary skills and knowledge through a series of trainings and seminars organized throughout the year.

The group of women who completed the program on November 5 was the second group to graduate from the program. The group included active women from different regions of Georgia involved in various professional fields, including women from the executive branch of the Georgian government, local councils, NGOs, and businesses.

## **Millennium Challenge Corporation**

Millennium Challenge Corporation (MCC) has approved a five-year, \$295.3 million agreement with Georgia that aims to reduce poverty and stimulate economic growth in the regions outside of Tbilisi, the country's capital.

The agreement - called a compact - is based on proposals developed by the government of Georgia. It focuses on rehabilitating regional infrastructure and promoting private sector development, according to an MCC statement issued August 16. The compact is expected to be signed in September.

The funding will support improvements to roads, a gas pipeline and other infrastructure; an investment fund to provide risk capital for small and medium-sized enterprises; and grants and technical assistance for farmers and agribusinesses.

In Georgia, 54 percent of the population living outside of the capital city, Tbilisi, lives in poverty. The Georgians identified two barriers to poverty reduction and economic growth in the regions outside of Tbilisi -- a lack of reliable infrastructure and the slow development of businesses, particularly agribusiness. To address these impediments, the people of Georgia, through a broad consultative process, developed a program focused on rehabilitating regional infrastructure and enterprise development. No clear gender perspective is prescribed within the program.

## **EBRR**

As of October 31, 2006, the Bank had signed a total of 64 investment projects covering energy, transport, agribusiness, general industry and banking for a total commitment of € 389.5 million. Seven projects were in the public sector totaling € 81.6 million (20.9%) and 57 in the private sector, totaling € 307.9 million (79.1%). Net portfolio was € 254.8 million, of which € 192.5 million (75.5%) was disbursed.

Over the coming strategy period, the Bank will further support the process of economic and democratic reform in Georgia, leveraging on the improved fiscal and external position and progress with reforms and privatization. Georgia is one of the countries included in the Early Transition Countries Initiative (ETCI).

## **NGOs and development aid**

Because of their ties to the constituencies they serve, CSOs have the potential to assist government in making informed decisions concerning women's rights and status, as well as in empowering women in the region. CSOs in the region can play important roles as intermediaries for concerned citizens to participate in the public sphere, to influence the decision-making process, and in many cases to promote women's rights. Given the volatility of the region, nongovernmental organizations (NGOs) are better positioned and are often more flexible than the respective governments in initiating and implementing projects requiring cross-border cooperation. However, for CSOs to be effective participants in the development process and to realize their mandates, an enabling legal, regulatory, institutional, and policy environment is necessary. Governments can facilitate the creation and enforcement of such an environment.

The development of the NGO sector in the region is in its nascent stage. Women play a vital role in these organizations and comprise a majority of members of the NGO sector. The transition period after the collapse of the Soviet Union resulted in two opposite trends for women in politics: on the one hand, a drastic decline in women's access to (national and local) government positions, and on the other hand, an unprecedented increase in women's participation in informal politics, in building civil society, and in NGOs.<sup>i</sup> Organizations working in the area of women's rights and equality<sup>ii</sup> comprise roughly 10 to 12 percent of all the registered organizations in Georgia.

Nevertheless third sector in Georgia developed strongly and expanded geographically, with NGOs now active in almost all regions of Georgia still most NGOs are facing serious obstacles. As the number of NGOs increases, however, so do many of the sectoral challenges. Most NGOs still face problems related to programmatic and financial sustainability, as well as public image. In addition, partnerships between different sectors are rare and sporadic.

The civil sector still comes across the problem of availability of public information. The problem of keeping and attracting highly skilled staff is also very topical. In many cases, highly skilled, qualified staff moves to international or governmental organizations. Noteworthy, that the tendency of moving to the governmental organizations has become frequent in the post-revolutionary period.

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According to the results of the survey conducted in the midst of women's NGOs based in Georgia, only 27,3% of the functioning NGOs of the given profile have own working premises; sufficient material base including clerical aids and access to ICT; policy agenda and perspective planning of granting and fundraising activities. Survey also revealed that the rest 62,7% are not ensured with all mentioned above to different extents. It means that approximately 112 NGOs dealing with gender issues and women's problems are defined as main target group along with women's initiative groups, which are not officially registered as legal entities.

EU development aid does not address the mentioned above bunch of the problems. NGOs are not able to inform donor organizations about their real needs, as it was mentioned there are no also general published assessment of needs, there is certain lack of the dialogue in planning of the development aid programs.

### ***Policy level, operation, coordination and advocacy partnerships***

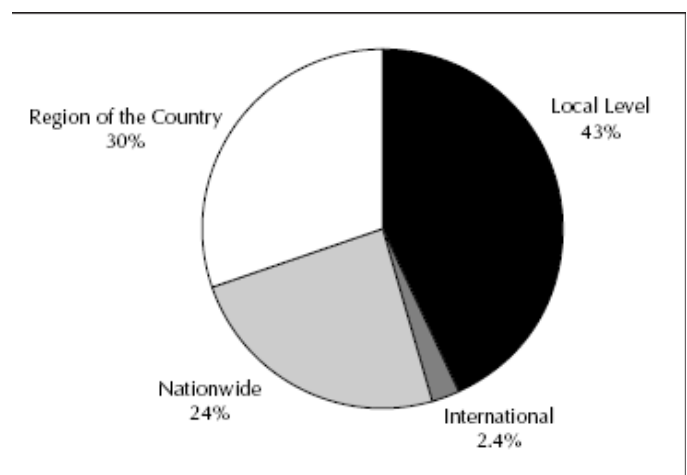
Although many Women's NGOs have significant needs and problems, about two-thirds rate themselves as either partially successful (47 percent) or fully successful (16 percent).

However, most feel they are not making a measurable impact on the gender equality, or have yet to measure it. Less than 10 percent of NGOs label themselves as partially unsuccessful (6.6 percent) or unsuccessful (2.1 percent). The exact criteria by which Women's NGOs measure their own success is unknown and the idea of what constitutes success can vary widely among NGOs, making it difficult to understand the level of success with any certainty.

However, certain generalizations can be made: the more successful NGOs typically have larger budgets, more members, and a greater level of cooperation.

The problems mentioned most frequently by Women's NGOs are insufficient funding, limited access to means of communication, an acute lack of volunteers, and the general weakness of the women's movement. Women's NGOs identified the following types of support as most important: first, support for the implementation of a particular women's project; and second, assistance in the building of NGOs capacity. Training, in all areas, is viewed as very useful by many Women's NGOs. In any case, the data suggest that many NGOs have significant needs and problems.

Women's NGOs that cooperate generally do so at the local level, with a declining amount of cooperation present at the regional (within the country), national and international levels. The reality is, however, that there is little cooperation among NGOs or between NGOs and government. Where cooperation does exist between women's groups and governmental bodies, it is more frequently with local authorities than national ones. Any type of cooperation is much more common within a given country than with international and Western organizations or NGOs from neighboring countries. Many NGOs believe that cooperation is integral to solving women's problems, and most see cooperation with national governments as one of the most important steps to improving conditions of women.



This indicates that the potential for further cooperation among NGOs, and especially between NGOs and national government, is enormous.

Problems cited most often by WOMEN'S NGOs include insufficient funding, general legal problems, limited access to communication devices, lack of volunteers, and a weak women's movement

In general, there is a correlation between an NGOs size (as determined by the budget and number of members) and the major problems it encounters. Weak management is a problem. Limited access to means of communication plagues NGOs with 26 to 100 members, but is significantly less of an issue for NGOs with 0 to 10 members or more than 1000 members. Insufficient funding is more important to NGOs with 26 to 500 members. A lack of volunteers represents a problem for smaller NGOs. There is also a correlation between the age of an NGO and its judgment of significant problems. The legal status of NGOs also correlates with their most

Conflicts with local governments, insufficient training and a dearth of activists are problems mentioned more often by grassroots organizations.

The specific needs and problems of WOMEN'S NGOs correlate with their operational levels. Local organizations identify tension with local governments, insufficient training and lack of volunteers as significant problems. At the regional level, general legislation, limited access to communication, technology and insufficient training were mentioned frequently.

Problems with general legislation, excessive taxation and tensions with national governments are more significant for NGOs operating at the national level.

### ***Material base and human resources***

The bulk of Women's NGOs (approximately 75 percent) consider their financial situation to be unstable, poor or very poor. Roughly half of Women's NGOs in the regions operate on annual budgets of less than USD 1,000, and about two-thirds operate on annual budgets of less than USD 5,000. The majority of this funding comes from external sources. Almost half of all Women's NGOs believe that external support is of critical importance to the very existence of our organization, while an additional 55 percent maintain that external support is somewhat important for some of the organizations activities. The overwhelming majority of Women's NGOs state a need for external financial support.

There is also a direct correlation between an NGOs financial status and other organizational characteristics. The profiles of NGOs that designated themselves as poor or very poor most often contain some or all of the following characteristics: unregistered, grassroots NGOs or political clubs with low active memberships (0-10 members) that operate in small towns and on the local level, and that identify ecological protest as their major activity. Poor organizations are also characterized by the absence of working relationships with national governments and by tense relationships with local governments.

### ***Conclusion***

The personal interviews provide a great deal of qualitative and descriptive information about the women's NGO community in Central and Eastern Europe. Women's NGOs in Georgia have diverse organizational profiles, although most are relatively young. The most common NGO activities are women's education and direct fieldwork, both of which are usually related to women empowerment and gender issues. NGOs also initiate projects involving campaigning and lobbying, but these topics are not nearly as popular as education and fieldwork issues. Most NGOs believe they are successful, although the justification for such a belief seldom relates to the direct impact they have. Despite their perceived success, most groups also suffer from an acute lack of funding, qualified staff and equipment. The most serious problem is locating consistent funding; in other words, figuring out how to make their groups self-sustainable. In several countries the current governments are perceived as the NGOs largest external problem. Lack of interest in women's issues, combined with negative attitudes toward women's NGOs and unfavorable tax laws, do not make the lives of NGOs any easier.

What funding NGOs do receive comes almost exclusively from external sources. Membership fees provide constant but relatively small incomes, and local and national governments in Georgia sponsor only a small number of the NGOs that were interviewed for this study. Obviously, fund raising is a hot issue for most CEE NGOs. As for cooperation, NGOs often cooperate with local governments and with other women's groups from their own countries, but international cooperation receives little attention. Cooperation with national governments is considered very difficult and so is all but ignored. The hypothesis that organizational profiles of Georgian women's NGOs can be defined by the four distinct geographical subregions was supported by the information gleaned in the interviews.

## ***Recommendations for the international development agencies and grantmaking institutions***

In order of priority, NGOs requested the following types of support:

1. Support for women's projects
2. Capacity building
3. Developing information networks
4. Training programs for staff
5. Training for leaders

More than two-thirds of NGOs (72 percent) believe that courses in fund raising would be very useful, and more than half (52 percent) believe that training courses in project management and proposal writing would be very useful.

More than one-third of the groups that were surveyed (36 percent to 43 percent) listed training courses on media relations, financial management, negotiating, presentation skills, strategic planning, networking and management of volunteers as potentially very useful. One-third (33 percent) chose training courses on team building as very useful.

Most women's NGOs believe that to complete their work more efficiently it is critically important to cooperate with other NGOs (54 percent) and government authorities (51 percent) within their respective countries. About one third of NGOs (31 percent) think it is critically important to cooperate with Western organizations, and one-fourth (25 percent) think it is critically important to cooperate with NGOs from neighboring countries.

## ***Recommendations for Donors***

These programs can be listed in the following four main areas:

1. Grants to support the institutional development of NGOs and to build their capacity to increase public participation in gender and development issues, as well as grants specifically earmarked for gender and women's related projects that involve region wide cooperation.
2. Information exchange to increase public access to information, and to facilitate networking among diverse interest groups.
3. Special projects and initiatives to assess and share regional experiences in addressing crucial mainstreaming issues.
4. Fellowships and internships to provide networking and training opportunities to promising individuals.
5. More emphasis on helping NGOs develop working relationships with government officials at all levels. Donors should also help NGOs to cooperate more closely with each other, regardless of the geographical distance between them.
6. Local offices of the foundations should have the most direct contact and best relationships with the NGO community. Therefore, donors should utilize the concept of local offices more fully.
7. Providing publications and information in the local language will also increase the dissemination of relevant information.
8. Donors should continue to work with a wide range of NGOs, supporting the grant proposals with the best chance of achieving positive impacts.

9. Donors should continue to provide financial support to NGOs, including grants for implementing projects, building capacity, hiring staff, purchasing equipment and renting office space.
10. Donors should also teach NGOs fund raising skills so that they can become more self-sustainable in the future.
11. Donors should continue to offer training courses on such topics as fund raising, project management, proposal writing and managing volunteers.
12. Donors might also consider developing specific projects and plans for the two separate NGO communities discovered by this research: city-based NGOs and grass-roots.

## **Annexes**

### **Annex I** *List of the organizations visited*

#### **Kvemo Kartli**

1. Initiative Group: Armenian Women Citizens of Georgia – Marutiani Mareta
2. Women's Association "Woman and Universe" – Bjalava Marina
3. "Bolnisi Language House" – Zurabishvili Irma
4. Azeri Women's Union of Georgia – Suleimanova Leila
5. Young Democrats Union "Future" – Mamedova Kamila
6. "Demosi" – Charkviani Liana

#### **Mtskheta-Mtianeti**

1. Georgian Women's Association – Erondidi Leila
2. AVNG Mtskheta-Mtianeti Committee – Maisuradze Tamar
3. Social and Health Problems Regulation Union "Konka" – Kariauli Khatuti

#### **Shida Kartli**

1. Association "Women and Development" – Bukhrikidze Fati
2. Association of Socially not Defended Women "Fiqris Gora" – Korkomashvili Dali
3. Women's Initiative Group "Rural Women" - Kharaishvili Nana
4. Society "Biliki", Day Center "Skhivi" – Mgebrishvili Marika
5. Association "Disabled Club of Gori" – Bregvadze Tina
6. Gori Women's Charitable Organization "Mandilosani" – Okropiridze Lia
7. Georgian Young Lawyer's Association – Bebiashvili Ketino
8. AVNG Shida Kartli Committee – Shayulashvili Lamara
9. Gori Municipal board – Muralovi Tamar

#### **Samtskhe - Javakheti**

1. Democrat Women's Organization – Modebadze Marina
2. Women's Hope – Kelaptrishvili Zaira
3. International Educational Center – Nabadze Sophiko
4. AVNG Samtske-Javakheti Committee – Beridze Nona
5. Regional newspaper "Samkhretis karibche" – Mishveladze Ketevan
6. Educational Resource Center of Akhaltsikhe – Kobesashvili Lia
7. Georgian Republican Party – Gogoladze Tamar
8. Regional newspaper "Adgilis Deda" – Tsikarishvili Izolda
9. Regional Public Union "Intellect" – Natenadze Marekhi
10. Association of self-governments – Samsonidze Naira
11. Gynecological cabinet attached to DWO – Vergenjanovich Manana
12. Orphanage – Zgudadze Darejan
13. Leader woman - Karapetian Marina
14. Leader woman – Mamukiani Lala

#### **Guria**

1. "Balavari" – Kublashvili Ketevan
2. Young teacher's Union of Ozurgeti – Tofuria Marina
3. AVNG Guria Committee – Morgoshia Badri
4. "Women and progress" – Salukvadze Natia

#### **Achara**

1. "Progress" Association of support for development and cooperation – Gabunia Nino
2. Women's Association "Achara" – Dolidze Natia
3. Batumi Youth Center – Katamadze Maia
4. "Favorite" – Katamadze Khatuna

**Kakheti**

1. Teacher's Association of Gurjaani district – Shinshiashvili Dali
2. "Aisi" – Kvirilashvili Khatuna
3. IOM – Sibashvili Ket
4. "Vejini" – Kharitonashvili Laura
5. AVNG Kakheti committee – Nibladze Jilda
6. Initiative group "Tushuri chitebi" – Ichirauli Liana
7. "Vardisubani" Community CSO Union – Darchiashvili Mariam
8. Association "Women in XXI Century" – Natroshvili Lia
9. Union "Nafarauli" – Natsvlishvili Maia
10. "Fesvebi" Group with common interests – Gakhutashvili Nino
11. "Spectr" Public Development Association – Mandzulashvili-Kharebava Sophio
12. Community Center "Leli" – Nersezashvili Nana
13. Georgian Women's Association Lagodekhi committee – Lomtadze Eva
14. Initiative group "Alazani" – Tatiashvili Elene

**Imereti**

1. "Skhivi" Disabled children's and old person's association – Bendeliani Tsitsino
2. Teacher's union "Education and Universe" – Ramishvili Nanuli
3. Miss Georgian – Grdzelishvili Ketevan
4. "Tanadgoma" Gordi women's council – Chanturia Rusudan
5. Legi – Kakabadze Nino
6. "Tetnildi" Center for development, help and cooperation between communities – Mamardashvili Abeli (Gia)
7. Initiative group Women's Council of Orpiri – Svanadze Maia
8. Women's initiative group for village Didi jikhai – Bibileishvili Ekatherine
9. "Women's Council" – Kvakhadze Nona
10. "Women's Council" of Boriti – Paksashvili Iamze
11. "Sotsiumi" – Chincharadze Maia



## ***Annex II List of the focus-group participants***

<b>#</b>	<b>Organization</b>	<b>Surname, Name</b>
1.	Association “House for Children’s Harmonious Development”	Tamar Macharashvili
2.	Women’s Initiative Group from Borjomi	Gogoladze Tamar
3.	Organization: “Lampari”, village Kakhati, Zugdidi.	Mikenaia Keto
4.	Women- Multiethnic Georgia – Keshet Project	Krikheli Eka
5.	Hileli – Yuong Jewish Fund	Gasviani Marina
6.	Association Avangard	Kvaratskhelia Madlena
7.	Democrat Women’s Organization of Samtskhe-Javakheti	Modebadze Marina
8.	Saphari - Union	Javakhishvili Tina
9.	International Center for Education of Women	Abramishvili Tamar
10.	“Kartlosi” – Friendship Bridge	Archvadze Natia
11.	Human Right’s Center	Andriashvili Nino
12.	“Tanadgoma”	Tabutsidze Irina
13.	AVNG – Anti-Violence Network of Georgia	Kashia Nia
14.	AVNG – Imereti Committee	Kikvadze Ana
15.	Women’s Initiative Group from Borjomi	Skhiladze Eka
16.	Caucasian Center on Transborder Cooperation	Dorokhina Olga
17.	“Kartlosi” – Friendship Bridge	Bibiluri Megi
18.	Georgian Foundation	Javakhishvili Nelly
19.	Helsinki Citizens Assembly GC	Chubinidze Nato
20.	Helsinki Citizens Assembly GC	Chubinidze Mery
21.	“Biliki” - Society	Menabdishvili Eka
22.	Georgian Women Medics Association	Jvania Nino
23.	PHDS	Nazarova Tsovinar
24.	AVNG – Anti-Violence Network of Georgia	Razmadze Nino
25.	Public Movement Multinational Georgia	Kochoi Ilona
26.	Women’s Political Resource Center	Gigineishvili Nata
27.	Women and Health	Gudushauri Dzidzia
28.	Women and Health	Gogochishvili Dali
29.	Phoenix – Institute of modern woman	Margalitatze Yunona
30.	Business Women Association of Abkhazia	Maisuradze Neno
31.	Women’s Voice	Nibladze Jilda
32.	Abkhazian women’s association - Sabinebi	Tsindeliiani Roza
33.	Single Parent’s Association	Kuprava-Sharvashidze Maia
34.	Ministry of Economic Development of Georgia/Department of Statistics	Charekishvili lia
<b>Journalists</b>		
35.	Radio Liberty	Gelashvili Nino
36.	Newspaper “Gori” (Kartli region)	Sabanadze Nana
37.	Newspaper “Rezonansi”	Kvividze Sopho
38.	Newspaper “Kamara”; Magazine “Focus”	Kakhurashvili Irma
39.	SCIRS “Monday” (E-newsletter)	Megrelishvili Eka
40.	Newspaper “Komersant”	Machavariani Endzela
41.	Newspaper “Rezonansi”	Tsiklauri Elza
42.	State University faculty of Journalism (student)	Bubashvili Tamuna

ii Note a difference between women NGOs and NGOs working in the area of women's equality.