From September 1, 2021, Salome Chagelishvili has been appointed as a co-director of the Fund. Salome will lead the fund for one year jointly with the current director, Nana Pantsulaia. After the expiration of this term, she will continue to work as a director and will fully take over the position of the executive director of the fund. Salome joined the Women’s Fund in 2017, as a program coordinator.
The purpose of the grant competition is to support initiatives that serve the following: empowering women, raising awareness and advocating for women’s labor rights, and changing policies, practices, views, and attitudes related to these issues.

7 projects funded throughout this competition include:

- legal and socio-economic empowerment of women employed in the service sector in Imereti municipalities;
- moreover, activities to raise awareness on labor rights will be implemented in all twelve municipalities of this region;
- awareness of women workers and employers on labor rights and responsibilities, work ethic and legal protection mechanisms will increase;
- gender policies of all seven Kvemo Kartli municipalities in both the public and private sectors will be studied and evaluated.

The elimination of gender discrimination and sexual harassment in labor relations will be facilitated.

Read more
Women’s Fund has been actively working on labor rights in recent years and, in addition to providing grants, is also involved in advocacy and awareness-raising activities.

In 2021, these activities included training of trainers in women’s economic empowerment and advocacy and making news videos, creating comics and illustrations, all in cooperation with WECF Georgia, with the support of the European Union, and with the participation of NGOs from Guria, Racha and Kakheti.
The program aims to:

- Raise awareness regarding women’s sexual and reproductive health and rights;
- Women’s empowerment;
- Change existing policies, practices, views, and attitudes towards these issues;
- Strengthen and protect the joint work of women’s sexual rights advocates.

Within the program, 6 projects were funded, through which grant recipients will help increase the access of homeless children to sexual and reproductive health services by increasing the awareness and sensitivity of specialists working with homeless children;

providing access to the Georgian language guide for the sexual and reproductive rights of homeless children;

refining the referral system. They will provide psychological and legal assistance to girls and women who are victims of discrimination/violence or other human rights abuses. A youth team of girls from Adjara will detect cases of sexual and reproductive health and rights violations in the municipalities and record podcasts.
They will provide comprehensive and reliable information to women and girls living in the mountainous Adjara region on modern means of long-term and permanent contraception, family planning, pregnancy, methods of safe and legal termination of pregnancy, standards of medical care, and patients' rights; Public attention will be drawn to policy issues, information scarcity in the education system, and the negative consequences of having faulty healthcare services. Meetings with gynecologists will be organized in 20 villages of the mountainous Adjara region within the framework of the same project. A handbook on personal data protection and the new reality created by the pandemic will be created. Access to information regarding sexual and reproductive health and rights will be increased for girls and women with disabilities. Free gynecological examinations and assistance in the treatment process will be provided for 80 socially vulnerable women.
Women's Fund announced this program for organizations and initiative groups working in the regions of Imereti, Kakheti, Racha, and Guria.
The work carried out within 15 funded grant projects includes:

**Imereti**
Promotion of the economic development of women entrepreneurs; Development of appropriate skills for the economic, political, and social involvement of girls aged 5 to 30; Development of a movement for women with disabilities in order to encourage their political participation, and raise their awareness regarding gender equality. Provision of comprehensive labor rights information to IDP and eco-migrant women.

**Racha**
Support of women in need of employment residing in Oni Municipality to create an entrepreneurial product; Capacity building of women's civic groups.
Kakheti

Involvement of rural women in the formation and implementation of local policies in Lagodekhi Municipality; Raising the awareness of women aged 18 to 40 living in the community of Karajala village and increasing their involvement in civic life; Economic empowerment of women in the Pankisi Valley and promotion of their integration; promoting the integration of Georgian and Kist youth.

Guria

Raising the awareness of the population of the village of Askani and Mziani in Ozurgeti Municipality on the issues of gender equality; Encouraging the interest of girls in STEM fields and empowering them. Within the project, 10 girls from Guria, Racha, and Imerti will become science ambassadors and will work on increasing the interest of other girls in STEM fields; Training girls, including girls with disabilities, as community activists; Strengthening the economic opportunities of women of different nationalities living in Ozurgeti; Offering basic Georgian, English and computer courses for women living in Nasakirali.
We have announced a grant competition on this topic twice in 2021 and have awarded a total of 28 grants. The aim of the program is to encourage women NGOs and women's informal groups working on social and environmental justice to focus their efforts on women's management of natural resources and to respond to social and environmental challenges, be it climate change, biodiversity, environmental pollution, chemical safety, waste management, women's rights to a safe and healthy environment, etc.

A large part of the funded 28 projects was aimed at raising awareness of environmental issues. These include: the harmful effects of burning leaves; composting mechanisms; usefulness of organic fertilizer; global and local environmental threats; the role of local government in resolving green issues; environmental pollution; air pollution; waste recycling; reduction of chemical toxicity in greenhouses; the need to replace "chechmas" with bio-toilets; energy efficiency (grant recipients managed to purchase energy efficient stoves for three socially vulnerable families and few single mothers).
We also funded:

A study of the needs of women living in Rustavi as an "industrial city" and the impact of large enterprises in their vicinity;
Empowerment of women working in the field of biodiversity conservation;
In Poti, a study of the amount of heavy metals in the blood of residents (mostly children) near the port;
Installation of one solar station;
Identification of the needs of women in green spaces and development of recommendations to promote women's involvement in planning and renewal;
Raising awareness of environmental and gender issues through an experimental dance short film.
To support the groups of women and/or queer people in crisis due to the epidemic, the Women's Fund has announced a grant competition "Strategic Grants for Women and Trans-Activist Groups - COVID-19".

The 6 funded projects aim to:

- create a space where representatives of the queer community will be able to share their experiences and gain knowledge on the desired issues;
- To further develop women's digital skills in Zugdidi Municipality;
- Establish a queer art web platform Project Fungus, which brings together old and new works by Georgian queer/feminist artists;
- To create a safe space for various vulnerable groups, where self-care and relaxation activities, integrated security sessions, physical defense, and digital security workshops will be organized;
- Increase the number of vaccinated people in Zugdidi municipality and border villages.

Read more
The grant competition is aimed at empowering feminist and women's organizations working for women's rights and systemic change in the regions of Georgia.

The fund has awarded grants to 6 organizations. They will:

- Establish a body of local self-government, the "Councils of Women with Disabilities", to address the issues of women with disabilities in the local municipality and protect their rights;
- Provide free legal advice to women in the community; Hold a regional (Samegrelo-Zemo Svaneti) forum on "I am a feminist"; Provide psycho-social support for members of the feminist platform;
- Professionally empower female football players living in the region; Help improve their skills in coaching positions.
The program aims to empower women and promote the development of the feminist movement. It was announced for formal, informal groups and networks of women from the capital and regions of Georgia.

7 projects were funded commencing work on the following issues:

- Political activation and empowerment of women from non-dominant ethnic groups living in the Kvemo Kartli region;
- Raising awareness about sexual violence and its prevention among young people;
- Empowering new feminist actors living in Gori and working with them to expand the feminist network;
- Empowering ethnically Azerbaijani women, increasing their capabilities, discovering and developing their own beliefs and potential;
- Creating a comic version of the play "Sakhlobana" about domestic violence and gender stereotypes, which has been staged several times with the support of the fund;
- Enhancing the knowledge of young women living in the Adjara region about professions and problems in professions, as well as professional stereotypes.
The Women's Fund awarded 4 grants under the program:

The project "Lesbian Resistance" of the initiative group with the same name is to strengthen the lesbian resistance - to promote the formation of a strategy; Knowledge sharing within the group; Establishing self-care practices; Creating virtual and living spaces to spread queer feminist ideas among community members. The women of Diverse Georgia will seek to explore the invisible and unspoken experiences, attitudes, and opinions of women and promote intergenerational dialogue by collecting women's oral histories and their feminist analysis. The Alliance for Women with Disabilities will work for 8 months to empower women and girls with disabilities living in the mountainous municipalities of Adjara and help increase their involvement in local decision-making processes. Diverse and Equal Georgia will conduct a qualitative study of the needs of Muslim women in Kakheti, Adjara, and Kvemo Kartli and identify the real needs of Muslim women in Georgia to further enable the development of an inclusive feminist agenda.
KATO MIKELADZE AWARD 2021

This year, three women human rights activists were awarded: Baia Pataraia, Eliso Rukhadze, and Tozu Gulmamedeli. All three of them are united by the union "Safari" and the work and struggle for women's rights. The nominees for the award were: Esma Gumberidze, Leila Suleimanova, Lika Tsuleiskiri, Meri Arkhoshashvili, Nino Baisonashvili, Rusa Sekhchidze, and Ketevan Shubashvili.

OPEN DOOR GRANTS

One funded project aims to raise awareness of the 16 Days Campaign Against Gender-Based Violence among Schoolchildren.

OPERATIONAL GRANTS

In 2021, the Women's Fund issued basic operational support grants for the first time. It is an unlimited, flexible grant program and is designed for the overall, organizational support of the grantee and not for specific project funding. The grant program serves to create an effective opportunity for the development of the grant recipient/partner organization and to achieve long-term results. At this stage we have awarded 3 grants: Women with Disabilities for Full and Effective Involvement and Gender Equality; To promote feminist practices and community engagement; Basic Operational Support Grant to the Women's Elders Council.
**PUBLICATIONS**

**READER FOR HEALERS (MLKHENELEBI)**

In 2021, the Fund began working towards creating safe, harmonious spaces for feminist activists, members of various social movements, and women's rights activists. One of the first steps towards this goal was to create a "Reader for Healers (Mlkhenelebi)" for people supporting and fighting for social transformation. The reading has seven authors: Tamta Melashvili, Salome Chagelishvili, Natia Gvianishvili, Nino Kharchilava, Mariam Gagoshashvili, Ira Silanteva and is illustrated by Luiza Laperadze. Healing (Dalkhena) is a strategy for relieving collective trauma. The Fund also hosted a training of trainers on healing practices.

**GUIDE - GENDER EQUALITY AND ENVIRONMENTAL JUSTICE**

Most feminists today agree that the destruction of nature affects oppressed groups differently - it greatly harms them and complicates the struggle for equality. The guide, prepared by Nukri Maia Tabidze and Manana Kochladze, discusses the intersection of environmental justice and feminism. The presentation of the guide, due to the pandemic, was held online by the Fund. The authors explained in more detail to the participants the connection between women's rights and the environment.
GUIDE - SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

Sexual and Reproductive Health and Rights are one of the top priorities for the Women's Fund. The Fund has a group of SRHR advocates who assist the organization in carrying out activities in this field properly. One of the recent results of their work is the textbook "Sexual and Reproductive Health and Rights". The document is intended for those who have undergone training of trainers on SRHR and want to conduct educational activities on this topic.

WOMEN’S BUDGET ADVOCACY GUIDE

Another guide, this time on how to obtain budgetary or non-budgetary funding to achieve women's empowerment goals. It lists various important sources for budget advocacy. A list and brief instructions on how women can use these resources.

SITUATION ANALYSIS

Elene Kaikhosroshvili studied the impact of the Covid-Pandemic on the work of local NGOs working on sexual and reproductive health rights.
In 2021, 2 new seasons of Feminstream podcasts were created. The season dedicated to women's labor rights had 4 authors. Video podcasts were prepared for her by Alla Parunova, Lela Gvishiani, Meko Chachava, and Nukri Tabidze. The respective topics were: the economy and the exclusion of oppressed groups; maternity leave, labor rights for women with disabilities, street vendors, and those involved in heavy industry; The problems of emigrant women and the consequences of labor migration; Invisible labor. The topic of the next season of audio podcasts was "Gender and Disabilities". Ana Katamadze, Mariam Darbaidze, Ira Silanteva, Salome Mikadze, and Esma Gumberidze, with their knowledge and often personal experience, talked about how women with disabilities are deprived of the right to make free and informed decisions about their sexuality; The transition from a medical model to a social model; On depression and addiction; Barriers and stigma for women with disabilities; The involvement of women with disabilities in public life and the challenges they face in activism.
Maternity leave - an unadapted environment

Pay for maternity leave rarely covers the increased needs of mothers; Adapted breastfeeding environments are rare in workplaces or public places; Because of these and other challenges, women often have to choose between stopping lactation and quitting work.

Harassment in the workplace

Often, people do not even realize they are victims of sexual harassment or avoid talking about it openly, even though such cases are common, especially in labor relationships. Until 2019, the definition of sexual harassment did not exist in the Code. Since 2020, the Labor Inspectorate has been working on sexual harassment issues in the workplace and has the ability to impose a fine.

Maternity leave - Legislation

Current legislation does not ensure the protection of the right to motherhood and decent maternity leave. Combining family and work responsibilities for women remains a major challenge. During 6 months of maternity leave, mothers receive only 1000 GEL in total from the state. Due to lack of funds, women are unable to take full advantage of this time and are forced to return to work as soon as possible, within 10 days or 2 weeks.

Strike

Sopo and about 20 of her female employees, due to systematic late pay and other working condition violations, appealed to the unions and began a mediation process with the employer company.
Menopause

Menopause, like other SRHR topics, is taboo and therefore has many stereotypes.

First Menstrual Period

Because of the taboo, reliable and verified information about menstruation is not available to adolescent girls, which is why the first menstruation often becomes confusing and stressful for them.

Sexual and Reproductive Health and Rights

The video briefly explains what sexual and reproductive health and rights mean and include.
INCOME of 2021: 3,226,515 GEL

EXPENDITURE:
TOTAL - 3,215,450
GRANTS - 1,584,302
PROGRAMS and ADMINISTRATION - 1,631,148