

## Management Response and Action Plan

<b>Name of Evaluation Report:</b>	<b>EXTERNAL EVALUATION OF THE COUNCIL OF EUROPE PROJECT “PROMOTING THE EFFECTIVE PROTECTION OF EQUALITY AND NON-DISCRIMINATION IN GEORGIA” – PMM ID 3589</b>		
<b>Date of Evaluation Report:</b>	<b>15 December 2023</b>	<b>Date of Action Plan:</b>	<b>2024-2027</b>

**Overall management response to the evaluation:**

Overall, the recommendations of the External Evaluation have been received positively. The report provides clear suggestions for follow-up which have already been addressed in the preparation of the new project proposal or can be integrated in the upcoming implementation cycle. There are, however, also constraints to be acknowledged, such as resource limitations both for human and financial resources, but also the evolving social-political context in Georgia, and the continuous commitments of counterparts which will be needed to successfully implement on all recommendations.

**[FOR DECENTRALISED EVALUATIONS] Dissemination plan for the evaluation:** please briefly explain how the report will be shared (internally, other CoE entities, donors, beneficiaries etc.), methods (email, events, website etc.), resources, timeframe and person responsible.

The Evaluation Report has been distributed within the Anti-Discrimination Cooperation Programmes Unit in Strasbourg and will be shared with beneficiaries in Georgia (members of the Steering Committee) through email once internal procedures at the CoE have been completed and the report is available on the DIO site. Additionally, the report will be made publicly accessible on the project webpage, and a presentation of its findings will be conducted during the first steering committee meeting for the new project ‘Enhancing Equality and Non-Discrimination in Georgia’ which builds on this completed and evaluated project.

Management Decision <sup>1</sup>	Entity in Charge	Planned Actions <sup>2</sup> (determined by Entity)	Justification <sup>3</sup> for Non-Acceptance	Target Date for Action	Person Responsible for Action
<b>Recommendation 1:</b> <b>Prepare a successor project, that would regularly conduct Implementation Context Analysis (ICA), integrate it with continuous project evaluation</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII, CoE Office	<ul style="list-style-type: none"> <li>- ICA was developed in-house and included in the proposal of the new project.</li> <li>- Senior project officer during the regular meetings with project team and supervisors will report on Context developments in Georgia.</li> <li>- Regular meeting with CoE colleagues of other projects/Units will inform context analyses (see also Recommendations 3 and 4)</li> <li>- The annual progress report will include context analyses by the project team taking into account sources from the CoE, other International Organisations and PDO.</li> </ul>	-	Next budgetary cycle, then continuous 2024-2027	TUTBERIDZE MARIAM LONGO Angela AFFLERBACH Thorsten (For supervision of Programme and Budget reporting)
<b>Recommendation 2:</b> <b>Enhance the monitoring, evaluation and learning (MEL) processes</b>					

<sup>1</sup> The management decision is in relation to the Recommendation (Accepted, Partially accepted, Rejected).

<sup>2</sup> For implementing accepted recommendations.

<sup>3</sup> For recommendations that are partially accepted or rejected.

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<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII, CoE Office	<ul style="list-style-type: none"> <li>- Independent evaluation of Tbilisi open air foreseen.</li> <li>- Behavioural science approach to training and evaluation will be piloted for the capacity building with law enforcement management aspect of the new project.</li> <li>- Review of the Log-frame and its indicators to be gender inclusive and measurable (see also recommendation 3), in first 3 months of new project start.</li> <li>- Standard question on gained capacity by participants to be added in all evaluations and reported on in annual report and the CoE Programme and Budget reporting of the Department (for all projects total).</li> </ul>	-	Continuous	TUTBERIDZE MARIAM LONGO Angela
<b>Recommendation 3: Identify potential Gender-Transformative Results and integrate them to the successor project</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII, CoE Office	<ul style="list-style-type: none"> <li>- In principle the Recommendation is accepted, but there are practical and capacity restraints. Namely, the partners of the project are mainly law-enforcement agencies, who lack gender</li> </ul>	-	Next budgetary cycle, then continuous 2024-2027	TUTBERIDZE MARIAM LONGO Angela

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		<p>equality in employment and management of their systems. Furthermore, the project team is not specialised in gender mainstreaming and the resources office wide is limited in this direction. Further finances should be allocated to outsourcing and training of project staff.</p> <ul style="list-style-type: none"> <li>- The Log-frame of the new project explicitly mentions LGBTI persons in the intermediate and immediate outcomes covering the work with Justice system.</li> <li>- The project team will meet with the DPC Gender mainstreaming advisor to review the Log-frame and its indicators for the new project, and means to improve data gathering using existing tools of the project.</li> <li>- Project team will hold regular meeting with SOGIESC Unit to align approach/ interventions in Georgia (see also Recommendation 1 on ICA)</li> <li>- Project team will maintain regular meetings with other CoE project teams in Georgia,</li> </ul>			

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		<p>including those working on violence against women.</p> <ul style="list-style-type: none"> <li>- The project takes a intersectional approach to equality, but does not have the capacity to integrate further activities specifically geared towards specific measures on gender equality beyond mainstreaming and decided to focus on pilot with behaviour design approach, believing this will also contribute to gender mainstreaming efforts and intersectionality overall.</li> </ul>			
<p><b>Recommendation 4:</b> Explore synergies within CoE and with other development partners.</p>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII, CoE Office, Project team, relevant other CoE departments	<ul style="list-style-type: none"> <li>- This is an ongoing effort of the Project team with other CoE services and the Head of Office regarding International Organisations active in Georgia. The team will rely on the engagement of those colleagues and international counterparts.</li> </ul>	-	Continuous	TUTBERIDZE MARIAM LONGO Angela VOUTOVA Natalia (regarding International Organisations in Georgia)
<p><b>Recommendation 5:</b> Hand over ownership of the Equality Week to PDO, while keeping a coordinating role to focus discussions</p>					

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<input type="checkbox"/> Accepted <input checked="" type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Project team, CoE Office	<ul style="list-style-type: none"> <li>- While this Recommendation is accepted in principle, in practice the overall aim must be to maintain cross-sectoral cooperation between national beneficiaries of the Project, hence the ICA (Recommendation 1) should inform actions to be taken towards this Recommendation throughout the project and overall Feasibility of this Recommendation.</li> <li>- The implementation of this Recommendation is also dependent on priorities set by, and commitment of, the newly appointed Public Defender and willingness of other institutions to work with Him (see also Recommendation 1).</li> </ul>	-	end-2025	TUTBERIDZE MARIAM LONGO Angela
<b>Recommendation 6:</b> <b>Continue supporting the training of the MIA staff and start working with courts and prosecutor’s office on anti-discrimination/hate crime. Focus on managers and on trailing/modelling the “full chain” of response to incidents.</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	GDII, Project team	<ul style="list-style-type: none"> <li>- Integrated in new project proposal, and new behavioural science methodological approach to training being piloted for management of law-</li> </ul>	-	Next cycle <b>2024-2027</b>	TUTBERIDZE MARIAM LONGO Angela

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		enforcement (see recommendation 2)			
<b>Recommendation 7:</b> Continue helping the trained trainers and assist SRO in resolving the “functional duality” between order and support, within the thematic scope of the successor project.					
<input type="checkbox"/> Accepted <input checked="" type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	GDII, Project team	<ul style="list-style-type: none"> <li>- Continuous support of the trained trainers both methodologically and as mentors is integrated in the new project.</li> <li>- An comparative study of similar services in the other CoE member states is being considered pending discussion with the CoE Education Department and subject to the availability of resources.</li> <li>- Engagement with the Ministry of Education in Georgia, possible following internal coordination with Education Department, is being considered pending overall Context analyses.(Recommendation 1) and subject to available resources.</li> </ul>	-	Next cycle 2024-2027	TUTBERIDZE MARIAM LONGO Angela AFFLERBACH Thorsten (regarding engagement with Education Department tbc)