

TERMS OF REFERENCE (ToR)

A study on women who have experienced domestic GBV in Georgia and its relationship to economic independence

What is the relationship between GBV and economic independence for women in Georgia?



Consultancy related to project numbers: 7-702-7021-702102

Date: June 2023

BACKGROUND

In Georgia, there is a disproportionate allocation of household responsibilities to women. At the same time, approximately 50% of women are kept out of the labour market compared to just 5% of men.

Women in Georgia have been disproportionately impacted by COVID-19, with 32% of all female workers facing a period of unemployment at some point during the pandemic. This instability in women's employment invoked additional challenges on low-income households, a large proportion of which include children and rely on women breadwinners. The World Bank has noted that women in Georgia are the most vulnerable to social shocks - including those caused by the climate crisis - *"because of their role as primary caregivers and homemakers, their occupational segregation, their lack of labour protections and legal rights to assets, biased intra-household allocations, and prevailing social norms and behaviours."*

Despite guaranteed paid parental leave being introduced in Georgian law in 2021, disparities remain in women's pension benefit versus their male counterparts, as well as unresolved legal inequalities affecting work opportunities for women after motherhood. The Global Gender Gap Index for 2022 ranks Georgia 55 and in the Central Asia region, it is ranked third. Despite this, the gender gap in estimated earned income grew in Georgia in 2022.¹ The precarity that women in Georgia face when accessing the workforce as well as the inequality of income and legal rights, leads many women struggling to achieve economic independence.

Civil Society Organisations (CSOs) in Georgia have noted that the stresses placed on households due to the aftermath of the pandemic has led to an increase in instances of violence at home. This is a factor exacerbated by the challenges women face to gain regular employment and earn a regular income. CSOs in Georgia working on gender-based violence have noted a lack of information regarding the relationship between women who experience violence and their economic situation. These same CSOs have identified a need to understand the complex gender relations present for women's economic empowerment in Georgia and how economic empowerment is related to gender-based violence (GBV).

OBJECTIVES

Conduct a study on women living in Georgia who have experienced gender-based violence (GBV), and explore the relationship between GBV and economic autonomy. The study should consider:

- Different manifestations of GBV, including:
 - Domestic violence
 - Withholding inheritance
 - Psychological violence
 - Deliberately inhibiting women's access to the labour market
 - Deliberately limiting women's access to financial resources
- If economic independence is a contributing factor to GBV or a means to escape from it, or both?

¹ World Economic Forum, 'Global Gender Gap Report, 13 July 2022

- What are the existing legislative frameworks that concern economic independence? This includes legislation concerning women and inheritance, access to credit, and access to loans. Is gender discrimination present in this legislation, if it exists?
- Do current economic policies contribute to deepening existing inequality and the feminisation of poverty in Georgia?
- What are the social barriers to economic independence for women?
- The experiences of both Georgian women, other women living in Georgia, and refugees from Ukraine

DELIVERABLES

It is expected that the methodology plan submitted as part of the application be reviewed by KVINFO in consultation with Georgian partners before commencement of the study.

1 report comprising:

1 desk review

1 legislative review

1 study

1 PowerPoint presentation in English and Georgian that summarises the study's key findings and recommendations

Recommendations for Civil Society Organisations on how to work on economic autonomy, its relationship to GBV and how to support those at risk.

Recommendations for Georgian government, donors, UN agencies, public and private sector actors, as well as the media, to address the economic autonomy of women, its relationship to GBV, and how to support those at risk.

It is expected that the researcher present the findings of the study during a KVINFO-led symposium in Tbilisi, **28 and 29 April 2024 (costs covered by KVINFO)**.

SCOPE OF WORK

As much as is reasonable, the study should consider the entire country of Georgia. The study should consider different regions of Georgia and populations from both urban and rural environments. It is expected that the work include interviews with those affected and should move beyond examples taken from legal cases.

If one or more tasks are left out, it should be justified by the consultant in consultation with KVINFO.

METHODOLOGY

It is expected that the consultant use a feminist methodology and demonstrate the use of a mixed methods approach – both quantitative and qualitative - in arriving at findings and ensuring data quality. In addition, the report should elaborate on data collection methods, tools and timetables for the study. The consultant must ensure compliance with KVINFO's Core Principles below throughout the development of the baseline study:

- A Gender-responsive approach (GRA)
- Inclusiveness
- Do no harm
- Accountability

It is expected that the consultant adopt an intersectional approach with all populations included in the study. This means that, as far as possible, the consultant should consider women from different socio-economic backgrounds, rural and urban areas, different ethnic minorities, as well as LGBTIQ+ women. An intersectional approach should consider how these factors interact with the focus of this study.

It is expected that the researcher invite consultation from KVINFO and Georgian partners at pre-arranged intervals throughout the implementation of the study.

TIMEFRAME

1st December 2023