



# HUMAN DEVELOPMENT AND GENDER EQUALITY

We are committed to tackling social inequalities through backing the basic ideals of human development and gender equality, ultimately to realize sustainable development. As well as assisting in terms of education and healthcare, we are engaged in workforce and employment projects. All such efforts aim to foster and enhance individual well-being and economic prosperity.

For governments, international organizations, funding institutions and private companies seeking to invest in human development, we provide a wide array of consulting services, assisting in the elaboration of policies and implementing reforms, mobilizing communities and delivering data-driven solutions.

In order to develop gender equality in their practices and systems, we arrange workshops and discussions, devise strategies, and carry out gender-mainstreaming capacity mapping

for our clients. Moreover, to ensure that the work we do has the desired effect, we carefully piece together awareness-raising action plans and promotional campaigns covering a broad range of human development and gender equality issues. We also focus our current labor market analysis which informs us about the wider socio-economic reality, while also working with public bodies to improve their policy frameworks to encourage a market in which attractive and inclusive work opportunities are available.

PMCG covers the following areas of human development and gender equality:

- Education;
- Health;
- Labor market and employment; and
- Migration;

## PROJECTS:

### Ukraine/Georgia:

#### STUDY OF THE NEEDS OF UKRAINIAN REFUGEES IN GEORGIA (KONRAD ADENAUER STIFTUNG; 2022)

PMC RC is carrying out a needs assessment of Ukrainian refugees in Georgia in order to develop in-demand services. Specifically, PMC RC is researching the currently available services for refugees and those providing them (e.g. CSOs and international organizations), in addition to various communication channels and networks keeping refugees connected. As well as pinpointing the issues most challenging for the refugees, PMC RC is also helping them to enter the Georgian labor market by ascertaining the sectors most compatible with their skills and knowledge. Furthermore, we are holding roundtable discussions with stakeholders to advocate for Ukrainian refugees' needs, and putting forward actions to be taken accordingly.

### Georgia:

#### DEVELOPMENT OF SKILLS FOR RURAL VULNERABLE GROUPS (UNDP; 2022)

This project is supporting disadvantaged populations in rural areas to access desirable and inclusive employment through acquiring in-demand skills and knowledge. In particular, career management skills development (CMSD) workshops (to be attended by 50 beneficiaries) are earmarked for the target group, while a needs assessment of the hospitality industry will highlight which occupations are most demanded in Kazbegi and Lagodekhi municipalities. Ultimately, informed by the needs assessment, 20 beneficiaries are expected to complete training programs, and another 20 will engage in apprenticeship programs and on-the-job coaching.



Scan QR Code to arrange initial  
meeting with our team

## **Guinea-Bissau:**

### **PROVIDING TECHNICAL ASSISTANCE TO DEVELOP GENDER PROFILE (EU; 2021-2022)**

The project served to establish a gender profile for Guinea-Bissau, to then assist in the building of an implementation plan for a national policy on gender equality for the period of 2021-2027 in which the EU is engaged in long-term programming for the country. PMCG's analysis in particular covered political, legal, and human rights matters, as well as hindrances such as social norms and stereotypes.

Our consultants carried out documentary review and devised data collection tools, arranged meetings and interviews with stakeholders, and conducted workshops involving regional government personnel, civil society actors, as well as religious leaders, among others.

## **Georgia:**

### **SUPPORTING E-WORK MARKET DEVELOPMENT IN RURAL AREAS (EU; 2021)**

The project entailed an assessment of e-work market demand among various Georgian cities, while also seeking to match this demand with the labor forces of a number of smaller municipalities. As part of the EU-funded and UNDP-implemented program "Improving Rural Development in Georgia (IRDG)", we prepared background research and analyzed the Georgian rural context regarding e-work. Moreover, we surveyed around 1,000 enterprises to ascertain opportunities for private companies to switch to an e-working mode, and completed a qualitative study in which 25 detailed interviews were held with representatives of the biggest companies and public bodies in the country. In addition, to boost e-work employment prospects for rural workers, we chose the 20 types of job in most demand for e-work, and spoke with numerous medium- and large-sized enterprises in every target city to keep a record of current and forthcoming vacancies for e-work positions.

## **Georgia:**

### **FINAL EXTERNAL EVALUATION OF SUSTAINING BORDER MANAGEMENT AND MIGRATION GOVERNANCE (SBMMG) AND TOP-UP FUNDING PROJECT (DELEGATION OF THE EUROPEAN UNION TO GEORGIA; 2021)**

The project involved assessing the impact of the Sustaining Border Management and Migration Governance (SBMMG) project, in addition to a top-up funding project, both under the IOM. The assessment contained expert views on the process, accomplishments, and outcomes of these projects. Moreover, PMCG provided detailed recommendations for the IOM, the EU Delegation to Georgia, as well as involved ministries and agencies to enhance future programming in this area.

Crucially, the OECD-DAC criteria of relevance, coherence, effectiveness, efficiency, impact, and sustainability were followed. In particular, PMCG carried out a desk review to collect data on project-related documents and key stakeholders, devised an inception report informed by secondary data analysis, held interviews with prominent actors in this area, published a final evaluation report for the attention of internal and external stakeholders, and facilitated online debriefing to allow stakeholders themselves to share views on the assessment and the lessons learned.

## **Georgia:**

### **GENDER ADVISORY SERVICES PROGRAMME GEORGIA – TBILISI BUS PROJECT (2017-2019) AND BAKURIANI MUNICIPAL SERVICES PROJECT – INCLUSION & GENDER CONSULTANCY (EBRD; 2021)**

In both the capital city of Tbilisi and the mountain town of Bakuriani, PMCG sought to create better access to employment and training for female candidates, as well as to enhance promotion opportunities and ultimately increase the number of women employees in the relevant organizations.

In particular, we reviewed HR policies and suggested recommendations thereon, provided training and support to allow women to work as drivers, and arranged a regional conference on gender issues in the transport sector.

## **Georgia:**

### **REGULATORY IMPACT ASSESSMENTS (RIAS) ON LABOR MIGRATION (IOM; 2021)**

PMC Research Center (PMC RC) carried out two RIAs on labor migration: the first was on employment agencies facilitating labor emigration from Georgia, and the second was on immigration to Georgia. The former focused on supporting the protection the rights of labor emigrants using intermediaries, and to gather dependable data on migration routes and patterns. Meanwhile, the latter sought to enhance the standard of information used by the state with respect to labor immigrants.

For both, the RIA teams established the particular problem, outlined the baseline scenario, pieced together some objectives, devised possible options for regulatory intervention, analyzed and compared their impacts, and ultimately put forward favored policy directions.



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